



April 26, 2021

—
University of California Health
1111 Franklin Street
Oakland, CA 94607

health.universityofcalifornia.edu

—
ACADEMIC HEALTH CENTERS
UC Davis Health
UC Riverside Health
UC San Diego Health
UCI Health
UCLA Health
UCSF Health

HEALTH PROFESSIONAL SCHOOLS
Schools of Dentistry
Schools of Medicine
Schools of Nursing
Schools of Optometry
Schools of Pharmacy
Schools of Public Health
School of Veterinary Medicine

INSTITUTES
Global Health Institute

CHANCELLORS
ACADEMIC COUNCIL CHAIR GAUVAIN
LABORATORY DIRECTOR WITHERELL
ANR VICE PRESIDENT HUMISTON

Re: Systemwide Review of Proposed Presidential Policy SARS-CoV-2 (COVID-19) Vaccination Program

Dear Colleagues:

Enclosed for systemwide review is proposed Presidential Policy SARS-CoV-2 (COVID-19) Vaccination Program. If approved following consultation and bargaining, it will replace an Interim Policy first issued in December 2020.

As you know, over 30 million people in the United States have been diagnosed with COVID-19 and the pandemic has claimed over half a million lives in this country – more than 60,000 in California alone. The disease is highly contagious and outbreaks in workplaces and on campuses across the country are well-documented. The virus that causes COVID-19 continues to threaten our communities and declarations of emergency issued by the President of the United States and Governor California remain in effect and reinforce the ongoing danger of this public health emergency.

The University of California has worked diligently to prevent the spread of disease through use of non-pharmaceutical interventions like mandatory use of face coverings, physical and social distancing, increased cleaning and disinfection, and routine surveillance testing and contact tracing. But our communities – and particularly the most vulnerable among us – remain at risk.

Fortunately, advances in science and medicine have made possible expedited development of extremely safe and effective vaccines to fight COVID-19. Following the recommendation of the Advisory Committee on Immunization Practices (ACIP) and Centers for Disease Control & Prevention (CDC), the U.S. Food and Drug Administration (FDA) [authorized](#) vaccines for emergency use beginning in December 2020. Since then, over 200 million doses of vaccine have been administered in the United States alone. By the time of FDA licensure (approval), expected in the coming months, the vaccines will have undergone the most intensive safety monitoring in US history. This monitoring includes using both established and new safety monitoring systems to make sure that COVID-19 vaccines are safe.

April 26, 2021

Page 2

CDC [reports](#) that serious side effects that would cause long-term health problems are extremely rare following COVID-19 vaccination and where potential problems have been identified, federal regulators and state and local public health officials have moved quickly to suspend their use. Vaccines are extremely effective at protecting recipients from contracting COVID-19, and nearly 100% effective at keeping them out of the hospital and preventing death. COVID-19 vaccines also appear to protect close contacts, particularly those at increased risk for severe illness. While some have argued that natural immunity is as safe or safer than vaccination, that is a myth. To the contrary, current evidence suggests that while reinfection with SARS-CoV-2 is uncommon in the time immediately following illness, re-infections have been reported, particularly with emerging variants. The vaccines available today continue to offer protection against known variants. The risk of severe illness and death from COVID-19 (at the time of vaccine approval, this risk was about 1 in 1000 for the average American) far outweighs any risk from vaccination.

Accordingly, University of California Health (UCH) has worked with representatives of the Provost's Office, the Academic Senate, our campuses and medical centers, Human Resources, as well as public health and infectious disease experts throughout the UC System to develop the attached proposed policy to promote campus safety as State of California and county public health officials permit and even encourage communities, businesses, and educational institutions to resume in-person operations and activities.

The policy, if enacted following consultation and bargaining, will encourage universal vaccination and mandate that any students, faculty, academic appointees, or staff living, learning, or working on premises or participating in person in University programs receive a COVID-19 vaccine, unless an authorized University official approves an exception or medical exemption, as described in further detail in the policy. Such requests for accommodations may be made by any person subject to the policy and will be adjudicated through the interactive process consistent with existing location policies and procedures. Currently vaccinations are available nationwide free of charge to recipients. Even if this were not the case, the University's health plans, like most others, provide coverage for routine health maintenance vaccinations without copays to covered students, faculty, academic appointees, staff, and their covered dependents.

Systemwide Review

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, full Senate review, in this case about **30 days**: Review of this proposed policy will extend through May 31, 2021.

Employees should be afforded the opportunity to review and comment on the draft policy. Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Labor Relations Office at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

(continued on next page)

April 26, 2021

Page 3

We would appreciate receiving your comments no later than May 31, 2021. Please submit your comments or any questions to CovidVaccinePolicyComments@ucop.edu.

Sincerely,

DocuSigned by:
Carrie Byington
0E849F9639EA49A...

Carrie Byington
Executive Vice President, University of California Health

Enclosures:

- 1) SARS-CoV-2 (COVID-19) Vaccination Program
- 2) Model Communication

cc: President Drake

Provost and Executive Vice President Brown

Executive Vice Chancellors/Provosts

Executive Vice President and Chief Operating Officer Nava

Senior Vice President Bustamante

Vice President and Vice Provost Gullatt

Interim Vice President Lloyd

Vice President Maldonado

Vice Provost Carlson

Vice Provosts/Vice Chancellors of Academic Affairs/Personnel

Chief Human Resource Officers

Deputy General Counsel Nosowsky

Deputy General Counsel Woodall

Associate Vice Provost Lee

Assistant Vice Provosts/Assistant Vice Chancellors/Directors – Academic Personnel

Executive Director Baxter

Executive Director and Chief of Staff Henderson

Executive Director Silas

Chief of Staff and Chief Policy Advisor Kao

Chief of Staff Levintov

Chief of Staff Peterson

Director Grant

Director Sykes

Manager Crosson

Manager Smith

Analyst Durrin

Policy Advisory Committee