

Madera County Transportation Commission

Voluntary COVID-19 Vaccination Policy

I. Purpose:

To help protect Madera County Transportation Commission (MCTC) employees and their families from acquiring COVID-19 and to help prevent the unnecessary spread of COVID-19 between employees, non-employees, and families, the MCTC has implemented this Voluntary COVID-19 Vaccination Policy (“Policy”).

The MCTC encourages all employees to receive the COVID-19 vaccine. MCTC employees who do not receive the COVID-19 vaccine continue to be at risk of contracting COVID-19 themselves and potentially causing other employees, customers, and guests, as well as their family members and friends, to become seriously ill or possibly die if they contract COVID-19 from you.

II. Definition:

Employees include all full-time, part-time, temporary, and seasonal employees.

III. Policy:

The MCTC recommends that all employees receive the COVID-19 vaccine. Employees who opt not to receive a COVID-19 vaccination must complete and submit the COVID-19 Vaccination Declination Form.

IV. Procedure:

A. Vaccines Available to All Employees

All employees are eligible to receive the COVID-19 vaccine through a third-party source. After receiving their vaccines, employees must provide written verification of vaccination to the MCTC by submitting documentation of the vaccination to Human Resources.

B. Exceptions to Vaccination

An employee should not receive the COVID-19 vaccine if the employee:

1. Has an allergy to the vaccine or any of its components or has other significant allergy issues that makes receiving the COVID-19 vaccine not medically recommended;
2. Has another medical condition that prevents the employee from receiving the COVID-19 vaccine; or
3. Has a sincerely held religious belief that prevents the employee from receiving vaccinations. Sincerely held religious beliefs do not include any personal opinions the employee may have concerning the COVID-19 vaccine or vaccines in general.

C. Vaccination Declination Procedures

All employees declining to receive the COVID-19 vaccination must fill out, sign, date and submit to MCTC's the COVID-19 Vaccination Declination Form.

D. New Employee Vaccinations

New employees who have not already received the COVID-19 vaccine according to the manufacturer's recommendations are encouraged to receive the COVID-19 vaccination, unless they submit a COVID-19 Vaccination Declination Form. New employees who have already received the COVID-19 vaccination from another source should submit their proof of vaccination and COVID-19 Vaccination Declination Form, indicating that they have received the vaccine previously.

E. Illness from Vaccination

Employees who experience side effects potentially attributable to the vaccine should report the side effects to their supervisor. All staff members who receive the COVID-19 vaccine and experience side effects causing them to miss work will be paid for all missed scheduled time working for MCTC due to bona fide illness attributable to the vaccine.

F. No Retaliation

If a staff member chooses to not receive the vaccine and/or chooses not to disclose the reason(s) why he or she is declining the vaccination, the MCTC and the management and supervisory staff of MCTC will not retaliate against, intimidate, or threaten any staff member for opting not to receive the vaccine and/or to disclose his or her reason for declining the vaccination.

Further, the MCTC and the management and supervisory staff of the MCTC will not retaliate against any staff member for exercising any rights under any federal, state, or local laws or regulations.