



Central Whidbey Island Fire & Rescue

1164 Race Road
Coupeville, WA 98239

Professionalism • Integrity • Compassion • Excellence

(360) 678-3602

www.cwfire.org

IN THE MATTER OF

Requiring COVID-19 Vaccination for
Health Care Providers

Resolution 21-04

WHEREAS, on February 29, 2020, Governor Jay Inslee issued Proclamation 20-05, proclaiming a State of Emergency for all counties throughout Washington State as a result of the coronavirus disease 2019 (COVID-19) outbreak in the United States and confirmed person-to-person spread of COVID-19 in Washington State;

WHEREAS, on August 9, 2021, Governor Jay Inslee issued Proclamation 21-14 requiring state employees and health care and long-term care providers to be fully vaccinated by October 18, 2021, which states, in part, the following:

- After months of improving COVID-19 epidemiological conditions in Washington State, the emergence of highly contagious COVID-19 variants, including the “delta variant” that is at least twice as transmissible as the virus that emerged in late 2019, coupled with the continued significant numbers of unvaccinated people, have caused COVID-19 cases and hospitalizations to rise sharply among unvaccinated populations and have resulted in breakthrough infections in some fully vaccinated individuals;
- COVID-19 vaccines are effective in reducing infection and serious disease, widespread vaccination is the primary means we have as a state to protect everyone, including persons who cannot be vaccinated for medical reasons, youth who are not eligible to receive a vaccine, immunocompromised individuals, and vulnerable persons including persons in health care facilities, long-term care facilities and other congregate care facilities from COVID-19 infections;
- Widespread vaccination is also the primary means we have as a state to protect our health care system, to avoid the return of stringent public health measures, and to put the pandemic behind us;
- COVID-19 vaccinations have been available in Washington State from December 2020 to the present, and since April 15, 2021, all Washingtonians over the age of 16 have been eligible to receive free COVID-19 vaccinations from a wide variety of providers at many locations;
- Healthcare workers face COVID-19 exposures in a variety of healthcare settings, with those involving direct patient care likely at higher risk;

- On July 6, 2021, the Office of Legal Counsel of the United State Department of Justice issued a legal opinion stating that federal and state governments were not prohibited by federal law from imposing vaccination mandates, even when the only vaccines available are those authorized under U.S. Food and Drug Administration Emergency Use Authorizations; and
- On July 26, 2021, approximately 60 medical groups ... issued a memorandum supporting mandatory, universal vaccination of all public and private health care and long-term care workers, noting that such a requirement is the “fulfillment of the ethical commitment of all health care workers to put patients ... first and take all steps necessary to ensure their health and well-being”;
- It is the duty of every employer to protect the health and safety of employees by establishing and maintaining a healthy and safe work environment and by requiring all employees to comply with health and safety measures; and

WHEREAS, Proclamation 21-14 specifically prohibits any health care provider from failing to be fully vaccinated, and prohibits any entity that operates a health care setting from permitting a health care provider to engage in work unless he or she has been fully vaccinated.

WHEREAS, all operational employees and volunteers of the district are credentialed health care workers (emergency medical technicians) or are permitted by law to provide health care services in a professional capacity without holding a credential (all other members trained in cardiopulmonary resuscitation and first aid).

WHEREAS, CWIFR is an entity that operates a health care system and is covered by Proclamation 21-14.

WHEREAS, as a result, all of CWIFR’s members must be vaccinated by October 18, 2021 as a bona fide occupational qualification for continued employment or volunteer service.

WHEREAS, in order to be fully vaccinated by October 18, 2021, individuals must have received the second dose of a two-dose mRNA vaccine (such as Moderna and Pfizer) or a single dose vaccine (such as Johnson & Johnson) by October 4, 2021.

WHEREAS, to prove full vaccination, Proclamation 21-14 requires that employees and volunteers provide (1) a CDC vaccination record card or photo of the card, (2) documentation of vaccination from a health care provider or electronic health record, or (3) state immunization information system record.

WHEREAS, in complying with Proclamation 21-14, the district must engage in a flexible, interactive process to identify accommodations options for employees who are unable to receive a vaccination due to a disability or sincerely held religious belief. Such an accommodation should (1) eliminate or reduce the risk of exposure so that the unvaccinated individual does not pose a direct threat, and (2) not constitute an undue hardship for the employer. If the employee or volunteer is entitled to a reasonable accommodation due to a disability or sincerely held religious belief and appropriate documentation is provided, he or she is exempt from the mandatory vaccination requirement of Proclamation 21-14.

WHEREAS, all members volunteering for and employed by or volunteering with CWIFR will be subject to non-disciplinary dismissal from employment or voluntary service for failing to meet bona fide occupational qualification for continued employment or voluntary service if they have not been fully vaccinated or received a reasonable accommodation due to a disability or sincerely held religious belief by October 18, 2021.

NOW, THEREFORE, BE IT HEREBY RESOLVED, in compliance with Proclamation 21-14, CWIFR hereby adopts the mandatory vaccination policies specified in General Order 21-02 Mandatory COVID-19 Vaccination. These policies shall be in effect only to the extent required by Proclamation 21-14, as it may be updated and amended.

ADOPTED by the Board of Fire Commissioners of Central Whidbey Island Fire & Rescue, Island County Washington at a special meeting this 24th day of August 2021.

**Central Whidbey Island Fire & Rescue
Board of Fire Commissioners**



Commissioner Paul Messner



Commissioner Cheryl Engle

Commissioner Steve Hutchinson

Attest:



District Secretary