Do I have to be vaccinated if I am employed by Mount Wachusett Community College?

Yes. All full and part-time employees including faculty and staff, contract and/or hourly employees, interns, and volunteers regardless of whether work assignments are online or in-person as well as those consultants, vendors or business/governmental invitees that have a regular presence on campus and/or routinely interact with students and/or employees, as determined by the College, are required to be fully vaccinated against COVID-19 and submit written proof of an official record of full vaccination status.

Certain other individuals, including consultants, vendors, and other business/governmental invitees may be required to be vaccinated. Please view the full employee vaccination policy for detail.

What's the deadline for providing proof of my vaccination status?

All employees must submit written proof of an official record of full vaccination status no later than January 3, 2021.

How do I provide my written proof of an official record of full vaccination?

All employees should be in receipt of an email from the VP of Human Resources dated November 19, 2021 containing guidance on submitting proof of full vaccination status. The email contains a link to upload proof of employee vaccination.

Alternatively, Employees may visit the College web page at https://mwcc.edu/covid scroll down the page and staff and click on the button “upload proof of employee vaccination”

Please note that the attestation of vaccination status will not be accepted as written proof of an official record of full vaccination status.

If I received an exemption and/or reasonable accommodation related to certain COVID-19 vaccination requirements in the Fall of 2021 (e.g., clinical sites) do I now need to request a reasonable accommodation in accordance with the Employee Vaccination Policy?

Yes, any vaccine requirements exemptions and/or exclusions for Fall 2021 must be requested again for Spring 2021.

Will my vaccination record be treated confidentially?

Vaccination records will be treated in the same confidential manner as other employee records and will be stored with the employee’s medical records.

What alternatives are available to me if I am unvaccinated?

For employees who have determined that they will not get vaccinated, the College has provided an extended notice period for those employees who submit a letter of resignation by January 3, 2022 that will enable them to remain employed through February 3, 2022.
Employees who are unable to be vaccinated may request a reasonable accommodation where the College will engage in an interactive process to determine if eligible for a reasonable accommodation, and if so, whether the requested accommodation is reasonable and does not create an undue hardship to the College or direct threat to the health or safety of others in the learning and working environment, if applicable.

In the event a reasonable accommodation is approved, employees may be subject to additional health and safety protocols and/or be excluded from campus and/or college activities including but not limited to travel for the protection of health or safety, as determined by the College in consideration of local, state, and/or or federal laws and public health guidance and/or mandates.

If I am unable to be fully vaccinated, how do I apply for a reasonable accommodation?

Requests for reasonable accommodation, including requests for a medical or religious exemption, will be considered consistent with applicable laws, legal guidance, and College policy.

Reasonable accommodation requests should be submitted to vaccineaccommodations@mwcc.mass.edu. Requests may be submitted by clicking HERE.

Please note that the individualized interactive process to determine reasonable accommodations is estimated to take a minimum of ten (10) business days following the receipt of satisfactory documentation supporting the employee’s eligibility for reasonable accommodation. If you are seeking a reasonable accommodation, please submit your request and necessary documentation as soon as possible and without delay if you want your request to be considered in time by the January 3, 2022 deadline.

If I fail to provide proof that I have been fully vaccinated against COVID-19, what will happen?

Employees who fail to submit verification of full vaccination by the January 3, 2022 deadline are not permitted to work either on campus or through telework or to be on campus for any purpose absent an approved reasonable accommodation.

As applicable, employees will be placed on leave without pay for no more than 14 calendar days pending submission of the required verification or receipt and approval of an appropriately documented reasonable accommodation.

If an employee has a reasonable accommodation request pending and/or has received an initial or subsequent dose of a vaccine but has not yet reached full vaccination status, the College will allow employees to use any accrued personal, vacation and/or compensatory time for the above period. Further, a College may extend the above period to enable an employee to reach full vaccination status if the employee has satisfactorily demonstrated that they have started the vaccination process.

Continued failure to submit required vaccination verification, absent an approved reasonable accommodation, shall be cause for discipline up to and including termination consistent with applicable collective bargaining agreements and/or employee handbook.

If I am not vaccinated and my employment is terminated, am I eligible to collect unemployment benefits?
The Commonwealth’s Division of Unemployment Assistance (DUA), not the College, makes determinations regarding unemployment benefits. According to DUA’s website such determinations are made on a case by case basis but that employees should not expect to be able to collect unemployment if they are terminated for refusing the vaccine.

**What is the definition of “fully vaccinated”?**

The community colleges are following the CDC’s definition of full vaccination status, which currently provides that “[i]n general, people are considered fully vaccinated:

- 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, such as Johnson & Johnson’s Janssen vaccine.”

If the CDC changes their definition at any time, the revised definition will be applicable.

Employees should take immediate steps to schedule their vaccinations if they have not already done so and pay close attention to the type of vaccine that they receive and its timing schedule to ensure they are fully vaccinated by the January 3, 2022 deadline.

**If I already had COVID, do I need to be vaccinated?**

Yes. According to the CDC, you are not considered fully vaccinated if you have had COVID but have not been vaccinated.

**How do I get vaccinated?**

Additional resources for accessing a COVID-19 vaccine include:

- [Vaxfinder](#)
- [COVID-19 Mobile Vaccine Program](#)
- [Additional Vaccine Resources](#)

**Why don’t all members of the public have to comply with the employee or student vaccination policy?**

Since the beginning of the pandemic, we have been consistent in how we have applied our safety precautions. President Vander Hooven has made it clear that the various entities under the MWCC umbrella have been operating using industry standards consistent across the board. We continue to do so to this day. The College has a wide variety of activities occurring on campus to address the needs of our community members. Assessing those needs in the context of current health and safety standards and the employee and student vaccination policies, and recognizing that the College continues to require wearing masks while indoors, social distancing, and the use of protective barriers where appropriate, the College has determined that there will be very limited circumstances when unvaccinated persons may be on site for a particular purpose.

**What are the vaccination and safety protocols for consultants, vendors and/or business/governmental invitees?**
The employee vaccination requirement does not apply to consultants, vendors and/or business/governmental invitees who are not regularly on campus and/or who do not routinely interact with students and/or employees (e.g., invited to campus for a limited short duration visit). All such individuals are, however, required to comply with all other additional health and safety protocols in effect: wearing a face covering indoors at all times unless alone in an office, maintaining social distancing, and practicing good hand washing hygiene. However, the College reserves the right to require any consultant, vendor and/or business/governmental invitee to be vaccinated if, in the College’s sole discretion, the planned activities of the individual(s) are determined to require regular or routine presence on campus with such frequency that they may jeopardize the health and safety of employees or students in contradiction to the intended objectives of the vaccination requirement policy, or in the event a single activity at the College involves significant interaction with employees or students in a manner that cannot otherwise be managed safely to the satisfaction of the College.

**What are the vaccination and safety protocols for Mount Fitness?**

Mount Fitness is adhering to the Commonwealth’s COVID prevention guidelines applicable to fitness centers. Once Mount Fitness was permitted to reopen after the lock down, all of the equipment was moved and socially distanced, and it remains so today. Masking is required unless working out in a socially distanced manner. Although proof of vaccination status is not required to use the facility, all patrons are strongly encouraged to get vaccinated for personal safety and the wellbeing of fellow fitness enthusiasts [https://www.mass.gov/doc/fitness-centers-and-health-clubs-protocol-summary-030121/download](https://www.mass.gov/doc/fitness-centers-and-health-clubs-protocol-summary-030121/download). We will continue to monitor not only the developments of Covid-19 but also the industry standards for fitness centers and will reassess our approach as more information becomes available.

**What are the vaccination and safety protocols for Theatre at the Mount?**

Based on emerging trends and standards in the theater, performing arts and sporting industries, Theatre at the Mount will operate at 50 percent of capacity with mandated seating in ‘pods’ of 2 or 3 people and is requiring that all patrons ages 12 and over present either proof of full vaccination, or negative COVID-19 PCR test taken within 72 hours of the performance, or negative COVID-19 antigen test taken within 24 hours of the performance to enter the theatre. Children under the age of 12 may enter when accompanied by a vaccinated adult. When accompanied by an unvaccinated adult, children under the age of 12 must present proof of a negative COVID-19 test to enter. All guests over the age of 18 must also provide a current government-issued photo ID (such as driver’s license or passport). Face coverings will be required at all times unless seated in the designated ‘pod’. We will continue to monitor not only the developments of Covid-19 but also the industry standards for theaters, performing arts and sporting events and will reassess our approach as more information becomes available.

**What are the vaccination and safety protocols for bookstore customers?**

Similar to business or governmental invitees who are not regularly on campus and/or who do not routinely interact with students and/or employees (e.g., invited to campus for a limited short
duration visit), bookstore customers who are not otherwise required to be vaccinated in accordance with the Student Vaccination Policy or the Employee Vaccination Policy will not be required to show proof of vaccination in order to shop at the campus bookstore.

**What are the vaccination and safety protocols for Library patrons?**

Similar to business or governmental invitees who are not regularly on campus and/or who do not routinely interact with students and/or employees (e.g., invited to campus for a limited short duration visit), visitors to the LaChance Library who are not otherwise required to be vaccinated in accordance with the Student Vaccination Policy or the Employee Vaccination Policy will not be required to show proof of vaccination in order to pick up or drop off books at the Library. Library patrons intending to remain on campus to study, do research, or engage in any other activity requiring their prolonged presence on campus, however, are required to be vaccinated and may therefore be asked to leave the premises by College officials absent showing proof of vaccination status.

**What are the vaccination and safety protocols for Childcare patrons?**

Similar to business or governmental invitees who are not regularly on campus and/or who do not routinely interact with students and/or employees (e.g., invited to campus for a limited short duration visit), individuals accessing the Garrison Center for childcare services who are not otherwise required to be vaccinated in accordance with the Student Vaccination Policy or the Employee Vaccination Policy will not be required to show proof of vaccination in order to access the facility to drop off or pick up children.

**What are the vaccination and safety protocols for Sponsored events?**

The College will only be hosting internally sponsored events that will include a remote attendance option and therefore, proof of vaccinated status will be required of individuals who wish to attend such event in person.