



Our Lady of Prompt Succor Nursing Facility

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November 12, 2021

MEMO

To: Unvaccinated Staff – Prompt Succor Nursing Home
From: Michael Purser, Administrator

Re: COVID-19 Vaccine Mandate; Exemption Requests

This memo is a follow up to previous communication regarding the CMS COVID-19 Vaccine Mandate, adopted by CMS November 4, 2021. The mandate requires all eligible staff at health care facilities participating in Medicare and Medicaid programs to be vaccinated.

Prompt Succor Nursing Home is included in this requirement, and as mandated, we are implementing policies and procedures to meet the following COVID-19 vaccine requirements:

1. Develop a process/plan for vaccinating all eligible staff
2. Develop a process/ plan for providing exemptions and accommodations for those who are exempt
3. Develop a process/plan for tracking and documenting staff vaccinations

The regulation allows for medical and religious exemptions. Prompt Succor Nursing Home will follow current guidance from CMS and the Equal Employment Opportunity Commission (EEOC) when reviewing exemption requests. According to CMS, ***“exemptions could be appropriate in certain limited circumstances, but no exemption should be provided to any staff for whom is not legally required (under the ADA or Title VII of the Civil Rights Act of 1964) or who request an exemption solely to avoid the vaccine”***.

Review / approval criteria for medical and religious exemption requests are as follows:

Medical:

- Recognized medical conditions for which vaccines are contraindicated
- All documentation must be signed and dated by a licensed practitioner
- Documentation must contain all information specifying why the COVID-19 vaccines are clinically contraindicated for the staff member
- Documentation must include a statement by the authenticating practitioner recommending the staff member be exempted

Religious:

- Requests for a religious exemption will be evaluated according to facility policy and EEOC guidelines for Title VII of the Civil Rights Act of 1964 (Title VII).
- Religious exemption request forms are available from the business office and must be used to advise Prompt Succor Nursing Home that you are requesting an exception to a COVID-19 vaccine because of a conflict between the requirement and your sincerely held religious beliefs, practices, or observances.

The exemption requests must be received by Friday, November 19, 2021, at 12:00 noon, and addressed to: Administrator, 954 E. Prudhomme Street, Opelousas, LA 70570.

You will receive a written response to your request by November 30, 2021, 4:30pm.

If you would like to receive your COVID-19 Vaccination, please contact Amanda Wheeler, RN, Infection Preventionist ASAP.