



Maryland  
Hospital Association

**Maryland Hospital Worker Mandatory COVID-19 Vaccination**  
**– Consensus Statement –**  
June 7, 2021

Maryland's 60 hospitals and health systems are committed to make the state's hospitals safe for every patient, every visitor, and every staff member. As part of their commitment to that goal, participating hospitals have, through the auspices of the Maryland Hospital Association (MHA), made a decision to require all employees and clinical team members to be vaccinated against COVID-19. MHA's Executive Committee endorses this action.

Maryland hospitals have seen first-hand the devastation COVID-19 has caused to the people of our state. They understand how deadly this disease can be. Leaders at Maryland's hospitals and health systems are stepping up to protect the health and wellness of their communities.

Hospitals are confident of both the science and the safety behind the vaccines. To date, approximately 70% of all Maryland hospital employees have been fully vaccinated, along with more than 3 million Marylanders overall and about 140 million Americans.

There have been minimal side effects and the benefits are great.

Each health system or hospital will set a date after which vaccination against COVID-19 will be a condition of employment (or contract engagement for non-employees who work at hospitals). Medical and religious exemptions will be determined by each health system or hospital.

All hospitals will continue to require other infection controls including wearing masks and other personal protective gear, social distancing, handwashing, and other measures per Centers for Disease Control and Prevention guidance.

## Implementation Guidance

*The recommendations are not intended to interfere with or supersede the policies adopted at each hospital. No legal proceeding should reference a deviation from any part of this document.*

Each hospital and health system implementation plan/policy should include:

- A communication plan. Begin early.
  - Consider how to maximize trust in the way education is conducted
  - Meet in-person with hesitant employee groups
  - Share facts behind the science, safety, and efficacy of the COVID-19 vaccine
  - Conduct ongoing education sessions/town halls on the vaccine
  - Provide physicians, nurses and pharmacists to speak one-on-one with employees who request more information via phone, text, email or in-person
- Scope of policy to apply to all categories of health care worker (Ex: employees, contractors, volunteers, medical staff members, students, vendors, etc.)
  - Inclusion of those who work remotely to promote safety of the community in accordance with U.S. Equal Employment Opportunity Commission guidance
- Delineation of roles and responsibilities related to the implementation and management of the vaccination policy
- Availability of vaccine and prioritization in the event of shortages
- Mechanism to make the vaccine available to target groups
- A means to track and record compliance
  - including documentation for those who receive vaccinations outside the hospital or health system
- A process to define and evaluate requests for medical and religious exemptions
- Considerations for new hires
  - Ex: Must provide evidence of prior completion of the vaccination series; If not previously vaccinated, share a specific timeframe for new employees to complete vaccination
- Outline the consequences of non-compliance

Additional opportunities:

- Offer vaccine to employees' family members
- Identify and empower vaccine "Ambassadors" who can influence their colleagues
- Bring vaccine clinics to the cafeteria, break rooms, and other gathering spots
- Register employee for vaccination at new hire orientation