COVID-19 VACCINATION POLICY

SCOPE:

This Policy pertains to all Memorial Park District Employees. To the extent that any employees are subject to more restrictive policies mandating vaccination as a result of their classification as “emergency responders” those policies shall remain in full force and effect and supersede this policy for those respective employees.

PURPOSE:

Consistent with its duty to protect the public health and safety of the community, and to provide and maintain a workplace that is free of recognized hazards, the Memorial Park District (hereinafter referred to as the “Park District”) has adopted this policy to safeguard the health and well-being of employees, volunteers, contractors, their families, and the community from COVID-19. This policy is intended to comply with all State and local laws, including Governor Pritzker’s Executive Orders and Cook County Department of Public Health Orders as may be revised and amended. It is based upon guidance provided by the Centers for Disease Control and Prevention (CDC) and public health and licensing authorities, as applicable. Research has shown that vaccination programs limited only to employees who actively seek the vaccine have lower effectiveness in protecting employees.

POLICY:

1. All Park District Employees who have not been fully vaccinated against COVID-19 must be tested for COVID-19, weekly, at a minimum. This testing must be done using a test that either has Emergency Use Authorization by the FDA or is operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services. Proof of a negative test result must be shown weekly to the employee’s respective department head. Any Park District Employee who tests positive for COVID-19 shall comply with the Park District’s promulgated quarantine policy and shall not return to work without proof of a negative COVID-19 test result.
2. Employees that are fully vaccinated may show proof of full vaccination status against COVID-19 to the Director of Parks and Recreation. Proof of full vaccination status may be shown by providing one of the following: (1) A CDC COVID-19 vaccination record card or photograph of the card; (2) documentation from a health care provider or electronic health record; or (3) other proof deemed acceptable by the Director of Parks and Recreation. Those employees that are fully vaccinated are not subject to the weekly testing requirements set forth herein.
3. Park District Employees who fail to present the required weekly negative test results by Tuesday of the given work week shall be immediately suspended without pay until the employee is in compliance with this policy. If a Park District Employee indicates his/her refusal to comply with this policy, he/she will be subject to discipline, including, but not limited to, termination.