



Confederated Tribes of Warm Springs, Oregon
Human Resources Department
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PER 905 C MANDATORY COVID-19 VACCINATION

POLICY: COVID-19 is an infectious illness caused by the Corona virus (COVID-19). Due to the high risk to employees, all current employees, regardless of status (i.e., limited duration, part time, probationary status), and newly hired employees shall be fully vaccinated. Volunteers will have to follow the same policy.

1. Vaccinated employees shall provide a copy of their vaccination record to the Human Resources Department who will keep a copy on file. If they are not fully vaccinated, they need to provide a copy to the Human Resources Department for each stage of their vaccination until they are fully vaccinated.
2. If new employees are not fully vaccinated at time of hire they shall be fully vaccinated within the first six months of employment. They need to provide a copy to the Human Resources Department for each stage of their vaccination until they are fully vaccinated.
3. The Human Resources Department will grant a medical or religious exemption to this vaccine requirement, so long as the exemption does not pose an undue hardship or direct threat to health or safety. Additional safety precautions or job modifications may be required in the event an exemption is granted. The Confederated Tribes of Warm Springs being a sovereign nation is not required to follow the ADA and Title VII of the Civil Rights Act of 1964 which includes the medical and religious exemption. The Tribes finds this to be reasonable at this time and reserves the inherent right to change this at any time.
 - a. A medical exemption is to include a letter from your physician to be on file with the Human Resources Department (HR). This is normally defined as being allergic to any of the ingredients used to manufacture the vaccine and /or other underlining medical conditions.
 - b. A religious exemption must be submitted to the Human Resources Department to be on file.
4. Exempt unvaccinated employees must test weekly. Self-administered home testing kits may be used. They may be purchased on your own or may be available at designated locations as long as supplies last.
5. If you are symptomatic (covid symptoms) and test at one of the designated locations (home test or rapid covid test site – see #4) or if directed by a medical provider, or exposure to a person known to be positive, please do not to report to work until you are



tested and receive your results. You must isolate yourself from any contact until you receive a COVID test result.

6. All employees that enter a tribal public building must show proof of vaccination or have a negative test result within 7 days prior to entering the building and wear a mask.
7. If an employee declines to take a COVID-19 test when required, they will be sent home for violation of PER 801 Employee Safety. Failure to test after three days will be construed as a refusal to work. Appropriate disciplinary action will occur up to and including termination under Personnel Policy, PER 801 Personal Appearance and conduct of Employees.
 - a. An employee will be allowed three days to comply with the request.
 - b. Those three days will be recorded as Leave Without Pay (LWOP).

