



OFFICE OF THE PRESIDENT  
1111 Franklin Street  
Oakland, California 94607-5200

September 16, 2022

CHANCELLORS  
ACADEMIC COUNCIL CHAIR SUSAN COCHRAN  
LABORATORY DIRECTOR MICHAEL WITHERELL  
ANR VICE PRESIDENT GLENDA HUMISTON

**Re: Systemwide Review of Presidential Policy – University of California – Policy on Vaccination Programs**

Dear Colleagues:

On August 30, 2022, the Policy on Vaccination Programs – With Interim Amendments was issued, with an effective date of September 1, 2022, as instruction resumes and prior to the influenza season.

We are now initiating the formal Systemwide Review and consultation process to finalize this Presidential Policy (enclosed).

**Background and Key Policy Revisions**

This policy is renamed “Policy on Vaccination Programs” and consolidates existing systemwide vaccination requirements (other than the Student Immunization Policy) into a systemwide policy with Program Attachments for the SARS-CoV-2 (COVID-19) Vaccination Program and the Seasonal Influenza Vaccination Program. Key revisions from the interim amendments include the following:

- The COVID-19 Vaccination Program Attachment incorporates language from the July 15, 2021 SARS-CoV-2 (COVID-19) Vaccination Program policy. This is primarily a reorganization and simplification of existing policy language and is not intended to institute substantive changes in policy regarding existing COVID-19 vaccination requirements.
- In alignment with CDC guidance, the deadlines for completion of the primary COVID-19 vaccination series have been extended to allow for a longer interval period between doses.
- Locations are encouraged to evaluate COVID-19 Vaccination Program Participation, but Healthcare Locations are not required to do so.
- The COVID-19 Vaccination Program corrective action/discipline language for policy-covered academic appointees has been clarified.

- The Seasonal Influenza Vaccination Program Attachment incorporates language from the President’s past flu vaccine Executive Orders. The Seasonal Influenza Vaccination Program is an Opt-Out program, which means Covered Individuals may decline vaccination after receiving vaccine education. The Program has an annual compliance date of no later than December 1. Locations may choose an earlier compliance date. The first compliance date for new employees depends on when their first date of employment is in relation to the flu season.
- The language has been updated throughout consistent with current public health usage.
- The following groups are Covered Non-Affiliates instead of Covered Individuals: “K-12 students and children enrolled in day care programs and camps sponsored by the University or operated at a University Facility or Location; as well as individuals enrolled in UC extension programs, continuing education, lifelong learning, seminars, workshops, and other non-degree-granting educational programs.” For clarity, individuals enrolled in professional development and recreational programs are also included in the definition of “Covered Non-Affiliates.” This provides Locations with flexibility on local program implementation as Locations define the requirements for Covered Non-Affiliates.

The revisions were made in consultation with Systemwide Human Resources, Academic Personnel and Programs, UC Health, and UC Legal. After reviewing and analyzing the comments received during Management Consultation, we are now distributing the Presidential Policy – Policy on Vaccination Programs for Systemwide Review to gather input.

### **Systemwide Review**

Systemwide Review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide Review also includes a mandatory, 90-day full Academic Senate review.

Employees should be afforded the opportunity to review and comment on the draft policy. Attached is a Model Communication which may be used to inform non-exclusively represented employees about the draft policy. The University will adhere to its bargaining obligations, if any, that may exist in connection with the adoption of this policy. Accordingly, the University will follow appropriate procedures with respect to represented employees and the Office of the President’s Systemwide Labor Relations office will coordinate that process.

The Systemwide Review period for the Presidential Policy – Policy on Vaccination Programs draft policy is **September 16, 2022 through December 15, 2022**. The draft policy is posted on [UCNet](#).

Comments from the Academic Senate and campus academic administrators should be submitted to [VP-ACADEMICPERSONNEL@ucop.edu](mailto:VP-ACADEMICPERSONNEL@ucop.edu). Comments from staff employees should be compiled by HR Policy Coordinators and submitted to SHR Policy through Box. SHR Policy will communicate further with HR Policy Coordinators about this process.

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Questions relating to academic personnel may be directed to Tiffany Wilson at [Tiffany.Wilson@ucop.edu](mailto:Tiffany.Wilson@ucop.edu). Questions from staff should be directed to location HR Policy Coordinators. Location questions related to staff employees may be directed to [Olga.Zundel@ucop.edu](mailto:Olga.Zundel@ucop.edu) and [Abigail.Norris@ucop.edu](mailto:Abigail.Norris@ucop.edu).

Sincerely,



Michael T. Brown, Ph.D.  
Acting Vice Provost  
Academic Personnel and Programs



Cheryl Lloyd  
Vice President  
Systemwide Human Resources

Enclosures:

- 1) Policy on Vaccination Programs
- 2) Model Communication

cc: President Drake  
Executive Vice Chancellors/Provosts  
Executive Vice President Byington  
Executive Vice President and Chief Operating Officer Nava  
Senior Vice President and Chief Compliance Officer Bustamante  
Vice President Maldonado  
Vice Provosts/Vice Chancellors for Academic Personnel  
Chief of Staff Kao  
Assistant Vice Provosts/Vice Chancellors for Academic Personnel  
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Associate Vice Provost Lee  
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Executive Director Silas  
Chief of Staff and Executive Director Henderson  
Chief of Staff Levintov  
Chief of Staff Peterson  
Chief Policy Advisor McAuliffe  
Principal Counsel Essick  
Principal Counsel Mastro  
Director Heng  
Director Roller  
Director Sykes  
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