



17661 Pilkington Rd.  
Lake Oswego  
OR 97035

p: 503.635.6041  
f: 503.699.9423

[www.rivergrovewater.com](http://www.rivergrovewater.com)

## 2021-07 RESOLUTION FOR "MANDATORY COVID-19 VACCINATION POLICY"

WHEREAS: the Rivergrove Water District recognizes the need to provide and maintain a workplace that is free of known hazards;

WHEREAS: the District recognizes the responsibility to protect our employees and their families; our volunteers, customers, and visitors; and the community at large from COVID-19;

WHEREAS: the District's policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities;

**THEREFORE, BE IT RESOLVED** the Board of Commissioners of the Rivergrove Water District formally adopts the attached document entitled "Rivergrove Water District Mandatory COVID-19 Vaccination Policy".

This Resolution moved by Commissioner Johnson, seconded by Commissioner Magura, and adopted by the Board of Commissioners of the Rivergrove Water District this 25<sup>th</sup> day of October 2021 by the following vote: Ayes: Commissioners Roth, Johnson, Magura, Patterson, and Howell. Nays: None.

Christine K Roth

Signed: Christine K. Roth, Chair

James W. Johnson  
Attest: James W. Johnson, Commissioner



## **RIVERGROVE WATER DISTRICT**

### **MANDATORY COVID-19 VACCINATION POLICY**

In order to provide and maintain a workplace that is free of known hazards, we are adopting the following mandatory COVID-19 Vaccination Policy to protect our employees and their families; our customers and visitors; and the community at large from COVID-19. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.

Under this Policy, all employees are required to receive and complete COVID-19 vaccinations on or before December 1, 2021. This includes both vaccinations if two vaccinations are required for full vaccination. Employees must present proof of such vaccination with a COVID-19 Vaccination Record Card or verification of vaccination by a medical professional or pharmacy.

Rivergrove will pay for all vaccinations. Vaccinations should be run through the employees' health insurance where applicable. All employees will be paid for time taken to receive vaccinations. Employees should work with their managers to schedule appropriate time to comply with this policy.

Before the stated deadlines to be vaccinated have expired, employees will be required to provide either proof of vaccination or an approved reasonable accommodation to be exempted from the requirements. Employees not in compliance with this policy will be placed on unpaid leave until a final determination is made regarding their employment status.

Employees in need of an exemption from this policy due to a medical reason or because of a sincerely held religious belief, must submit a completed Request for Accommodation form to Janine Casey to begin the interactive accommodation process as soon as possible.

Please direct any questions regarding this policy to Janine Casey, General Manager.