

# City of Detroit

## COVID-19 Vaccination Policy

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### 1. Authority

- 1.1 In accordance with the City of Detroit's duty to provide and maintain a workplace that is free of known hazards, we are adopting this policy to safeguard the health of our employees and their families; our citizens and visitors; and the community at large from infectious diseases, such as COVID-19 that may be reduced by vaccination.
- 1.2 This policy complies with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention (CDC), Michigan Occupational Safety & Health Administration (MI-OSHA), local health authorities, and City of Detroit Safe Workplace policy, as applicable.

### 2. Scope

- 2.1 All City of Detroit employees and their families are eligible and encouraged to receive the COVID-19 vaccine ("vaccine").

### 3. Procedures

- 3.1 Employees and their families can schedule a COVID-19 vaccine by calling: (313) 230-0505 or by clicking here: [COVID-19 Vaccine | City of Detroit \(detroitmi.gov\)](https://www.detroitmi.gov/covid-19-vaccine)
- 3.2 The City will pay for all vaccinations and testing covered by this policy.
- 3.3 When not administered by the City, costs associated with the vaccine(s) should be submitted through employees' health insurance, where applicable, submitted for reimbursement.
- 3.4 Employees should work with their supervisors to schedule the appropriate time to comply with this policy.
- 3.5 All employees will be paid for time taken for vaccination or for COVID-19 testing.
- 3.6 No employee shall receive overtime pay for vaccination or for COVID-19 testing.
- 3.7 Employees should retain a copy of their vaccination record.

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- 3.8 Upon request of Human Resources, employees may be asked to provide proof of vaccination (i.e., copy of vaccination card).
- 3.9 Employees working on-site who are not vaccinated or do not provide proof of vaccination upon request by HR, shall be subject to weekly COVID-19 testing.
- 3.10 It is possible, but not likely, that fully vaccinated employees (final dose +2 weeks) can be asymptomatic carriers of COVID-19. Therefore, fully vaccinated employees working on-site may be subject to random COVID-19 testing, at a reduced frequency, based on community and employee prevalence.
- 3.11 Fully vaccinated and non-vaccinated employees must continue to adhere to the Safe Workplace Policy issued by the City of Detroit; including, but not limited to the use of face masks, social distancing, and emphasis on hand-washing.
- 3.12 Questions regarding this policy or requests for accommodations should be directed to Human Resources.
- 3.13 Refusal to submit to the required COVID-19 testing can result in disciplinary action; up to and including discharge.

## 4. Prohibited Activity Related to Voluntary COVID-19 Vaccination

- 4.1 The City of Detroit provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religious beliefs, age, weight, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

## 5. Additional Resources

- 5.1 Direct questions regarding this policy or accommodations to your department's HR Manager or Consultant or visit the following web pages for more information:

[What you should know about COVID-19 Vaccine | City of Detroit \(detroitmi.gov\)](https://www.detroitmi.gov/what-you-should-know-about-covid-19-vaccine)

[COVID-19 Vaccines | CDC](https://www.cdc.gov/vaccines/)

<http://www.detroitmi.gov/employee-safe-workplace>