
 HAWAII HEALTH SYSTEMS CORPORATION <i>Quality Healthcare for All</i> POLICY	Department: Human Resources	Policy No. HR 0027A
	Approved By:  HHSC Board of Directors By: Donna McCleary, M.D. Its: Secretary/Treasurer	Approved Date: November 18, 2021
Subject: Mandatory COVID-19 Vaccination for Prospective New Employees		Last Reviewed: November, 2021

I. PURPOSE:

Hawaii Health Systems Corporation (“HHSC”) is committed to providing and maintaining a workplace that is free of known hazards, and seeks to safeguard the health of our employees and their families, our patients and visitors, and the community at large from an infectious disease like COVID-19, that may be reduced by vaccinations. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention (“CDC”) and local health authorities, as applicable.

II. DEFINITIONS:

“Prospective new employee” means an applicant for employment at an HHSC work location who has received a conditional offer of employment at an HHSC work location.

“FDA” means the United States Food and Drug Administration.

“Fully vaccinated against COVID-19” means at least two weeks have passed since the prospective new employee received the required number of doses of vaccine recommended by the CDC and/or local health authorities for the vaccine to have maximum effectiveness (currently, one dose of the Johnson and Johnson vaccine and two doses of the Pfizer vaccine or the Moderna vaccine or any future FDA approved vaccine) before the prospective new employee’s first day of physically working at their HHSC work location.

III. POLICY:

After receiving a conditional offer of employment, all prospective new HHSC employees are required to be fully vaccinated against COVID-19 prior to beginning their first day of physically working at their respective work location, unless a reasonable accommodation has been approved by the work location’s Human Resources department. Failure to meet this vaccination requirement will result in the immediate rescission of the prospective new employee’s conditional offer of employment.

This policy is intended to apply only to prospective new employees at this time.

Notwithstanding any provision to the contrary herein, this policy does not and shall not supersede any currently existing HHSC employment requirements, any of which may be amended, supplemented, or restated in the future.

IV. AUTHORITY:

- HRS Chapter 323F
- HRS Chapter 78

V. RELATED PROCEDURE:

None.

VI. REFERENCES:

None.