UC-WIDE COVID-19 VACCINE MANDATE

- Systemwide Policy issued in July 2021

- Campus set compliance deadlines as follow:
  - Medical Center: 9/1/21
  - Main campus: 9/7/21

- As of 10/1/21, California Department of Public Health (CDPH) also mandates COVID vaccine: employees not in compliance are prohibited from being on the work site.

- UCI has issued 3 notices of non-compliance to employees out of compliance on 9/7/21 (1st), followed on 9/14/21 (2\textsuperscript{ND}), and the third notice went out on 10/5/21.

- Goals: ensure health and safety of our community by all members of the UC community in full compliance
LET’S DO THE NUMBERS

- UCI COVID Vaccine Compliance Rates
  - Vaccinated (as of 10/4/21)
    - Students are at @96%
    - Employees are at @93%

- *Academic Employees out of compliance – total 72 (as of 10/7/21)
  - Faculty: 22 (3 senate faculty, 1 recalled)
  - Non-faculty: 49
  - Academic Student Employees: 26

*We believe this number might even be lower due to individuals who are either not on site or from other UC locations with multicampus payments.
CONTACT TRACING AND VACCINATION NAVIGATION SERVICES (CTVNS) TEAM

- Educate about COVID vaccine
- Help locate vaccine sites
- Track vaccine compliance
- Triage potential covid cases/contact tracing
- Help with Contact tracing

SUPPORT

- If you have questions or need assistance, please contact the Contact Tracing and Vaccination Navigation Services (CTVNS) team at contacttracing@uci.edu or (949) 824-2300.
IMPLEMENTATION OF DISCIPLINE

- Administrative actions and formal disciplinary actions are consistently being implemented across the system and for academic appointees, staff employees, and students.

- On our campus, disciplinary actions will commence, following 3rd notice of non-compliance and when the policy grace period for compliance expires.
# Implementation of Discipline: Proposed Timeline & Actions

<table>
<thead>
<tr>
<th>Date</th>
<th>Notices</th>
<th>Timeframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/7/21 (9/1/21 UCIMC)</td>
<td>1st notice of non-compliance</td>
<td>This is the 6 weeks of grace period per policy.</td>
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<tr>
<td>9/14/21</td>
<td>2nd notice of non-compliance</td>
<td></td>
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<tr>
<td>10/5/21</td>
<td>3rd notice of non-compliance</td>
<td></td>
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<tr>
<td>10/11/21</td>
<td>issue letter of warning for non-compliance/lack of response</td>
<td></td>
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<tr>
<td>10/15/21</td>
<td>notice of intent to suspension without pay</td>
<td></td>
</tr>
<tr>
<td>11/1/21</td>
<td>notice of suspension without pay to be effective 11/1/21</td>
<td>- For faculty appointees: Suspension may be long term through their appointment end dates.</td>
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<tr>
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<td></td>
<td>- For non-faculty appointees, proposed dismissal may be considered.</td>
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</tbody>
</table>
**NEXT STEPS/WHAT TO EXPECT**

- Academic Personnel will review the academic employee on the list of non-compliance and work with department chairs, CPOs, Assistant Deans, and Deans to implement disciplinary actions, as appropriate.

- Consistent application and coordination of disciplinary action, with Staff HR for non-compliant staff employees

- Please reach out to Academic Personnel if there are any questions:
  - Diane O'Dowd at: dkodowd@uci.edu
  - Marianne Beckett: mbeckett@uci.edu