

MOTION BY SUPERVISORS JANICE HAHN AND
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COVID-19 Vaccine Mandate for LA County Employees

On July 29, 2021, President Biden announced new actions to get more Americans vaccinated and slow the spread of the Delta variant. In Los Angeles County, about 4 million residents are not yet vaccinated and the risk of increased spread of the Delta variant remains high. The Biden Administration is encouraging employers across the country to follow the national model of requiring employees and contractors to attest to their vaccination status or take other protection measures. With one of the largest local workforces in the nation, Los Angeles County must heed this call to action.

Many local and state government agencies have set forth COVID-19 vaccination requirements for their unvaccinated workers, as they currently pose a COVID-19 transmission risk to the general public who they serve. Governor Newsom issued a mandate that requires state employees and healthcare workers to show proof of vaccination status or undergo surveillance testing requirements. Likewise, the Department of Veteran Affairs has issued an order that requires its frontline healthcare

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workers to get their COVID-19 vaccine within 8 weeks, and the Department of Justice has published an opinion indicating that vaccine mandates are legal despite only being approved for emergency use.

Throughout the pandemic, the County of Los Angeles has aligned all workplace safety protocols with public health best practices and all State and Health Officer Orders. Additionally, the County has aggressively championed vaccination as the most powerful tool to protect residents and our County workforce from the virus. Vaccination clinics hosted at County facilities, COVID-19 testing options for onsite workers and targeted communications campaigns have further contributed to increasing the vaccination rate of the County's workforce.

However, in light of the recent COVID-19 surge and Delta variant, it is clear that more stringent methods are now necessary to best protect the general public and employee population. In order to increase our vaccination rates, it is important that Los Angeles County have a mandatory vaccination policy for its workforce of approximately 100,000 employees to be vaccinated against COVID-19 and explore the feasibility of requiring contractors to follow this policy as well. The Board of Supervisors must also take the common-sense and important step of adding the COVID-19 vaccine to the list of required immunizations for County healthcare workers. The development of a vaccination policy for the County workforce should consider application of appropriate religious and medical exemptions and include a HIPPA-compliant countywide tracking and testing system. Too many of our residents have already lost their lives to this virus, and we must do everything we can to protect their health.

WE, THEREFORE MOVE that the Board of Supervisors:

1. Direct the Chief Executive Officer (CEO) and the Department of Human Resources (DHR), County Counsel and in consultation with labor partners, to develop a Vaccination Policy for County employees within 15 days. The Vaccination Policy shall include a requirement for all County employees to be fully vaccinated and show proof of vaccination; if employees are not vaccinated, they must undergo weekly testing.
2. Direct the CEO and DHR, in consultation with County Counsel, to report back within 30 days on the feasibility of requiring County contractors to adhere to the Vaccination Policy; and
3. Direct the CEO and DHR, in concert with County Counsel, Department of Health Services, Department of Public Health, Department of Mental Health, and County Fire Department, and other County departments with healthcare workers to implement a process, in consultation with labor partners, to require workforce members who work in hospitals, clinics, pre-hospital settings and other healthcare settings to be fully vaccinated for COVID-19 within the next 60 days as a mandatory condition for employment or contract service, subject to reasonable accommodation exceptions set by law.

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