

Organization	Do you currently require annual flu vaccination as a condition of employment?	Are there opportunities for staff to decline the vaccine?	If you have mandatory flu vaccination, how long did it take to implement and could you share your policy?
A	Yes, vaccination or request exemption is condition of employment	Workforce may complete an exemption form that is signed by Physician or Religious Leader and committee reviews based on CDC guidelines	We have had the policy in place since 2011, took about 6 months of prep/implementation
B	yes	Religious or allergy	? not sure (several years ago it moved to a condition of employment, volunteering, interning, and annual review). The past 2-3yrs have been connected to year end incentive. No flu shot, no incentive.
C	It is highly encouraged to have the flu shot, but staff have the opportunity to sign a declination.	It is mandatory to do one or the other. If staff do not have a flu shot, they are required to wear a mask during flu season on inpatient units. There is also an incentive that all employees receive if we hit a certain % of employees who receive the flu shot.	We were not involved in implementation, so I am unable to help on that part.

D	YES	See below. Very specific and rigid (we progressed toward this second year, the first year, it was a little more lenient with people being able to sign an informed “declination”. This option was removed the second year)	We had a year of warning and progression towards this policy with consistent communication to the team.
E	We do have mandatory flu vaccination for employees unless they have a Dr. release.		
F	We do have a mandatory flu vaccine	. If they don't want one for medical reasons, they need a waiver from their physician and must wear a mask.	
G	We do require a flu vaccine	Staff can decline but it has to go through HR and the Occupational Health Nurse. I think about 7 or 8 people out of 2400 were exempted. They then have to wear a mask 100% of the time they are on campus.	It was a decision made by our executive leadership and then was implemented before the next flu season.  It wasn't nearly as bad as we feared.
H	Yes- all Of our	must have a valid	It was implemented one fall with a few months'

	organization requires flu vaccinations	doctor's excuse to not take it. If approved, you must wear a mask for all patient care until the ban is lifted in March or April.	notice.
I	We have a mandatory flu vaccine	You have the option to opt out but it is much more difficult – you have to fill out a form why, you have to sign a waiver, you have to meet with occupational health for an hour where they educate you, and you have to meet with our CMO who educates you even more. If you still decline, you can be limited in the areas of the hospital in which you are allowed to work, which can mean you have to take no-pay if we can't place you,.	
J	<b>YES</b>	<b>YES with doctor's note BUT then are required to wear a mask throughout active flu season (varies Oct-April) when within 6-10' of</b>	<b>Our infection control/nursing team handles. I was not privy to when decision was made but once it was decided to be mandatory, it was implemented same year. Has been in place for 3-4 years now. Staff resistance to mandatory vaccination has steadily decreased and this is now just a normal part of our early Fall.</b>

		<b>patients - which is really everywhere...</b>	
K	yes	Yes, but they must wear a mask at work for the entire flu season and sign a declination	We have been following a policy dictated by our headquarters for the past 3 years. I called our infection control nurse to verify and I don't have a copy of that policy. Staff are given a deadline date a few weeks in advance of when they must have the vaccine or sign the declination form.