



Name and Title: Covid 19 Response Date: September 2021

S

Situation

What is going on? What is the situation about which you are communicating?

The FDA has given full approval to the Pfizer vaccine. They also anticipate approving a vaccination for children 5 and older by the end of the year.

While this is good news, the virus, and its variants rage on, complicating the safety of our Team and Guests.

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Background

What is the background or context of the communication?

Our current stance is that all Employees and "Background Checked" Volunteers will be subject to Mandatory Vaccinations unless they have exemptions for Medical, Religious or Moral Conviction. Those exemptions require a signed waiver, a negative Covid-19 test every other week, and always wearing a mask indoors unless dining.

All Other Guests, if vaccinated, wear a mask in designated areas and if unvaccinated, and age 2 or older, always wear a mask indoors unless dining.

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Assessment

What is the problem?
What are your assumptions about why the problem is occurring?

We have 4 employees that have chosen the "Moral Conviction" exemption, have not received the vaccine, and are in our testing protocol.

We recommend that employees and "background Checked" volunteers can no longer submit for a moral conviction exemption now that the FDA has given full approval to the vaccine.

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Recommendation

What is the next step or steps that can be taken?

Those who have requested the moral conviction exemption will have 45 days to either get vaccinated, seek religious / medical exemption, or be terminated. The affected employees will have to provide proof of initiation of Covid vaccination if they choose that resolution.

We also recommend that as soon as the FDA approves the child vaccine UCCI will mandate proof of vaccination for participation in our events for those eligible for the vaccine.