



Name and Title: Renaming Pilgrim Center

Date: June 2021

S

Situation

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

A recommendation for requiring all United Church Camps, Inc. (UCCI) Employees and Volunteers Requiring a Background Check to be vaccinated with the Covid-19 Vaccine is being presented to the UCCI Board of Directors. This recommendation draws from the US Center for Disease Control (CDC) guidelines, American Camping Association (ACA) recommendations, and the governance of the WI Department of Agriculture / County Health Departments.

B

Background

What is the background or context of the communication?

In the ever-evolving response to the Covid-19 pandemic, UCCI has exercised caution and made decisions based on the most current science to ensure the safety of our guests and team members. The decision to require vaccinations is made with the same standards. While the EEOC has not formally ruled as to the legality of requiring vaccinations, current case law supports an employer's position to do so. Paul Black UCCI legal counsel is helping to monitor the legalities and precedent in case law.

A

Assessment

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

Requiring vaccinations include a "Medical Exception" for those not able to receive a vaccination due to ongoing and approved medical treatment. It *could* include an exception for religion or personal conviction similar to Department of Public Instruction Guidelines, which would then require documenting the reason for the refusal and executing a waiver/testing process to help mitigate risk.

There are issues of litigation throughout this assessment that need discussion and/or support from the UCCI Board.

R

Recommendation

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

The Executive Leadership Team (ELT) would like UCCI Board to discuss and support a position requiring a Covid-19 Vaccination for all UCCI Employees and "Background Checked" Volunteers.