**Additional Q&A from the 11/11/21 Meeting**

**[12:59 PM] Melissa Miller (Guest)**

Are employees who choose not to become vacinated and make it known by December 5th able to work up to January 3rd?

No – The process is a phase in part I and part II.    Phase I – First shot in the arm of all eligible employees by December 5. – if you don’t do this----- you do not meet the compliance to continue to work as an employee of an employer names in the CMS FIR.

**[1:03 PM] Michele**

What if the contracted/vendor exemption process do not meet the rules? I assume the liability rests on our shoulders with IDH..? I understand we can refuse them from entering facility, just potential for care and services to be disrupted to our residents.

As an employer, it will be our job and responsibility to ask for the documentation for verification.  – not sure how the IDH will regulate this.  Will need to wait for the IG to be published and IDH to respond.

**[1:04 PM] nicole obrien (Guest)**

So contractors that come in must be vaccinated d/t possibly being in common areas of staff/res but IDOH does not even though they are in common areas and in/out of resident rooms do not have to be; is this correct??

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It appears that that is true from everything I have heard in discussions.

[1:09 PM] Cullen Gibson

We would not have to honor an agency exemption since they are not on our payroll correct? EEOC would need to be evaluated for this answer.

**[1:12 PM] Cullen Gibson**

If your SNF is connected to an ALF, I wouldn't run the risk of not requiring the ALF staff to be covered. That seems to be a safer way to look at compliance.