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Delta Fire, Inc. COVID-19 Vaccination Policy

December 15, 2021

Purpose:

Vaccination is a vital tool to reduce the presence and severity of COVID-19 cases in the workplace, in communities, and in the nation as a whole. Delta Fire, Inc. has adopted this vaccination policy to safeguard the health of our employees from the hazard of COVID-19.

Scope:

This policy applies to all employees of Delta Fire, Inc. At this time Delta Fire, Inc. does not mandate vaccination against COVID-19; however, our clients may have site specific demands that require workers to be fully vaccinated against COVID-19. Delta Fire, Inc. intends to comply with lawful requirements of its clients, which in turn may require Delta Fire Inc. employees to be vaccinated against COVID-19 prior to entry at particular clients' locations.

Therefore, all employees covered by this policy are required to be fully vaccinated if working at a jobsite with a vaccination requirement. Employees are considered "fully vaccinated" two weeks after completing primary vaccination with a COVID-19 vaccine with, if applicable, at least the minimum recommended interval between doses. All employees are required to report their vaccination status and to provide proof of vaccination to Delta Fire, Inc. Employees must provide truthful and accurate information about their COVID-19 vaccination status and, if applicable, their testing results. Unvaccinated employees may be prohibited from working at certain jobsites. As more clients begin to promulgate vaccination requirements, more jobsites may become affected.

Employees may request an exception from this vaccination policy if the vaccine is medically contraindicated for them or medical necessity requires a delay in vaccination. Employees also may be legally entitled to request a reasonable accommodation if they cannot be vaccinated because of a disability, or if the provisions in this policy for vaccination, and/or testing for COVID-19, conflict with a sincerely held religious belief, practice, or observance.

Confidentiality and Privacy:

All medical information collected from individuals, including vaccination information, test results, and any other information obtained as a result of testing, will be treated in accordance with applicable laws and policies on confidentiality and privacy.