



OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607-5200

September 15, 2023

CHANCELLORS
ACADEMIC COUNCIL CHAIR JAMES STEINTRAGER
LABORATORY DIRECTOR MICHAEL WITHERELL
ANR VICE PRESIDENT GLENDA HUMISTON

Re: Systemwide Review of Presidential Policy – University of California – Policy on Vaccination Programs

Dear Colleagues:

On August 16, 2023, the Policy on Vaccination Programs – With Interim Revisions was issued as instruction resumed and prior to the influenza season. The interim revisions move the University’s COVID-19 vaccination program to a systemwide opt-out program for all covered individuals. The University’s seasonal influenza vaccination program remains an opt-out program. We are now initiating the formal Systemwide Review and consultation process to finalize this Presidential Policy (enclosed).

Background and Key Policy Revisions

Since the University first issued its COVID-19 vaccine policy in December 2020, the University has continued to monitor changing public health conditions, and the policy has undergone regular review, comment, and updates. For example, the policy was updated with interim amendments on August 30, 2022 and again on December 12, 2022. The Systemwide Review period for those draft policies started on September 16, 2022 and continued through January 31, 2023, and the University considered the feedback provided in connection with that review.

There have been significant changes in federal and State public health guidance regarding COVID-19 since the last Systemwide Review period. The federal [Public Health Emergency ended on May 11, 2023](#), along with the COVID-19 vaccination requirements for federal employees and federal contractors. [California’s COVID-19 State of Emergency ended on February 28, 2023](#), and the [California Department of Public Health rescinded its health care worker vaccination requirement](#) effective April 3, 2023.

This draft policy is virtually identical to the policy with interim revisions that was issued on August 16, 2023. Key revisions include:

- Policy will require covered individuals to either be up-to-date on COVID-19 vaccination or to opt out of COVID-19 vaccination. In the event applicable law or public health orders impose stricter vaccination requirements, such as for healthcare workers, the policy will continue to require compliance with those stricter requirements.
- As policy will no longer require covered individuals to either be up-to-date on COVID-19 vaccination or receive a University-approved exception, model forms and other content regarding the exception process were removed.
- COVID-19 vaccination program implementation guidelines were removed. Relevant language regarding vaccination data moved to main policy. Policy noncompliance language added to main policy, including citations to relevant University policies.
- Removed content regarding rescinded California Department of Public Health (CDPH) health care worker vaccine requirement.
- Updated language consistent with current public health usage. Removed outdated deadlines and content.

The revisions were made in consultation with Systemwide Human Resources, Academic Personnel and Programs, UC Health, and UC Legal.

Systemwide Review

Systemwide Review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide Review also includes a mandatory, 90-day full Academic Senate review.

Employees should be afforded the opportunity to review and comment on the draft policy. Attached is a Model Communication which may be used to inform non-exclusively represented employees about the draft policy. The University will adhere to its bargaining obligations, if any, that may exist in connection with the adoption of this policy. Accordingly, the University will follow appropriate procedures with respect to represented employees and the Office of the President's Systemwide Labor Relations office will coordinate that process.

The Systemwide Review period for the Presidential Policy – Policy on Vaccination Programs draft policy is **September 15, 2023 through December 15, 2023**. The draft policy is posted on [UCNet](#).

Comments should be submitted to vaccinepolicycomments@ucop.edu.

Questions from staff should be directed to location HR Policy Coordinators. Questions from academic personnel should be directed to location academic personnel policy coordinators. Location questions related to staff employees may be directed to Olga.Zundel@ucop.edu and Abigail.Norris@ucop.edu. Location questions relating to academic personnel may be directed to Tiffany Wilson at Tiffany.Wilson@ucop.edu.

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Sincerely,



Douglas M. Haynes
Vice Provost
Academic Personnel and Programs



Cheryl Lloyd
Vice President and CHRO
Systemwide Human Resources

Enclosures:

- 1) Policy on Vaccination Programs – tracked
- 2) Policy on Vaccination Programs – clean
- 3) Model Communication

cc: President Drake

Provost and Executive Vice President Newman

Executive Vice Chancellors/Provosts

Interim Executive Vice President King

Executive Vice President and Chief Operating Officer Nava

Senior Vice President and Chief Compliance and Audit Officer Bustamante

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Policy Specialist Norris

Policy Specialist Zundel

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