

Draft: Mandatory COVID-19 Vaccination Policy

In the interest of the safety and the collective wellbeing of our entire team, United Way of Pennsylvania (“UWP”) has encouraged all individuals (employees and visitors) entering our workplaces to be fully vaccinated against COVID-19 (defined as two weeks after the last shot in the vaccine’s regimen). Effective May 1, 2022, UWP will require all employees to be fully vaccinated against COVID-19 as a condition of employment.

If an employee believes that they cannot receive the vaccine due to a medical reason, or based upon sincerely held religious beliefs, we ask that they contact the UWP President immediately so that the UWP President may provide the employee with the appropriate Request for Accommodation Form, and so that we may gather the necessary information and determine whether a reasonable accommodation exists.

Anyone currently not fully vaccinated must inform the UWP President no later than April 15, 2022 of their intention to either 1) become fully vaccinated by May 1, 2022, or 2) no longer be employed by UWP after May 1, 2022. Anyone who intends to request a medical or religious exemption is asked to submit the completed Request for Accommodation Form to Human Resources no later than April 15, 2022.

For any questions regarding this policy, please reach out to the UWP President.