

Next Steps for Unvaccinated Employees After Mandate

September 2, 2021, Thursday

This email is about something we hope will never happen.

So that we can comply with New York State's COVID-19 vaccine mandate for health care workers, all Mount Sinai Health System faculty and staff must have received at least their first dose of vaccine, and must have reported it to Employee Health Services (EHS), by Monday, September 13, or be placed into immediate job jeopardy. Today we want to explain what "immediate job jeopardy" means.

For the vast majority of you who are already vaccinated, of course, it means nothing. Your job and your work will continue undisturbed. We thank you for doing the single most important thing that anyone—health care worker or not—can do to help bring this horrible pandemic to an end.

For those who are not yet vaccinated, here are a few important dates to keep in mind:

September 13: Those who have not reported a vaccination shot by 5 pm on September 13 and have not received a medical exemption will be required to continue coming to work that week, to meet with their manager, and to begin the job termination process.

September 20: Those who are still unvaccinated by Monday, September 20, will be placed on leave without pay.

September 27: As of 5 pm on Monday, September 27—to comply with the New York State mandate—your employment will terminate and you will not be eligible for unemployment insurance benefits or severance payments. Your health coverage will end shortly afterward and you must then pay for COBRA at your own expense if you want to keep your health insurance.

We don't want this to happen—not to you, and not to any of your colleagues. We want our Mount Sinai family to be intact, to be healthy and protected against this damaging virus, and to keep being able to care for our patients, our colleagues, and ourselves. But

we need to spell out this process now so that affected employees and their supervisors know what is coming.

If you have received at least one shot, but haven't reported it to EHS yet, please [do so today](#). It's easy, and it will keep you out of job jeopardy.

If you haven't received your first shot yet, many of our vaccine pods are now accepting walk-ins, and if you prefer to schedule an appointment in advance, you can do it [here](#).

If you haven't received the vaccine yet because you are pregnant or trying to become pregnant, please read [this note](#) from Drs. LoPachin and Brodman about why vaccination is the safer choice for you and your baby. If you have other questions about the vaccines, you can find answers [here](#) and [here](#).

Each of us chose a career in health care because we wanted to help other people. We are here to heal them, not make them sick. Getting your vaccination is the best thing you can do right now to accomplish that. We are grateful to all of you who have done so, and hopeful that the rest of you will join them shortly. Thank you.

Kenneth L. Davis, MD

President and Chief Executive Officer
Mount Sinai Health System

Dennis S. Charney, MD

Anne and Joel Ehrenkranz Dean
Icahn School of Medicine at Mount Sinai
President for Academic Affairs
Mount Sinai Health System