

# FAQ Regarding the COVID-19 Vaccine Mandate



## **I heard that New York State announced a mandate...is that true?**

Yes. New York State is mandating that all health care workers, regardless of job function, be vaccinated against COVID-19. Our policy is fully in line with that mandate.

## **I just got the vaccine—now what do I do?**

That's great news. Now you just need to register your vaccination status with Employee Health Services (EHS) before September 13 by scanning the QR code at the bottom of this flyer.

## **The Pfizer and Moderna vaccines both require two doses...do I need to have both shots by September 13?**

No, but you must receive your first dose by September 13 and your second dose within 30 days of the first. You must register that you have received your first dose with EHS by September 13.

## **If I know that I have COVID-19 antibodies, does that count for the mandate?**

No. Vaccination is required regardless of previous COVID-19 infection. It is safe and recommended to get vaccinated as soon as you have recovered and are no longer requiring isolation (usually 10 days after the symptoms started). All staff must receive their first vaccine dose by September 13, and return for their second vaccine dose within 30 days. If you have been treated for COVID-19 infection with monoclonal antibodies or convalescent plasma in the past 90 days, you should apply for a medical exemption through EHS and plan to get vaccinated after the recommended 90-day waiting period.

## **Will I really be fired if I do not get the vaccine?**

In compliance with the New York State law, and under the Mount Sinai policy, you must have received your first shot by September 13. If not, on the 14th you are placed into immediate job jeopardy and will be terminated shortly thereafter. We will share details on that process soon but please know that the end result is termination.

## **If I do not get the vaccine and am therefore terminated, am I eligible for unemployment insurance?**

New York State has ruled that those terminated from their employment due to their noncompliance with the vaccine mandate will not be eligible for unemployment insurance benefits.

## **I am a remote worker. Do I need to be vaccinated?**

Yes. All Mount Sinai employees need to be vaccinated, including all remote workers.

## **What does the CDC say regarding pregnant women and the vaccine?**

The CDC Director, Rochelle Walensky, MD, has said, "*CDC encourages all pregnant people or people who are thinking about becoming pregnant and those breastfeeding to get vaccinated to protect themselves from COVID-19. The vaccines are safe and effective, and it has never been more urgent to increase vaccinations as we face the highly transmissible Delta variant and see severe outcomes from COVID-19 among unvaccinated pregnant people.*"

We strongly encourage pregnant people to get the vaccine as soon as possible. Clinicians have seen [an alarming increase](#) in the number of pregnant people infected with COVID-19 in the past several weeks.

## **I am a manager. How can I help my employees who have questions about the vaccine and/or the mandate?**

We have created a [toolkit](#) to support all staff in answering questions and sharing information about the COVID-19 vaccines and the mandate. This toolkit includes one-pagers, posters, conversation guides, and videos, all designed to support staff in engaging in productive and respectful dialogues with their teams.



Register your  
Vaccination  
with EHS using  
this QR Code



Make a  
Vaccine  
Appointment