



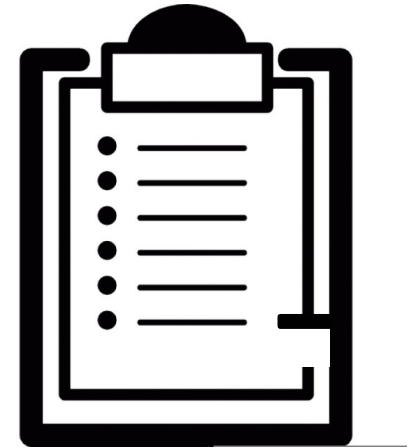
# **Uncomfortable Realities: Facing the Challenges of Vaccine Mandates**

September 29, 2021

*We will get started shortly. Your lines are muted upon entry. This event will be recorded.*

# Welcome!

- Today's event is being recorded
- All participants are muted on entry
- Ask questions using the Q&A Box
- Please fill out the satisfaction survey



# About Oregon Health Forum



- Advancing health policy solutions through meaningful community dialogue
- Affiliate of The Lund Report news source
- Nonprofit supported by donations and sponsorships
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# **Uncomfortable Realities: Facing the Challenges of Vaccine Mandates**

Disclaimers:

Mercer does not endorse or promote a particular view on employer vaccine mandates or a specific approach to the implementation of an employer vaccine mandate.

Comments made during this program by Kyle Abraham and Heidi Mason, attorneys at law, are for educational purposes and should not be interpreted as legal advice.

Views expressed during this program by John Santa, MD, volunteer member of several Oregon committees, are his own and do not represent the positions of those committees or colleagues who participate on them.

# Uncomfortable Realities: Facing the Challenges of Vaccine Mandates

September 29 | 11:00 am - 12:30 pm PDT

## **Moderator:**

**Sandy Goldstein, MSHSA, BSN, RN, CPHQ, CHC, LSSGB, NEA-BC**

*Principal, Total Health Management, Mercer*

## **Panelists:**

**John Santa, MD, MPH**

*Retired Clinician and Health Practice Administrator*

**Heidi Mason, JD, PHR, SHRM-CP**

*Attorney, Innova Legal Advisors PC*

**Kyle T. Abraham, JD, MBA**

*Attorney, Barran Liebman LLP*

# **Sandy Goldstein**

**MSHSA, BSN, RN, CPHQ, CHC, LSSGB, NEA-BC**

Principal, Total Health Management, Mercer





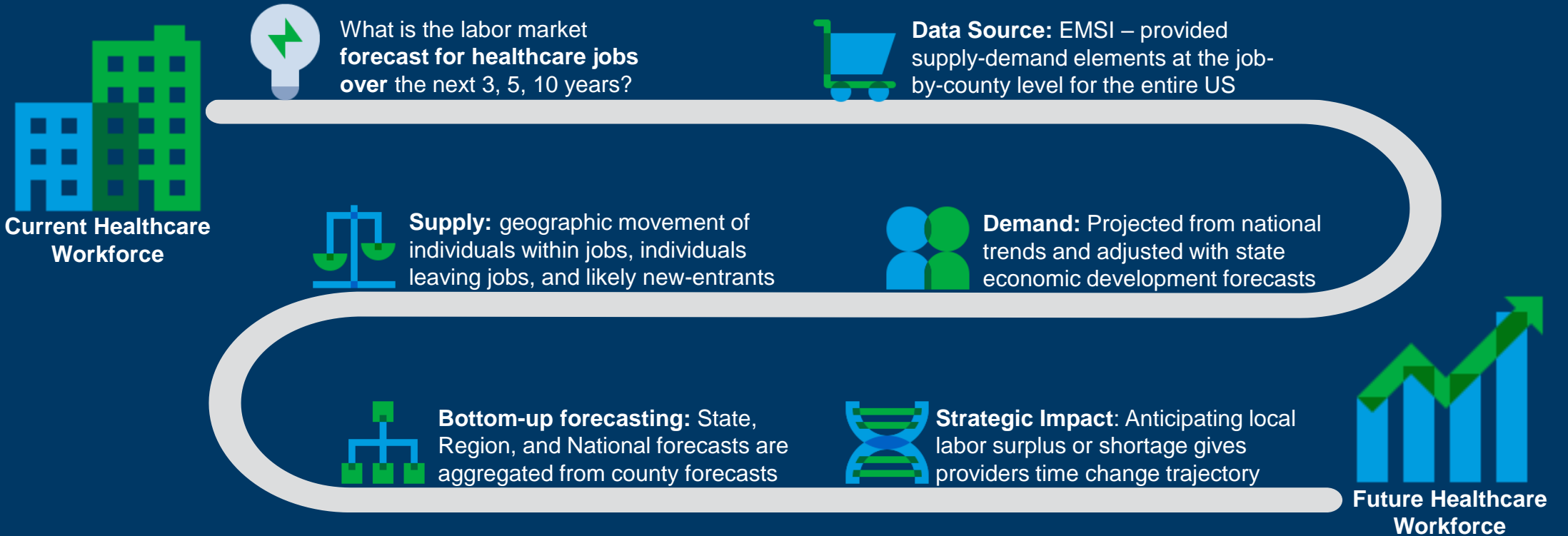
Healthcare Workforce:  
**Analysis & Action**

September 2021

welcome to brighter

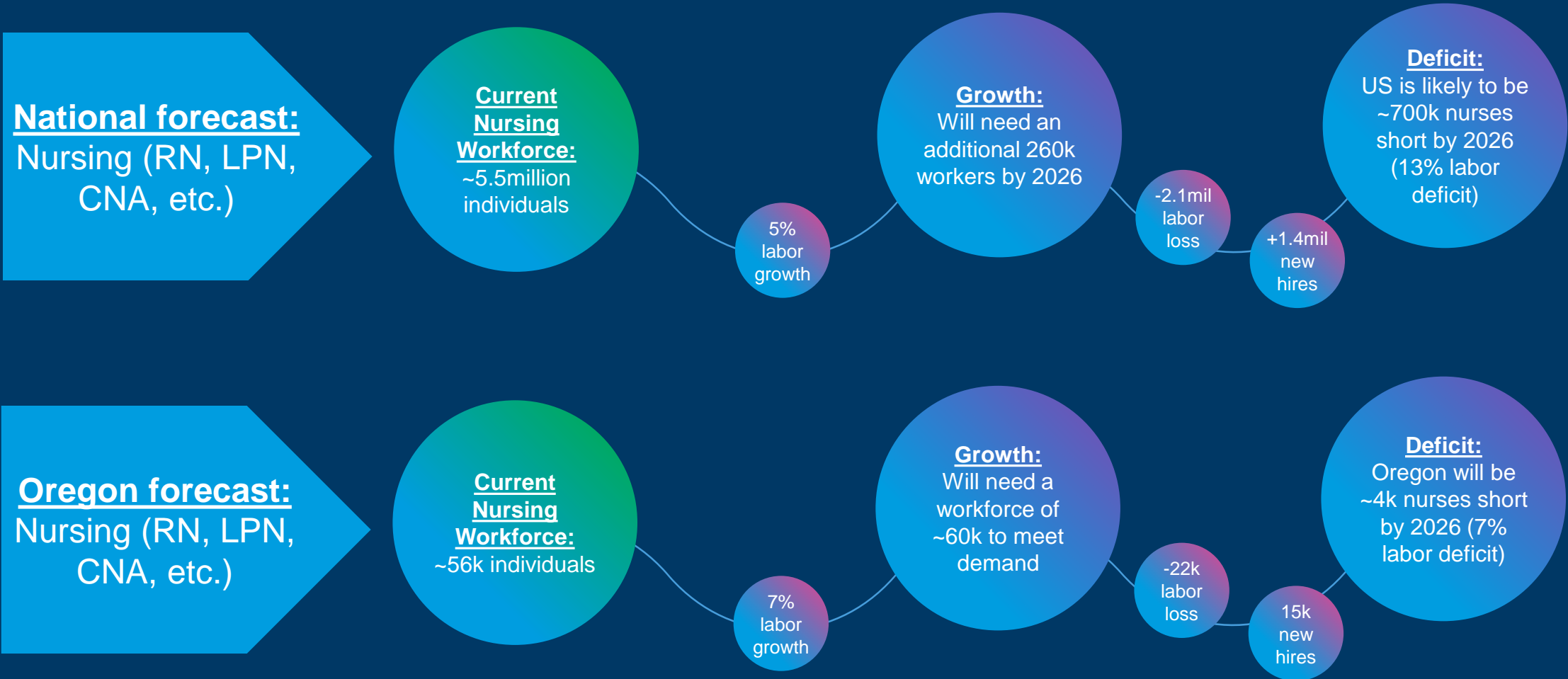


# Healthcare Workforce Projection - Method

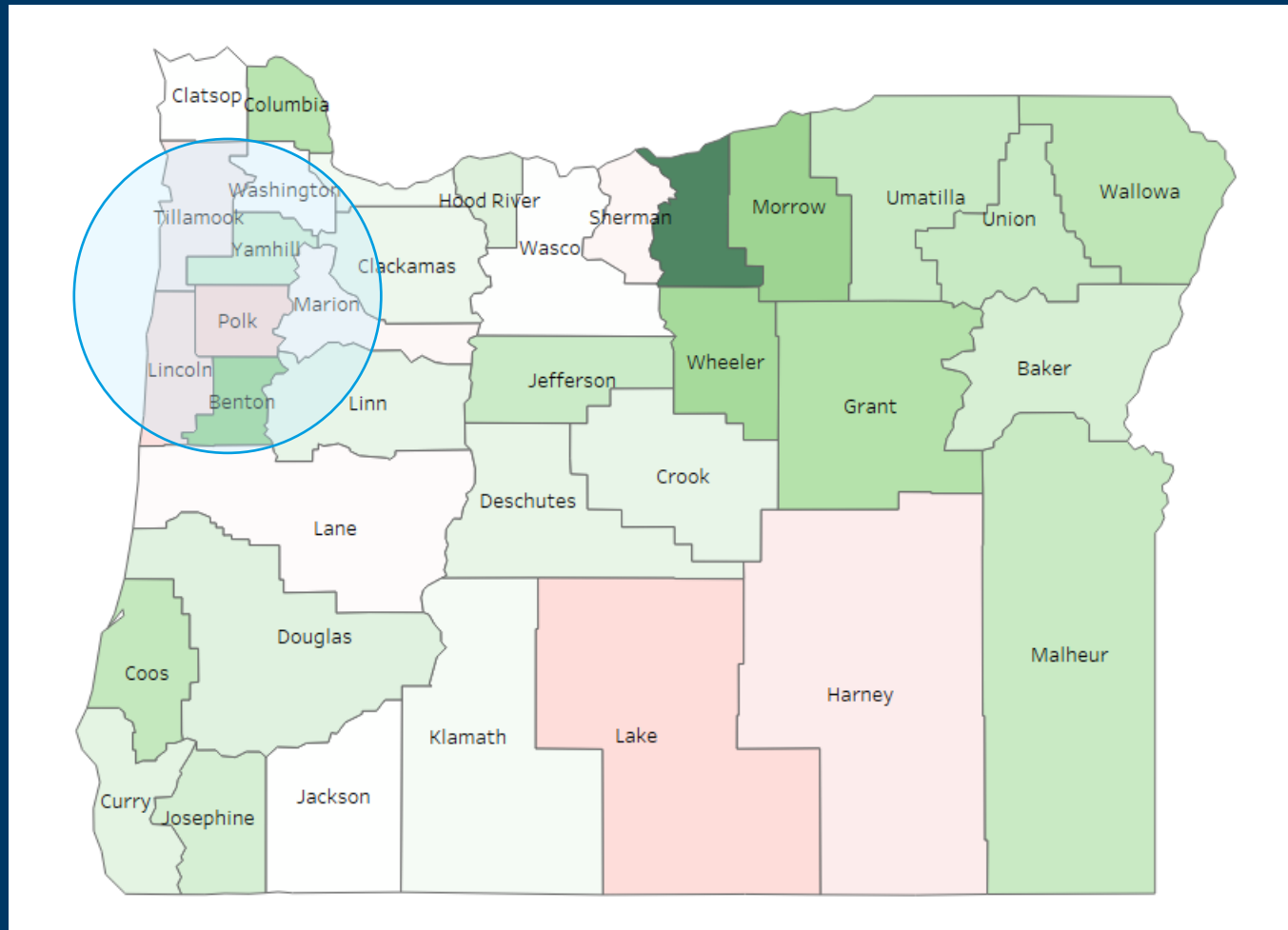




# Nursing shortage Nationally vs Oregon



# Geographic Strategies for Nursing



More populous areas in and around Portland are likely to have the most severe shortages in the state

## Within-state strategies:

### Recruiting / Staffing:

- State-wide organizations may need to staff employees into metro areas

### Employee Value Proposition:

- Schedule – work on your terms
- Commuting benefits
- Housing benefits

### Employee Experience:

- Staffing models optimization
- Vacation
- Expanded Benefits
- Childcare Benefits

# President Biden – Path Out of the Pandemic

## Applies to...

## Requirement

## Regulatory Guidance



Employers with 100+ employees

- Employees must get vaccinated
- Un-vaccinated must produce a negative test at least weekly
- Mandatory paid time off for vaccination and to recover from potential side-effects

Department of Labor’s Occupational Safety and Health Administration (OSHA). Published report indicates that guidance will be issued in “the coming weeks”



Federal workers and employees of federal contractors

- Employees must get vaccinated
- Weekly test not an option

Department of Defense, the Department of Veterans Affairs, the Indian Health Service, and the National Institute of Health



Health care workers in settings that receive Medicare or Medicaid reimbursement

- Requires healthcare workers be vaccinated in most healthcare settings that receive Medicare or Medicaid reimbursement

Centers for Medicare & Medicaid Services (CMS) plans to issue an interim final rule in October per an announcement the day the Plan was released



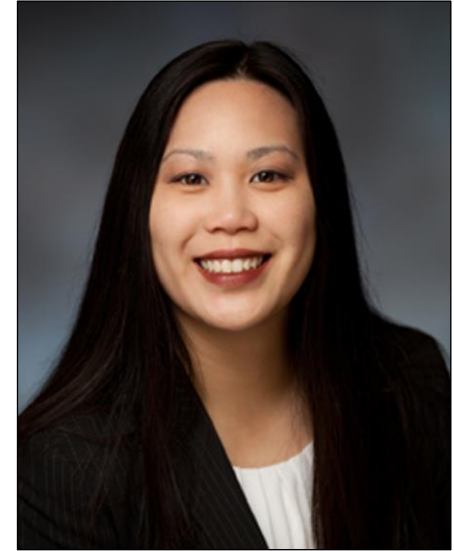
## **John Santa, MD, MPH**

Retired Clinician and  
Health Practice Administrator



# **Heidi Mason, JD, PHR, SHRM-CP**

Attorney, Innova Health Advisors PC



Concern about a mass exodus of health care staff is real. What steps can an organization take before October 19<sup>th</sup> to retain their workers?

What if an organization already believes granting exceptions to the vaccination requirement for medical or religious reasons would cause an undue hardship?

Reviewing requests for religious exceptions is very uncomfortable.  
What standards should be used to make these decisions?

What happens on October 19<sup>th</sup> if an employee who has refused to receive the vaccine shows up to work yet does not submit an exception request form?

**Kyle T. Abraham, JD, MPH**  
Attorney, Barran Liebman LLP



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# Audience Q&A

**Thank you for attending!**