



**MAYOR'S EXECUTIVE ORDER
MANDATED COVID-19 VACCINES FOR CITY EMPLOYEES**

WHEREAS, the Connecticut Department of Public Health has designated all counties in the State of Connecticut as counties with significant COVID-19 transmission; and

WHEREAS, the number of COVID cases has been increasing in the last few weeks in the State of Connecticut and the City of Stamford even though the State and the City have achieved a high vaccination rate among its population and much of this increase is due to the Delta variant; and

WHEREAS, the CDC has determined that the COVID-19 vaccine is safe and effective and recommends that all individuals age 12 and older receive the vaccine as soon as possible to help protect against COVID-19; and

WHEREAS, the EEOC has opined that Federal EEO laws do not prevent an employer from requiring all employees physically entering the workplace to be vaccinated for COVID-19, so long as employers comply with the reasonable accommodation provisions of the ADA and Title VII of the Civil Rights Act of 1964 and other EEO considerations; and

WHEREAS, the City is required to provide a safe work place to its employees which includes providing reasonable safeguards from infectious diseases and for the general health and safety of its employees; and

WHEREAS, the City has an obligation to take reasonable, safe, and effective precautions to minimize the risk of spreading infectious disease to the general public that may interact with City employees;

NOW THEREFORE I, DAVID R, MARTIN, Mayor of the City of Stamford do hereby order and direct:

All employees of the City will be required to be vaccinated for the COVID-19 virus unless otherwise specified in this Order. Vaccinations will be provided at no cost to the employee or through City provided medical insurance. Employees may be released from work with pay for time taken to receive the vaccination. Employees are to work with their managers to schedule appropriate time to receive the vaccination.

1. Employees may request an exemption from the vaccination requirement for medical reasons or their religious beliefs in accordance with the terms and procedure established by the City. Employees may also request a deferment of the vaccine to a later date, also in accordance with the terms and procedure established by the City.
2. Any employee who remains unvaccinated or has been exempted or granted a deferment from the vaccine mandate is required to be tested weekly for COVID-19 and shall provide the test results to the Department of Human Resources. Testing will be provided at no cost to the employee or through City provided medical insurance.
3. The following timeline will apply to requests for exemptions or deferment:
 - a. **August 20, 2021:** Requests for exemptions/deferment must be received by the City's Human Resources Department. Employees may supplement the medical exemption/deferment request with medical documentation from their medical provider.
 - b. **September 7, 2021:** Employees are required to comply with the vaccine mandates as set forth in this order unless exempted or deferred.
 - c. **September 7, 2021:** Employees will receive notice as to whether a request for exemption/deferment has been approved.
 - d. **September 7, 2021:** Employees, who remain unvaccinated, including employees who received an exemption or deferment, are required to be tested weekly and provide the test results to the Department of Human Resources.

Thereafter pursuant to the foregoing timeline, employees will be required to provide either proof of vaccination or be tested weekly and provide to the City weekly test results.

4. Employees who have an approved exemption/deferment or remain unvaccinated must accept and comply with the following as a condition of employment:
 - a. Weekly testing, or more often as recommended by City's Department of Public Health or applicable governmental or regulatory authorities. Employees may be released from work with pay for time taken to be tested. Employees are to work with their managers to schedule appropriate time to receive the vaccination.
 - b. Masking at work and social distancing of six feet or more;
 - c. Additional restrictions as may be recommended by the City's Department of Public Health or applicable governmental or regulatory authorities.
 - d. If an employee fails to meet the foregoing conditions, the employee will be subject to disciplinary action up to and including termination.
5. In order to begin work, new hires must have received an exemption/deferment or received the first dose of the Pfizer/Moderna vaccine, and must receive the second dose according to the recommended timeline for the applicable vaccine, or must have received the single dose of the Johnson & Johnson vaccine. Failure to meet these requirements will result in a rescission of a job offer or termination.

6. Employees who are on a medical, personal, military, or other approved leave of absence will be required to receive an exemption/deferment or the first dose of the Pfizer/Moderna vaccine prior to returning to work, and thereafter must receive the second dose according to the recommended timeline for the applicable vaccine. Alternatively, the employee must have received the single dose of the Johnson & Johnson vaccine prior to returning to work.
7. The City's Director of Human Resources shall issue administrative procedures to implement this Order.
8. This Order shall remain effective until further notice.



Mayor David R. Martin

August 6, 2021

Date