



## Questions and Answers (Q&A)

### HR Liaison & MLS Live Event, September 10, 2021

The following questions were submitted by attendees during the September 10, 2021 HR Liaison & MLS Live Teams Event with OHR. Answers were provided by subject matter experts.

**Q: Will vaccine requirements for volunteers also apply to those who serve on boards and commissions? If so, does this apply even if all meetings are still virtual?**

No. Volunteers that are appointed do not need to comply with the vaccine mandate for volunteers.

**Q: If the unvaccinated employees get COVID, will they be granted admin leave or have to use their own sick leave?**

Both vaccinated and unvaccinated employees must follow the leave policies outlined in the [COVID-19 Illness and Exposure Reporting Guidelines](#) and follow related timekeeping guidance.

**Q: Regarding the vaccination requirement for new hires, what is the process for requesting a religious exemption for incoming employees?**

When a candidate applies, interviews, and receives a conditional offer, they will have the opportunity to claim a religious exemption at that time. The recruitment specialist will then direct the candidate to complete an EEO form for the EEO Compliance & Diversity Management team to review and make a determination. That determination will then be shared with the recruitment specialist.

**Q: Is voluntary testing still available for vaccinated County employees if they want to test?**

For more information about COVID-19 testing for MCG employees, visit MCG's COVID-19 Information Portal. For questions or assistance, call the COVID-19 Testing Helpline at 240-777-1755.

**Q: Do unvaccinated employees need to complete the vaccine verification as well?**

All employees are required to report their vaccination status. Employees who do not submit proof of vaccination by the deadline will be considered unvaccinated and be required to participate in the mandatory testing program

**Q: Will Procurement handle reaching out to contractors regarding vaccination requirements and will OHR be providing HR Liaison with referral information for contractors?**

Yes.

**Q: Will volunteers who serve remotely have a requirement for vaccines?**

Only those volunteers that work on-site, at anytime, must comply with the vaccine mandate. If a volunteer that is remotely working on behalf of the County is scheduled to come on-site in the future, they would then need to comply with the vaccine mandate at that time.

**Q: Do volunteers need to register their vaccination status as well?**

There is a Seamless Doc for volunteers to complete regarding their vaccination status, and will be released soon to Departments to share with their volunteers

**Q: Some staff work at community sites that may require proof of vaccination. Although the County does not disclose vaccine status of staff, can the employee self-disclose if they choose?**

Yes, the employee can self-disclose their medical information to other parties as needed in order to meet requirements of sites operated by third parties.

**Q: What is the County's current policy for employees with high-risk household/family members and who might therefore want to request more telework than may normally be established for their position?**

Medical reasons for telework should follow the ADA accommodation request process.

**Q: If an employee's child is told by schools to quarantine at home for 10 days due to possible exposure to COVID-19, is the employee covered under COVID Administrative Leave due to them having to stay at home with the child who was potentially exposed?**

No. Unless the employee's child tests positive and therefore has exposed the parent or guardian, the employee does not fall under the parameters of COVID Administrative Leave. The employee would need to take appropriate leave to cover time for child care.