

MMC VII-22 Influenza Policy 4/1/26

👤 Revised by Kaltrina Rugova

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HUMAN RESOURCES POLICY AND PROCEDURE MANUAL	SUBJECT: INFLUENZA POLICY
APPROVED:  SHEILA McGRATH	POLICY NUMBER: VII-22
	DATE ISSUED: 11/3/16
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GENERAL POLICY:

As a leading healthcare provider, Montefiore is committed to preventing the transmission of the influenza ("flu") virus to our patients, associates, and family members. The flu is a serious infectious disease and a major patient safety concern. Healthcare providers who have acquired the flu can easily spread the infection to patients in their care, leading to severe health consequences.

POLICY APPLICABLE TO:

All new hires, volunteers, and contractors (collectively, "workers") hired during, or leading up to, the flu season.

PROCEDURE:

In order to protect our patients, Associates, and others in the Montefiore community from the flu, Montefiore is requiring that all new workers hired during, or leading up to, the flu season receive a flu vaccination **prior** to their first day of work (or as soon as it is made available). (In the event of a delay in the availability of vaccines, Montefiore may require new workers to wear surgical masks while working in areas where patients are typically present until such time as vaccination becomes available.) Vaccination is the safest and most effective

way to prevent transmission of the virus and will be provided by Montefiore to all new workers free of charge prior to their start date. The vaccines are quadrivalent, latex, and preservative-free. Workers with a severe egg allergy will be offered the egg-free Flublok vaccine.

Montefiore will accommodate new workers who object to the flu vaccination based on religious beliefs or medical conditions, provided valid documentation substantiating the need for the accommodation is provided to Employee & Labor Relations. See HR Policy VII-16 ("Workplace Accommodations for Religious Beliefs"). All unvaccinated workers granted such an accommodation will be required to wear a surgical mask while working in areas where patients are typically present. Wearing this mask effectively reduces the risk of flu transmission to patients.

Absent any need for an accommodation, all new workers must receive the flu vaccine and will not be permitted to work or continue working until it is received. Any new workers who have questions about this policy should contact the Human Resources Department.

All Medical Center Human Resources Policies and practices are guidelines and may be changed, modified or discounted at any time any time by the Medical Center's Senior Vice President of Human Resources, or designee, with or without notice. Exceptions do not invalidate the basic policy.

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