AMENDED MEMORANDUM OF UNDERSTANDING
INFLUENZA IMMUNIZATION PROGRAM
MNA/UMPNC
September 17, 2010, Amended November 28, 2016

The University of Michigan Health System maintains policies (UMHHC Policy 0406-002 Infection Control Practices for Hospital Personnel Policy: Prevention of Spread of Communicable Diseases IC&E Policy V-45 and UMHS Policy 04-06-030 UMHS Mandatory Influenza Vaccination Policy) for the protection of patient and staff with a requirement that healthcare workers participate in the influenza immunization program on an annual basis. This approach allows the provision of the safest possible environment for nurses, other staff, patients and their families and others, by preventing and reducing exposure to influenza viruses.

Each employee covered by this collective bargaining agreement is required, on an annual basis, to either: (1) receive an Influenza immunization; (2) seek and receive approval of an exemption based on religious or medical reasons; or (3) sign a declination for other reasons by December 1. The duration of the flu season will be determined by the Infection Prevention & Epidemiology Department’s (IP&E) Hospital Epidemiologist. Those who decline the immunization may change their mind at any time and receive the vaccine at no cost at UMHS while supplies last.

A joint communication will be sent out recommending that all nurses and other health providers be vaccinated against influenza viruses.

Employees who do not receive an influenza immunization are required to wear masks during the “masks on” period as determined by the IP&E Hospital Epidemiologist in the following areas or circumstances, which include:

- Rooms (patient, procedure, exam, consultation) where patients are physically present
- Patient transport elevators
- Corridors/hallways adjacent to patient rooms
- Patient homes where direct care is being provided
- Waiting areas with direct face-to-face patient contact
- Any location where the employee has face-to-face interaction with patients during the delivery of direct patient care.

During the applicable “masks on” period, Employees are not required to wear masks in the following areas or circumstances,** which include:

- Cafeteria/Vending rooms
- Main corridors, main entrances, and lobbies
- Entering and exiting buildings, in parking structures
- Offices, report rooms, conference rooms where patients are not physically present or permitted to enter
- Locker and staff rooms
- Restrooms, lactation rooms
- Anywhere outside where there is not face-to-face interaction with patients during the delivery of patient care.

**Notwithstanding this list, unvaccinated employees are required to wear masks anywhere they have face to face interaction with a patient in the delivery of direct patient care.
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