

August 19, 2021

22-029

PCC COVID VACCINE MANDATE

PREPARED BY: Cabinet Leadership  
Mark Mitsui, President

APPROVED BY: Mark Mitsui, President

REPORT: This resolution is in response to the PCC Board of Directors vote to develop a vaccine mandate proposal for consideration.

This proposed policy approaches a COVID vaccine mandate as part of a holistic response to COVID prevention. Governor Brown and the Oregon Health Authority have adopted rule 333-019-1025 mandating universal mask use in public indoor settings throughout the State of Oregon with an indeterminate timeline. In addition, Oregon OSHA has adopted rules that include other protective provisions such as infection control, cleaning, notification of exposure, and ventilation. PCC has adopted these rules institutionally and are actively enforcing them. Key assumptions:

- It is not known at this time which approach (voluntary or mandatory) will yield the highest vaccination rates (e.g., voluntary program with education versus mandatory program with education and exemptions). For the purposes of this proposal, the assumption is made that a mandate will increase the vaccination rates above the rate of a voluntary program.
- In other words: (Vaccine mandate + education/outreach - exemptions) is greater than (Voluntary vaccination + education/outreach)
- The current estimated student vaccination rate for fall quarter 2021 is approximately 84%, based upon student survey data. There are racial disparities in these vaccination rates.
- The rate of students reporting being “unsure” or “unlikely” to be vaccinated is approximately 16% from the same survey data. There are racial disparities in the rates of students reporting as “unsure/unlikely” to be vaccinated.

- Per the PCC Board of Directors Equity Statement, the board will also require a racial justice analysis of this policy decision.
- The PCC Board authorizes the vaccine mandate policy and delegates the authority to implement the policy to the PCC President and staff.
- Health and safety protocols that promote prevention and mitigation of disease will continue and will include, but not be limited to, universal mask use, physical distancing, frequent hand washing, cleaning, sanitizing, air handling, and ventilation along with symptom self-checks when coming to campus.

### Vaccine Mandate Policy Proposal

1. The mandate will apply to PCC employees and students. The definition of students will include students enrolled in either credit or non-credit courses, including students enrolled in community education.
2. The mandate will apply to students attending in-person courses (whether or not those courses are held on PCC property or another physical location) and students, including students enrolled in remote, on-line, and hybrid classes, coming to campus for in-person support services or to participate in activities.
3. The mandate will apply to employees who teach or provide services at any college property, subject to bargaining with the Federations.
4. College property includes any property owned, leased, or used by the college for providing instruction or college services.
5. In order to establish the infrastructure, procedures and capacity building to effectively implement this policy at scale, and address any demands to bargain (i.e. the 90 day “bargaining window”) over this mandate by the Federations, this mandate will take effect Winter Quarter of 2022, beginning January 10, 2022.
6. Culturally specific outreach and education efforts and vaccine clinics conducted at PCC sites will continue.
7. Additional surveys, with a representative selection of sample populations, will be conducted to estimate changes in vaccination rates.

8. Upon implementation, in order to perform an equity analysis of this policy decision, disaggregated data on vaccination rates and disenrollment of students due to lack of vaccination will be assessed and reported to the board. A similar equity analysis will be conducted for employees.
9. PCC will provide to students and employees medical and nonmedical exemptions to vaccination as required by law.

Postponed