

Diane Regester

From: John Armeno <jarmeno@optonline.net>
Sent: Friday, August 20, 2021 12:57 PM
To: Anthony Basantis; Anthony Cureton ; Armando Fontoura (Armando Fontoura); Bob Nolan; Carmel Morina (Carmel Morina); Chuck Miller ; Darring Russo; Eric Scheffler; Frank Schillari; Fred Brown; Gilbert Wilson; James J. McDonald; James M. Gannon; John Kemler; Michael Mastronardy; Michael Strada; Mildred.scott@co.middlesex.nj.us'; Peter Corvelli; Richard Berdnik; Robert Austino; Shaun Golden
Subject: FW: Mandatory Vaccines or COVID-19 Testing

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From: John Donnadio <jdonnadio@njac.org>
Sent: Friday, August 20, 2021 9:52 AM
Subject: Mandatory Vaccines or COVID-19 Testing

Good morning. I hope all is well and promise that I did not forget about the questions below and then some. I spoke with the Administration this morning and they promised to provide additional guidance on Monday along with an announcement about new vaccine mandates and certain travel restrictions. Stay tuned for additional details and thank you for your patience.

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From: John Donnadio
Sent: Monday, August 9, 2021 1:41 PM
To: Hillmann, Tim (GOV) <Tim.Hillmann@nj.gov>; Alcazar, Jesus (GOV) <Jesus.Alcazar@nj.gov>
Subject: Mandatory Vaccines or COVID-19 Testing

Good afternoon gentlemen. I hope all is well. As you continue working on guidance concerning the mandatory vaccination or regular COVID-19 testing, please consider the following matters for clarification presented by county governments across the State.

MANDATE APPLICABILITY

1. Does the vaccine or regular COVID-19 testing mandate include a county operated nursing home?
2. Does the vaccine or regular COVID-19 testing mandate include a senior congregate meal and nutrition site, home visitation program, and other congregate living sites such as a shelter or group home?

3. Does the vaccine or regular COVID-19 testing mandate include EMS and other emergency responders?
4. Does the vaccine or regular COVID-19 testing mandate include a vendor, independent contractor, common carrier (UPS, Fedex) or other professional working in a county jail, nursing home, and other facility?
5. Does the vaccine or regular COVID-19 testing mandate include a prisoner housed in a county jail, a law enforcement official transporting or interviewing a prisoner housed in county jail, and a civilian visitor to a county jail?
6. Does requesting an employee, independent contractor, or professional to present proof of vaccine status violate their HIPPA protections under the law.

COVID-19 TESTING

1. Please provide additional clarification on how many times per week an employee must be tested for COVID-19?
2. Who is responsible for conducting COVID-19 testing: the employer or employee?
3. If the employee is responsible for submitting regular COVID-19 tests to their employer, may the employee submit the cost of testing to the employer for reimbursement if not otherwise covered?
4. When must an employee be tested for COVID-19: before or during a shift?
5. If during a shift, must an employee be required to use their own leave time?
6. May an employee work a shift while a COVID-19 test is pending?
7. How does the State plan to reimburse county governments for the costs associated with conducting, managing, and administering the COVID-19 testing of employees?

NON-COMPLIANCE

1. How should an employer handle an employee that does not comply with the vaccine or COVID-19 testing mandate: is this matter a mandatorily negotiable item as a disciplinary issue?
2. How should an employer handle a vendor, independent contractor, common carrier (UPS, Fedex) or other professional working in a county jail, nursing home, or other facility that does not comply with the vaccine or COVID-19 testing mandate: may a county sever the contract or take other action to terminate an agreement accordingly?

Thank you as always for your time and consideration, and we look forward to hearing back from you.

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