

Frequently Asked Questions about the Vaccine Mandate

(As of 9/22/ 2021)

1. Who does the vaccine mandate apply to?

To ALL healthcare workers throughout Philadelphia. For KenCrest this means ALL employees who work or support a resident/client in Philadelphia. This includes anyone who works in a community living home (even if you have other shifts in other areas); anyone who supports someone employed at a Philadelphia business; any administrator assigned to a Philadelphia office(s); anyone making home visits to see a resident or client; Early Learning Center staff; anyone contracting in Philadelphia; anyone doing maintenance in Philadelphia; anyone with the potential to work/support in Philadelphia; any staff working in the Blue Bell offices etc.

2. When do I have to be vaccinated by?

You must be FULLY vaccinated by **October 15th, 2021** if you support any of the IDD programs or work in the front office; and by **October 30th, 2021** if you support in the Early Learning Program.

This means either two weeks thereafter getting ONE shot of Johnson & Johnson, or TWO shots of Pfizer or Moderna vaccine. Once you are fully vaccinated please submit a CLEAR, READABLE photo copy of your vaccine card to COVIDvaccine@kencrest.org before the October 15th deadline and let your supervisor know.

3. What do I do if I'm fully vaccinated already?

Submit a CLEAR, READABLE photo copy of your vaccine card to COVIDvaccine@kencrest.org before the October 15th deadline.

4. What if I DON'T want to get vaccinated?

If it applies to you, you may want to consider applying for a medical or religious exemption. If neither of these options apply to you, you cannot work in Philadelphia as a healthcare worker.

5. What if I DON'T get vaccinated and do not apply or receive an exemption will I be fired?

If you work in the Early Learning program, and don't get vaccinated it will be considered a **voluntary resignation** by October 30th.

No, if you work in the IDD programs or front office; but you will not be allowed to work in a Philadelphia location and if we have open shifts or work available in other areas you will be reassigned. *Please note, we anticipate that other Counties will be implementing a similar vaccine mandate in the coming weeks.*

6. What if I need to get a medical or a sincere religious exemption?

To be considered for an exemption, you must submit your exemption form (signed by a doctor if it's a medical exemption) **by September 27th, 2021**. Any exemption form received thereafter will not be considered for an exemption. *Please note, all exemptions medical/religious are at the discretion of the agency/organization to determine if the exemption is applicable. Philosophical or moral exemptions are not permitted.*

7. Where can I find exemption forms and who do I submit them to?

All exemption forms can be found on the Employee Portal, under the **Coronavirus** page, as well as in the **Agencywide announcements** section.

To access the employee portal go to www.KenCrest.org scroll to the bottom of the homepage and look for the word "EMPLOYEES" in the bottom dark gray footer on the far right side. This is a password protected webpage that all staff can access with the password "simple" (all lowercase).

8. What can happen if I submit fraudulent or fake information including a fake doctor's note, fake COVID card, fake test results, etc?

You could face termination at KenCrest, as well as hefty fines and jail time. According to the FBI, unauthorized use of any official government agency's seal can be punished with a fine or up to five years in prison. False medical documents are a violation of The Philadelphia Code and are punishable by fines of up to \$300 per violation. Failure to comply with the requirements of the Vaccine Mandate Regulation is also a violation of the Philadelphia Code, and punishable with fines up to \$500 per violation for individuals.