

VERSION 1: MANDATORY FLU VACCINATION POLICY

XYZ LABORATORIES INFLUENZA VACCINATION POLICY

PURPOSE

The purpose of this policy is to ensure that all XYZ Laboratories (XYZ) staff are vaccinated against both seasonal and novel influenza strains like H1N1 once vaccines become available to protect their own health, the health of their co-workers and the health of their patients.

XYZ management has chosen to implement this policy after considering the costs, risks and benefits of vaccination. We recognize that vaccination is personally invasive and that some individuals may object to it. However, we also recognize that all responsible and knowledgeable experts in public health agree that the scientifically demonstrated benefits of the flu vaccination greatly exceed the risks of receiving it.

POLICY

All XYZ workers are required to obtain influenza vaccinations annually according to schedules established for each particular year. Vaccinations will be made available to staff members free of charge.

EXCEPTIONS

XYZ personnel who have been recently vaccinated elsewhere may satisfy this requirement by providing written documentation of the vaccination they received. Such personnel will also be excused from this requirement if they have legitimate religious objections to being vaccinated.

CONSEQUENCES OF NON-COMPLIANCE

XYZ reserves the right, at its sole discretion, to impose disciplinary actions on employees who refuse to receive a flu vaccination as required by this policy up to and including termination in accordance with applicable laws, contracts and collective bargaining agreements.

VERSION 2: VOLUNTARY FLU VACCINATION POLICY

XYZ LABORATORIES INFLUENZA VACCINATION POLICY

PURPOSE

Influenza (the flu) is a contagious respiratory illness caused by influenza viruses. It can cause mild to severe illness, and, in some cases, death. Annual vaccination is the most effective way to prevent influenza virus infection. Vaccination protects you, your co-workers and your patients.

POLICY

XYZ Laboratories (XYZ) will develop, implement and evaluate a program to offer annual influenza vaccination for XYZ personnel. In the event of limited vaccine availability, flu vaccination will be allocated on the basis of regulatory requirements and occupational risks. All XYZ personnel are required to either receive annual influenza vaccination or complete a statement:

- Acknowledging that they were offered vaccination;
- Indicating that they voluntarily declined it; and
- Listing the reasons for declining vaccination.