

# Do You Have Questions about the City's COVID-19 Vaccine Mandate?

Frequently asked questions about the COVID-19 vaccine mandate that will go into effect this month.

## Who qualifies as a healthcare worker or someone who works in a related setting under the mandate?

A healthcare worker is any person who provides in-person healthcare or related services to a patient or client. This includes any employee, contract worker, volunteer, or student involved in working, volunteering, or learning in the capacity of a healthcare worker. Visit the [Health Information Portal](#) for a full list of healthcare related services.

## If I work at a healthcare institution but do not provide direct in-person care, do I fall under this mandate?

Yes. If patient care and services happen at the institution where you work, you are required to get the COVID-19 vaccine regardless of whether or not you have direct contact with patients or clients. If you work completely through telework or do not work in a building where healthcare related services are provided (e.g., medical billing specialist or appointment setter), you are not required to be vaccinated.

## Does the mandate still apply to me if my employer is located outside of Philadelphia?

Yes. If you are providing care in the City of Philadelphia, regardless of where your employer is located, you must be fully vaccinated.



## When is the deadline for receiving the vaccine?

### Hospital/Long-Term Care Facility Workers

- ✓ **Friday, October 15:**  
First dose deadline
- ✓ **Monday, November 15:**  
Second dose deadline (if Pfizer or Moderna)

### All Other Healthcare Workers

- ✓ **Friday, October 22:**  
First dose deadline
- ✓ **Monday, November 22:**  
Second dose deadline (if Pfizer or Moderna)

**Note:** Both groups must complete twice weekly testing (antigen or PCR) and double mask or wear an N95 until full vaccination status is reached.

## What happens if I don't comply with the mandate?

Employers may make vaccination a condition of employment. If an employee refuses to apply for an exemption and/or refuses the extra accommodation options, the institution and individual will be in violation of the Regulation.

## Are there any exemptions to the mandate?

Yes. If you have written documentation of a medical or religious reason, you may be exempt from this vaccine mandate. Your institution may choose to be more strict in their exemption requirements than the Health Department.

**Note:** You cannot simply opt out, and must have the appropriate documentation for either reason completed before **October 15** (healthcare workers in hospitals or long term care facilities) or **October 22** (all other healthcare workers).

### Medical Exemptions

Medical exemptions require certification from a licensed healthcare provider. This must include facts explaining why the vaccine is a contraindication and harmful to the individual.

### Religious Exemptions

Religious exemptions require a signed statement of a sincerely held religious belief that prevents you from getting the COVID-19 vaccine and supporting documentation from a religious or faith-based leader.

There are no philosophical, political, social, or economic exemptions available for this mandate. All employees seeking an exemption must follow the steps outlined above prior to the deadline.

Exempt employees will be required to take COVID-19 tests at least twice per week. PCR, antigen, and FDA-approved at home tests are acceptable. Employees may also work completely through telework if their institution can accommodate it.

## Don't see your question listed?

Contact the Health Department at **215-685-5488** or [covid@phila.gov](mailto:covid@phila.gov) for more information.

