
SYSTEMWIDE POLICY

Immunization Guidelines for Team Members

This Policy is Applicable to the following Corewell Health sites:

SYSTEMWIDE

*Sites:, Continuing Care, Corewell Health Beaumont Grosse Pointe Hospital, Corewell Health Beaumont Troy Hospital, Corewell Health Big Rapids Hospital, Corewell Health Dearborn Hospital, Corewell Health Farmington Hills Hospital, Corewell Health Gerber Hospital, Corewell Health Grand Rapids Hospitals (Blodgett Hospital, Butterworth Hospital, Helen DeVos Children's Hospital), Corewell Health Greenville Hospital, Corewell Health Ludington Hospital, Corewell Health Medical Group East, Corewell Health Medical Group West, Corewell Health Niles Hospital, Corewell Health Pennock Hospital, Corewell Health Reed City Hospital, Corewell Health Specialty Pharmacy, Corewell Health St. Joseph Hospital, Corewell Health Taylor Hospital, Corewell Health Trenton Hospital, Corewell Health Watervliet Hospital, Corewell Health Wayne Hospital, Corewell Health William Beaumont University Hospital (Royal Oak), Corewell Health Zeeland Hospital, Corporate, Hospital Outpatient Departments West, Priority Health

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Department Area:	Employee Health Services (EHS)

1. Purpose

The safety of all team members (employed and non-employed) and patients is one of our most important priorities. We will ensure all employed and non-employed team members demonstrate immunity or are vaccinated against certain preventable diseases when they are working or providing services on behalf of Corewell Health. While some vaccinations may be recommended, all employed and non-employed team members must comply with all required expectations of vaccination guidelines. We base this policy on the [vaccination guidance from the Centers for Disease Control and Prevention \(CDC\)](#), Centers for Medicare & Medicaid Services (CMS), and Michigan Occupational Safety and Health Administration (MIOSHA).

2. Definitions

- 2.1. Employed Team member:** an individual on Corewell Health's payroll who may also receive benefits, if eligible, directly from Corewell Health; May also be referred to as employee.
- 2.2. Non-employed team member:** an individual who is not employed by a Corewell Health entity but who works or provides services on behalf of Corewell Health or on behalf of another organization; May also be referred to as non-employee.
- 2.3. Team Member:** Refers to all those working on behalf of Corewell Health including employees and non-employees who may otherwise be referred to as employed team members or non-employed team members.

Entities will reference associated Documentation contained within this document as applicable
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- 2.4. On-site team member:** an individual who regularly works at a Corewell Health location; this includes any facility owned or leased by Corewell Health or any work location the team member is assigned to provide services to patients or members (i.e., custom clinics, in home care, etc.).
- 2.5. Hybrid team member:** a team member who sometimes works off-site, generally at a home-based location, and sometimes works on-site at a location that is owned or operated by any region, division, or entity of Corewell Health including Priority Health, where they provide any patient or resident care or treatment, or any services of any kind to anyone.
- 2.6. Remote team member:** a team member who is eligible and approved to work remotely, generally at a home-based location, without any designated on-site weekly hours and without the expectation to work on-site at a Corewell Health location

3. Compliance

3.1. Team members who violate this policy will be subject to performance correction up to and including separation from employment or other working or contractual relationship with Corewell Health. This policy applies to all employed and non-employed team members. Non-employed team members must retain proof of vaccination or immunity (if applicable) and produce documentation if requested.

3.2. When a team member is covered by a collective bargaining agreement (CBA) and the terms of the CBA are different, the team member should follow the CBA instead of the policy.

3.3. Newly integrated teams or organizational groups may be granted a temporary exception from immunization requirements during the integration period. All groups with an exception during integration will be required to fully comply with the organization's immunization policy during subsequent immunization cycles (ex. flu vaccine).

4. Immunization and Screening Requirements:

Corewell Health On-Site and Hybrid	Organizational Stance
Influenza	Required (<i>annually</i>)
Tuberculosis (TB) testing	Required (<i>IGRA accepted within 90 days of start date</i>)
Measles (Rubeola), Mumps, Rubella (MMR)	Required
Varicella (chickenpox)	Required
Tetanus, Diphtheria, and Pertussis (Tdap/DTaP)	Required one-time adult dose of Tdap or DTaP
	Recommended to receive Td or Tdap every 10 years after first adult dose
Hepatitis B (HB)	Recommended
Hepatitis A	Recommended

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Meningococcal A, C, W, Y	Recommended for microbiologists that experience contact with Neisseria Meningitidis
Meningococcal B	Recommended for microbiologists that experience contact with Neisseria Meningitidis
COVID-19	Recommend all team members be up to date
Priority Health On-Site and Hybrid	Organizational Stance
Influenza	Required (<i>annually</i>)
COVID-19	Recommend all team members be up to date
Corewell Health and Priority Health Remote Team Members	Organizational Stance
COVID-19	Recommend all team members be up to date
Influenza	Recommended (<i>annually</i>)
Measles, (Rubeola), Mumps, Rubella (MMR)	Recommended
Varicella (chickenpox)	Recommended
Tetanus, Diphtheria, and Pertussis (Tdap)	Recommended
Hepatitis B (HB)	Recommended
Hepatitis A	Recommended

4.1. Corewell Health is committed to providing equal employment opportunities without regard to any protected status. Corewell Health will provide an exemption and reasonable accommodation (collectively referred to as an “exemption”) for known limitations related to pregnancy, childbirth or related medical condition, a known medical contraindication, qualifying disability, sincerely held religious belief, or reason otherwise required by law which precludes a team member from receiving a required vaccine, unless the requested exemption or accommodation is not reasonable, creates an undue hardship, or poses a direct threat to the health and safety of others.

4.2. Exemption Process

4.2.1. Team members who have certain sincerely held religious beliefs or certain medical conditions should refer to the guidance and process for submitting an [Exemption request for immunizations](#).

4.2.2. Corewell Health will review all requests for exemptions in accordance with applicable laws and regulations. Team members are expected to comply with the exemption process including adhering to all deadlines and requests for supporting information/documentation. If an exemption request is approved, the team member and their leader will receive notification with next steps and expectations. If an exemption is denied, the team member will receive notification with next steps and expectations. The team member’s exemption status will be documented in

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their employee health record. All team member records and documents will be maintained in accordance with applicable laws.

- 4.2.3. Corewell Health's contingency plan related to approved exemptions for vaccines includes completion of an education module and any additional guidance as directed by Infection Prevention.

4.3. Accommodations

- 4.3.1. Reasonable accommodations will be evaluated based on the immunization requirement and the team member's work site category, role, and duties. Accommodations will continue to be evaluated based on guidance from the Centers for Disease Control and Prevention (CDC) and Corewell Health Infection Prevention leadership.
- 4.3.2. Please note that an approved exemption does not guarantee that a reasonable accommodation is available for on-site or hybrid roles.
- 4.3.3. Masking is currently a reasonable accommodation for the influenza vaccine only.
- 4.3.4. Masking is not a reasonable accommodation for any other immunization exemptions.
- 4.3.5. Unvaccinated team members who fail or refuse to mask will be subject to performance correction up to and including separation from employment or other working or contractual relationship with Corewell Health.

5. Policy

- 5.1. Team members must provide documentation for all required vaccines prior to first day of work unless an exemption and reasonable accommodation have been approved. For non-employed team members, the employer or educational institution must verify their compliance prior to providing services or performing educational duties within our workplace.
- 5.2. If applicable, titers will be drawn to verify immunity if a team member is not able to provide proof of vaccination for the required vaccines unless an exemption and a reasonable accommodation has been approved (this does not apply to those in a remote position). The team member may begin work with the expectation that the required vaccine schedule will be completed, or immunity is demonstrated by lab testing. A team member who cannot receive a required vaccine may be subject to other work environment precautions in accordance with the current PPE/mask guidance.

Hepatitis B is a recommended vaccine offered to all team members; especially those team members working with blood and body fluids. If a team member chooses not to receive the vaccination after they have been educated about the vaccine efficacy, safety, method of administration, and benefits of the vaccine then they must sign a Hepatitis B declination. By declining the vaccination, they remain at risk of acquiring Hepatitis B. If they initially decline to receive the vaccine, they can later reach out to Employee Health Services to receive the vaccine.

- 5.3. Corewell Health will maintain a secure record of employed team members' vaccination status along with any additional (booster) doses received.

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- 5.4. If vaccine shortages occur, a risk assessment will be conducted by Infection Prevention and Employee Health Services to determine the priority order of distributing the vaccine(s).
- 5.5. Please refer to Infection Prevention policy # 11986 [Tuberculosis Exposure Control Plan](#) regarding TB screening that may change based on community risk.
- 5.6. Minors who are under 18 years old need parental consent for vaccination.

6. Revisions

Corewell Health reserves the right to alter, amend, modify, or eliminate this document at any time without prior written notice.

7. Policy Development and Approval**Document Owner:**

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8. Keywords:

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