Item No.: 9E_Sup
Date of Meeting: November 2, 2021

COVID-19 Vaccine Policy

THE NORTHWEST SEAPORT ALLIANCE
SEATTLE + TACOMA

Dana Henderson
General Counsel

November 2, 2021

Background

- Executive Order 14042 issued on September 9, 2021.
- Requires covered federal contractors to incorporate safeguards against COVID-19.
- Includes mandatory vaccination requirement for covered federal contractor employees, with no testing option.
- Both homeports have adopted a vaccine requirement as a condition of employment subject to exemptions for medical disability accommodation or for sincerely held religious belief, as allowed by law.

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Background

- NWSA staff and legal counsel have reviewed EO 14042 and its implementing federal guidance and concluded the NWSA is a covered federal contractor.

- Compliance with the EO requires NWSA to adopt a policy requiring employees to be fully vaccinated by December 8, 2021.

- Exemption for medical disability available as provided for by law.

- Exemption for sincerely held religious belief available as provided for by law.

- NWSA relies on homeport of Tacoma for HR policy implementation and administration. Port of Tacoma HR team is prepared for this implementation and administration, including to handle exemption applications.

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Proposed Motion

I move that the policy of the NWSA is that COVID-19 vaccinations are mandatory for employees in order to safeguard the health of employees, their families, and the public we serve, as well as to meet the requirements of Executive Order 14042, which requires federal contractors like the NWSA adopt and enforce a mandatory vaccination policy.

In compliance with the federal mandate, I further move that the NWSA CEO is directed to implement the Port of Tacoma's policy and procedures requiring all employees to become fully vaccinated against COVID-19 by December 8, 2021 as a condition of employment, unless they have sought and received an accommodation due to a medical disability or sincerely held religious belief as required by applicable law.

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