RESOLUTION #21-349

September 1, 2021

It is hereby resolved by the Public Health – Dayton & Montgomery County Board of Health to approve the following resolution:

WHEREAS, COVID-19 disease caused by the SARS-CoV-2 virus is a vaccine preventable disease;

WHEREAS, the SARS-CoV-2 epidemic continues in Montgomery County;

WHEREAS, vaccination is the best single available intervention to prevent COVID-19 disease, to decrease transmission, and to control the epidemic;

WHEREAS, the presently available vaccines under the U.S. Food and Drug Administration (FDA) Emergency Use Authorization (EUA) (that are currently awaiting FDA approval) are safe and effective, with the benefits of vaccination clearly outweighing the risks of rare serious adverse events after COVID-19 vaccination;

WHEREAS, OSHA requires employers to maintain a safe and healthy workplace;

WHEREAS, the U.S. Equal Employment Opportunity Commission says that federal laws do not prevent employer’s from requiring workers to be vaccinated;

WHEREAS, vaccine mandates increase vaccine uptake, employee safety, and population level protection from infection;

WHEREAS, employer policies (such as paid time off to get vaccinated) can enhance COVID-19 vaccine uptake;

WHEREAS, increasing numbers of national and international businesses are requiring their employees to be vaccinated against COVID-19;

WHEREAS, some business associations are recommending to their member businesses that they require employees to be vaccinated against COVID-19 for health and safety reasons as well as for the commercial advantages that may accompany having a fully vaccinated staff;

WHEREAS, legal challenges to COVID-19 vaccination mandates are failing in the courts;

NOW, BE IT THEREFORE RESOLVED that the Public Health - Dayton & Montgomery County Board of Health hereby issues this Call to Action to Montgomery County employers:
The Public Health - Dayton & Montgomery County Board of Health calls upon all employers to require their employees to be vaccinated against COVID-19, subject to the usual medical, religious, and philosophical exemptions.

The Public Health - Dayton & Montgomery County Board of Health calls upon employers to consider actions that boost the acceptance of COVID-19 vaccination and mitigate the effects of the vaccination process for employees, for example, measures such as allowing paid time off for vaccination, a post-vaccination day off for possible vaccine side-effects, and incentives for vaccination, among others.

Moved by Ms. Meadows Seconded by Mr. Orr

Roll Call: Dr. Block, yea; Mr. Downing, yea; Dr. Speare-Hardy, yea; Ms. Meadows, yea; Dr. Orlowski, yea; Mr. Orr, yea; Dr. Patterson, yea; Dr. Rhodes, yea; Mr. Sims, yea. Motion carried.

I hereby certify that this is a true and exact copy of the Resolution passed by the Board of Health at its regularly scheduled meeting held September 1, 2021.

[Signature]
Jeffrey A. Cooper, MS
Health Commissioner