

THE NAVAJO NATION

JONATHAN NEZ | PRESIDENT MYRON LIZER | VICE-PRESIDENT



MEMORANDUM

TO : DIVISION/EXECUTIVE DIRECTORS, DEPARTMENT AND PROGRAM MANAGERS
EXECUTIVE AND LEGISLATIVE BRANCHES

FROM : *Reycita Toddy*
Reycita Toddy, Delegated Human Resources Director
Department of Personnel Management

DATE : September 30, 2021

SUBJECT: COVID-19 VACCINATION REQUIREMENT

Please be advised Navajo Nation Council Resolution No. CAU-48-21 ("Resolution") mandates that all Navajo Nation Government employees be fully vaccinated against COVID-19. This Resolution supersedes prior orders, departmental level policies, and other directives that are in conflict, and becomes effective on October 24, 2021 - forty-five (45) days after enactment of the Resolution.

Accordingly, all Navajo Nation employees are to comply with the COVID-19 vaccine mandate by submitting proof of full vaccination to their supervisor on or before October 24, 2021, which shall include the type of vaccine; the dates of vaccine 1st dose and, if applicable, the 2nd dose; and the name of the healthcare professional or facility that administered the vaccine. Pursuant to CDC guidelines, a person is considered fully vaccinated two weeks after the second dose in a two-dose vaccine, or two weeks after a single-dose vaccine.

Employees who do not provide proof of full vaccination against COVID-19 to their supervisor on or before October 24, 2021—for any reason—are required to provide documentation to their supervisor starting October 24, 2021 that they have tested negative for COVID-19, and are required to continue to provide such documentation every fourteen (14) days thereafter for as long as they are not fully vaccinated. Acceptable forms of documentation showing that an employee has tested negative for COVID-19 shall include a medical provider statement, testing facility test result, or a written self-certified statement indicating the date and facility of the testing.

Any violations of the requirements set forth in Resolution No. CAU-48-21 shall be "just cause" for disciplinary measures under the Navajo Preference in Employment Act. Employees shall also continue to adhere to all Public Health Emergency Orders issued by the Navajo Nation Department of Health.

The COVID-19 Vaccination Requirement Policies and Procedures will be forthcoming. Should you have any questions, please contact DPM at (928) 871-6330. Thank you.

XC: Paulson Chaco, Chief of Staff, OPVP
Sherylene Yazzie, Chief of Staff, LB
Dr. Perphelia Fowler, Division Director, DHR
Dr. Jill Jim, Division Director, DOH
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