



UC Vaccine Policy Frequently Asked Vaccination Questions

Over the last few months, we have received multiple questions about the University of California's vaccination policy and how it impacts members. Please find the answers to these frequently asked questions below.

When does this policy take effect?

Our position is that the UC cannot enforce this mandate until we reach a negotiated agreement on a vaccination policy. If your campus enforces the current policy, please reach out to your campus representative. You can find them at <http://www.upte.org/local/new/contacts/>.

UPTE, like all other UC unions, including the California Nurses Association, believe that everyone who can should get the vaccine. UPTE also believes that an employer should not make healthcare decisions for its employees, and that those decisions are between you and your healthcare provider.

[Please read our complete statement on vaccinations.](#)

Why are we being required to test twice a week if we are not getting vaccinated?

Data has shown that more frequent testing (every four days) is better at reducing COVID transmission than simply testing weekly. Since many employees are vaccinated (well over 80% of all UPTE employees are fully vaccinated, for instance), the UC can afford to do more testing of unvaccinated individuals because of increased capacity.

The UC is currently only accepting medical and religious exemptions. What about personal conviction?

We continue to object to the absence of a personal conviction exemption in the vaccination policy. We filed litigation after the UC failed to include a personal conviction exemption in its flu vaccine policy last year. We await the court's decision regarding such exemptions as that decision will influence the current policy. In the meantime, UC is taking the position, as they did with the flu vaccine, that personal exemptions are not allowed. Please contact an UPTE representative if you have questions or concerns.

Can a confirmed COVID infection substitute for a COVID vaccine?

Past infections have shown to be less effective against variants than approved vaccines. At this time, there is no plan to allow proof of a past infection to substitute for vaccination.



General Information

Unvaccinated individuals must wear a mask in all areas of the workplace to protect themselves and others. If this is not occurring, please let us know. Vaccinated individuals may still be infected and have minor symptoms but do not need to mask in non-patient areas or quarantine if exposed.

The COVID vaccine should minimize symptoms, as well as infections. If anyone has symptoms, they should perform the daily symptom screening and communicate with their supervisor. If this is not happening, then please let us know.

If you have additional questions or concerns, please reach out to upteuc.dv@upte-cwa.org.