

What You Need to Know about the Vaccination-or-Testing Policy



NORTH CAROLINA Office of
State Human Resources

COVID-19 has killed thousands of people in North Carolina, and the Delta variant is even more transmissible than the original COVID virus. People who are fully vaccinated are much less likely to get Delta or require hospitalization if infected. To lower the chance that COVID spreads in the workplace, and to protect workers and the public, workers at many agencies will need to be tested each week for COVID if they are not yet fully vaccinated. Here is a policy summary.

- Starting September 8, workers must either provide proof of full vaccination, or they must provide a negative COVID test result taken in the last seven days.
- The Department of Information Technology is developing an IT system where workers can provide proof of vaccination or (for workers who are not yet fully vaccinated) test results.
- If workers don't verify they are vaccinated, then they need to be tested each week. If they test positive, workers must follow CDC isolation guidelines and stay home, so that they do not spread COVID at work.
 - As is currently the policy, agencies will send a notification of a positive test in the building.
- Testing under the policy will begin as early as September 1. However, unvaccinated workers have until September 8 to provide a negative test result.
- If on-site testing facilities are available, workers should be tested on-site. Otherwise, workers can use third-party testing, like the tests administered by pharmacies and free [No-Cost Community Testing Events](#).
 - DPS Corrections already has a program for on-site testing. That program will continue.
 - If agencies are interested in on-site testing facilities, they will be able to make arrangements with third-party vendors. The Department of Administration is working now to set up vendor relationships, which are expected to be available at some time in September. OSHR is working with participating agencies to maximize on-site testing and to also provide opportunities for vaccination on-site.
- When unvaccinated workers receive weekly test results, they need to flag in the IT system whether the results were positive, negative, or inconclusive. HR will review documents and follow up if necessary.
- If someone is waiting on test results (or if the test result was inconclusive), the agency has the discretion to allow the worker to come on-site if the test was conducted in the last week.
- The policy applies to employees (including temporary employees), contractors, interns, and on-site volunteers at Cabinet agencies and at other agencies that have chosen to participate.
 - Workers are covered by the policy if they are, or may be, required to come into the agency's office for meetings or for any part of their duties, or if they meet in-person with the public as part of their job duties. For contractors, the agency may have the contractor's employer, rather than the state agency, ensure that the policy requirements are met.
- Someone is fully vaccinated two weeks after receiving their second dose of Pfizer or Moderna, or two weeks after receiving their single Johnson & Johnson dose. People interested in learning more about vaccination should visit covid19.ncdhhs.gov/vaccines, a website set up by NCDHHS.

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