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3 Title: Mandatory Influenza Vaccination Policy for Health Care Workers in Michigan
4 Hospitals
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6 Introduced by: Brent Oldham for the Medical Student Section
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10 Referred to: Reference Committee D
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12 House Action: **APPROVED AS AMENDED**
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15 Whereas, influenza has resulted in between 9.3 million-49 million illnesses, 140,000-960,000
16 hospitalizations, and 12,000-79,000 deaths annually since 2010¹, and
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18 Whereas, vaccination is the best method to protect against the flu, and prevented an estimated 5.3
19 million influenza illnesses, 2.6 million influenza-associated medical visits, and 85,000 influenza-associated
20 hospitalizations in 2016-2017², and
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22 Whereas, the flu can lead to serious and life-threatening complications such as pneumonia, multi-
23 organ failure, sepsis, inflammation of the heart, brain, or muscle, and death³, and
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25 Whereas, studies have shown that influenza vaccinations reduce severity of illness among those who
26 still contract the flu⁴, and
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28 Whereas, annual influenza vaccination is necessary for optimal protection due to declining immune
29 response over time and changing flu viruses each year⁵, and
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31 Whereas, health care workers are at risk of exposure to influenza in hospital environments and may
32 transmit the virus to patients, their families, visitors, hospital staff, and vulnerable individuals (i.e., infants,
33 children, the elderly, pregnant women, and those with chronic health conditions)⁴, and
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35 Whereas, patients who contract influenza within hospitals are more likely to have greater length of
36 stay, be admitted to intensive care, or die⁶, and
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38 Whereas, studies have shown that mandatory vaccination policies can improve coverage rates in
39 hospitals⁷, and
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41 Whereas, Michigan currently does not have influenza immunization administration requirements for
42 hospital employees⁸, and
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44 Whereas, Alabama, Colorado, Massachusetts, New Hampshire, and Rhode Island have immunization
45 laws that ensure that health care workers receive influenza vaccinations and California, Georgia, Illinois,
46 Maine, Maryland, Nebraska, Oklahoma, and Tennessee offer health care workers influenza vaccinations⁸, and
47

48 Whereas, the Michigan Department of Health and Human Services and the Michigan Health &
49 Hospital Association strongly encourage hospitals to ensure their health care providers are appropriately
50 immunized⁶, and
51

52 Whereas, a survey in 2016 showed 77 percent of Michigan hospitals have already successfully
53 implemented a mandatory flu vaccination policy for all health care providers⁷, and

54 Whereas, hospitals with a mandatory flu vaccination policy reported 95 percent coverage of health
55 care providers in comparison to 67 percent in hospitals without a policy⁶, and

56
57 Whereas, providing mandatory influenza vaccinations is cost-neutral or cost-effective for health care
58 institutions by reducing days lost to medical leave and poses minimal financial burden⁹, and

59
60 Whereas, the American Academy of Family Physicians, American Academy of Pediatrics, American
61 College of Physicians, American Hospital Association, American Medical Directors Association, American
62 Public Health Association, Association for Professionals in Infection Control and Epidemiology, Inc.,
63 Infectious Diseases Society of America, National Association of County and City Health Officials, National
64 Patient Safety Foundation, and Society for Healthcare Epidemiology of America all endorse annual
65 mandatory influenza immunization for health care personnel except for religious or medical reasons (not
66 personal preferences)¹⁰; therefore be it

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68 RESOLVED: That MSMS supports Michigan hospitals 1) establishing policies for all their employees to
69 receive an annual influenza immunization, except if an employee elects not to be vaccinated due to religious
70 beliefs, medical contraindications exist, or there is a national shortage of vaccine, and 2) providing on-site
71 annual influenza immunizations.

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73
74 WAYS AND MEANS COMMITTEE FISCAL NOTE: \$1,000 or more for costs related to the adoption of new or
75 revised MSMS or AMA policy.

Relevant MSMS Policy: None

Relevant AMA Policy:

Protecting Patients and the Public Through Physician, Health Care Worker, and Caregiver Immunization

1. AMA policy is that, in the context of a highly transmissible disease that poses significant medical risk for vulnerable patients or colleagues or threatens the availability of the health care workforce, particularly a disease that has the potential to become epidemic or pandemic, including influenza, and for which there is an available, safe, and effective vaccine, physicians, health care workers (HCWs), and family caregivers who have direct patient care responsibilities or potential direct exposure have an obligation to accept immunization unless there is a recognized medical reason to not be immunized. In scenarios in which there is a documented medical contraindication to immunization of a physician or HCW, appropriate protective measures should be taken.

2. Our AMA (a) encourages hospitals, health care systems, and health care providers to provide immunizations to HCWs against influenza and other highly transmissible diseases, at no cost to the employee, both for their own protection and to reduce the risk of infectious disease transmission to others; and (b) encourages health care institutions to develop mechanisms to maximize the rate of influenza immunization for HCWs, including the option of making immunization a condition of employment.

¹ https://www.cdc.gov/flu/about/burden/index.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fflu%2Fabout%2Fdisease%2Fburden.htm

² <https://www.cdc.gov/flu/about/qa/vaccineeffect.htm>

³ <https://www.cdc.gov/flu/consumer/symptoms.htm>

⁴ <https://www.cdc.gov/flu/about/qa/vaccineeffect.htm>

⁵ <https://www.cdc.gov/flu/protect/keyfacts.htm>

⁶ <https://mha.org/Portals/0/Issues%20and%20Advocacy/Healthy%20Partnerships/mdhhs-hospital-vaccination-policy-survey-summary-2017.pdf>

⁷ <https://www.ncbi.nlm.nih.gov/pubmed/21945495>

⁸ <https://www2a.cdc.gov/vaccines/statevaccsApp/AdministrationbyVaccine.asp?Vaccinetmp=Influenza#146>

⁹ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4202972/>

¹⁰ <http://www.immunize.org/honor-roll/influenza-mandates/>