



THE CITY OF PITTSBURGH
EXECUTIVER ORDER
NO. 7: COVID-19 VACCINATION MANDATE

WHEREAS, on March 13, 2020, the Mayor issued a Declaration of Emergency in accordance with City of Pittsburgh Code §113.03 and the Pennsylvania Emergency Management Services Code, 35 Pa. C.S. §§7101 et seq., as it pertains to the existing public health emergency associated with the spread of coronavirus known as “COVID-19”; and,

WHEREAS, according to the Federal Centers for Disease Control (“CDC”), COVID-19 continues to pose a serious risk, especially to individuals who are not fully vaccinated, and certain safety measures remain necessary to protect against COVID-19 cases and deaths; and,

WHEREAS, ACHD recently reported that the rate of COVID cases in Allegheny County is 350 to 400 per day which is not the drop seen in other locations; and,

WHEREAS, the rate of vaccination within Allegheny County is reported to be approximately 66% and the rate of COVID-19 transmission is reported as “very high”; and,

WHEREAS, as a municipality within Allegheny County, the City of Pittsburgh experiences one of the biggest proportional increases in daytime population density in the county; and,

WHEREAS, the City must continue to provide a safe and healthy workplace, consistent with COVID-19 public health guidance and legal requirements, to protect its employees, the public, and its operational effectiveness; and,

WHEREAS, the City has a legitimate governmental interest in providing essential public services in a manner that mitigates risk of COVID spread; and,

WHEREAS, vaccination is an effective mitigation strategy as CDC reports show that unvaccinated people are 4.5 times more likely to contract coronavirus and are 11 times more likely to die from their infection than those who are vaccinated; and,

WHEREAS, not all of the City’s employees providing essential public services are vaccinated; and,

WHEREAS, City of Pittsburgh employees are required to comply with published CDC guidance for masking and physical distancing; and,

WHEREAS, the CDC reports study results showing the natural immunity provided by a previous COVID-19 infection is limited; and,

WHEREAS, vaccination is the most effective way to prevent transmission and limit COVID-19 hospitalizations and deaths. Epidemiological evidence shows that low rates of vaccination fuel increased rates of community transmission; and,

WHEREAS, this Order is based upon evidence of continued community transmission of COVID-19, in particular the rise of Delta variant cases, within Allegheny County; and,

WHEREAS, the primary intent of this Order is to continue to protect the City of Pittsburgh employees from COVID-19 and fulfill the City’s obligations to the public; and,

WHEREAS, as of August 9, 2021, as a condition of employment, new City of Pittsburgh employees are required to be vaccinated.

NOW, THEREFORE, I, William Peduto, Mayor of the City of Pittsburgh, by the virtue of authority vested in me by applicable law including the City Charter and laws of the City of Pittsburgh do hereby direct:


1. All City Employees must be fully vaccinated against COVID-19 by December 22, 2021.
 - A. Requests for medical or religious accommodations for exemptions from the vaccine mandate should be submitted to the Department of Human Resources and Civil Service (“HR”) for evaluation.
 - B. HR’s evaluation may include an interview with the requesting employee and management of the employee’s department. HR may also seek an interview or opinion of a medical provider as permitted under applicable law.
 - C. Employees with approved exemptions will be required to take COVID-19 diagnostic tests on a weekly basis in accordance with current Policy.
2. Requested accommodations will be granted only as required by applicable law.
3. City Employees must provide proof of full vaccination status by December 22, 2021. HR must maintain corresponding records.
4. City Employees who are not fully vaccinated and do not have an approved accommodation will be subject to employment actions, including unpaid administrative leave and/or discipline up to and including termination, until they show proof of vaccination.
5. This Order supersedes all previous orders, directives, policies, and guidelines pertaining to COVID-19 vaccinations, masking, and testing. Please see the COVID-19 Vaccine Policy on HR’s website.

“City Employees” shall mean any individual employed by the City of Pittsburgh in any capacity (full-time or part-time) including interns (paid or unpaid).

“Fully vaccinated” means two weeks after a person’s second dose in a two-dose series and two weeks after a single-dose vaccine.



*Given under my hand and the **Great Seal of the City of Pittsburgh** at the City-County Building in the Third Ward of the City of Pittsburgh on this First Day of November in the year Two-Thousand & Twenty-One.*


WILLIAM PEDUTO
MAYOR OF PITTSBURGH