



NORTHERN CALIFORNIA EMS, INC.
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MEMORANDUM

To: Nor-Cal EMS Region Providers and Card Holders

From: Dr. Jeffrey Kepple, Medical Director

Date: August 12, 2021

Subject: Health Care Worker Vaccine Requirement State Public Health Order

We have received inquiries regarding the Covid-19 vaccine mandate for Health Care Workers. The mandate is intended to reduce spread and harm related to Covid-19 infection and transmission.

As stated in Dr. Duncan's memo, this is not mandated for the EMS workforce at this time. There are also religious exemptions. That said, I agree with Dr. Duncan's encouragement to voluntarily receive the vaccine.

I recognize the controversial nature of this mandate, and I appreciate the privilege of the individual freedoms we cherish in this country. I also believe the vaccines protect not only yourself but others. Currently, over 95% of daily deaths from Covid-19 are in the unvaccinated. Even with the Delta strain, vaccines have been showing strong protection from serious disease, even when there is breakthrough infection.

Ultimately, all I can say is thanks for your consideration, and thanks for all that you do.

Best,

A handwritten signature in black ink that reads "Jeffrey G. Kepple MD". The signature is written in a cursive style.