



MNA Resolution #3  
MNA and VACCINATIONS

Whereas MNA has strongly supported immunizations to protect the public from highly communicable and deadly diseases, such as, but not limited to, measles, mumps, diphtheria, pertussis, influenza, and hepatitis B;

Whereas MNA has supported appropriate evidence-based vaccination policies for registered nurses and health care workers;

Whereas MNA supports that all health care personnel (HCP), including registered nurses (RNs) and advance practice registered nurses (APRNs), should be vaccinated according to current recommendations for immunization;

Whereas under certain circumstances, MNA understands the need for mandatory vaccines as a job requirement with exemptions noted for medical and sincerely held religious beliefs;

Whereas vaccine requirements as a professional nurse is not new to the profession, MNA supports the Centers for Disease Control (CDC) advocacy for and the Food and Drug Administration (FDA) approval of vaccines, especially due to the several recent and significant measles and pertussis outbreaks in the United States, as well as the global pandemic of COVID-19;

Whereas effective protection of public health necessitates that all individuals, who are able to do so, receive immunizations against vaccine-preventable diseases according to the best and most current evidence and best practice; and

Whereas MNA understands that some RNs and APRNs may not be able to obtain vaccinations as a result of the above noted contraindications/exemptions, however, over 85% of MNA professional nurse membership surveyed are fully vaccinated against COVID-19; now, therefore, be it

*Resolved*, that MNA supports HCP that are exempted from vaccination may be required to adopt measures or practices in the workplace to reduce the chance of disease transmission and MNA expects employers to offer reasonable accommodations in such circumstances;

*Resolved*, that MNA encourages RNs and APRNs to work together with their employers to ensure that such accommodations are tailored to reduce disease transmission and encourages all nurses and HCP to stay up to date on and follow policies guided by current, evidence-based CDC and Association for Professionals in Infection Control and Epidemiology (APIC) recommendations;

*Resolved*, that MNA requests that employers provide the appropriate personal protective equipment (PPE), along with evidence-based policies and practices, making these available for all nurses and HCP, whether they are able to vaccinate or not;

*Resolved*, that MNA does not believe nurses should be retaliated against by employers if they cannot be vaccinated and supports employers accommodating all nurses and HCP who, due to the exemptions noted, cannot be vaccinated;

*Resolved*, that MNA recognizes that nurses have a professional responsibility and an ethical duty to protect patients at all levels—as individuals, families, groups, communities, and populations; and

*Resolved*, that MNA recognize the immense power of vaccines in the history and protection of public health, and encourage all nurses, HCPs, and community members to consider vaccination as an important step each one of us can take to protect ourselves, each other, and the patients we work so hard to care for.