COVID-19: SAFELY REOPENING YOUR WORKPLACE Module 2 – COVID-19 Vaccines: Workplace Guidelines

Our Presentation Will Begin Soon!



COVID-19: SAFELY REOPENING **YOUR WORKPLACE** Module 2 – COVID-19 Vaccines: Workplace Guidelines

WELCOME!



TODAY'S SPEAKER

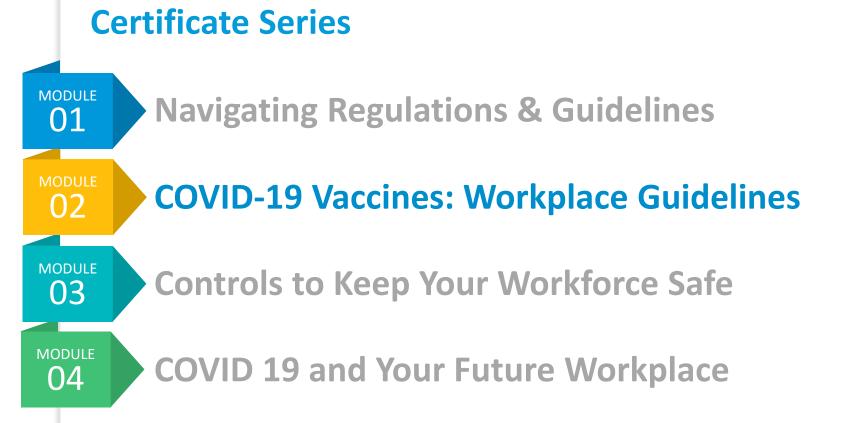
Rick Fineman CSP, ALCM, ARM VP, Risk Management ICW Group







COVID-19: Safely Reopening Your Workplace



COVID-19 VACCINES WORKPLACE GUIDELINES

- Current State of Vaccines
- Vaccine Timing
- Vaccines in the workplace
- Developing Vaccination Guidelines
- Next Steps



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/ACCT

COVID-19 vaccines are safe and effective.

Millions of people in United States have received COVID-19 vaccines

These vaccines have undergone most intensive safety monitoring in history

Vaccines currently available (4/2021):

Pfizer

- Moderna
- Johnson & Johnson



Can the vaccines give you COVID-19?



NO. None of the vaccines contain live COVID-19 virus.

You **can't catch COVID-19** from the vaccine.



Do Vaccines have any side effects?

There has been allergic reactions, but this is extremely rare.

Some people may have side effects, normal signs your body is building protection.

- Injection site pain
- Fatigue
- Headache
- Muscle / joint pain
- Slight fever / chills





100% effective at preventing COVID-19 deaths

Pfizer & Moderna 2 doses

 95% effective at preventing symptomatic Covid infections.

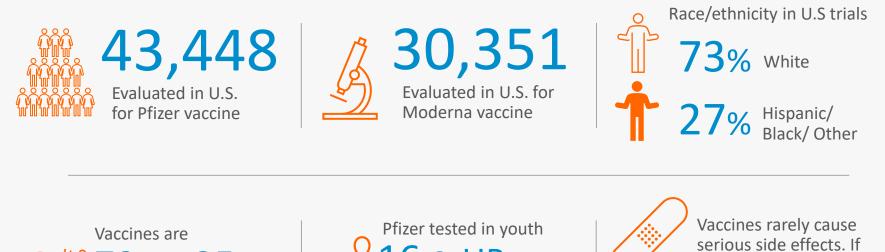
Johnson & Johnson 1 dose

 72% protective in U.S. against moderate to severe Covid infections.



Here are the facts







in preventing COVID-19 cases

16 & UP Moderna in youth 18 & UP



1 million people, only

1 TO 2 PEOPLE

may have an allergic reaction

Vaccines are free of charge



Federal government is providing free vaccines to all living in U.S.

Regardless of immigration or health insurance status



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COVID-19 vaccinations – U.S.





the vaccinations numbers as of

Apr 6, 2021



⁶ 169 MILLION

doses delivered



have received at least one dose

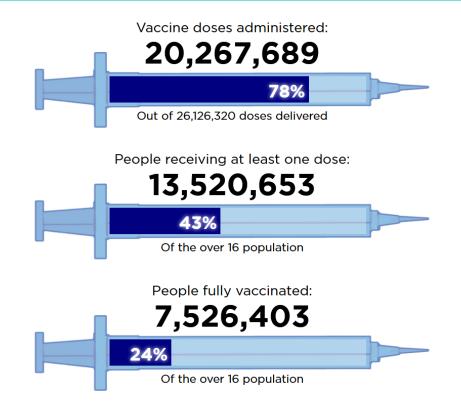


California Vaccine Tracker



On April 15, vaccine available to all Californians 16 and older.

The massive expansion is thanks to expected supply increase.



Source: California Vaccine Tracker, as of 4/6/2021

https://dig.abclocal.go.com/kabc/ca-vaccine-tracker/index.html

States are now in final Phases!

NEXT IN PHASE 1B VACCINATION: Residents 65 years and older

Distribution plans are jurisdictional.

Most prioritized in phases:

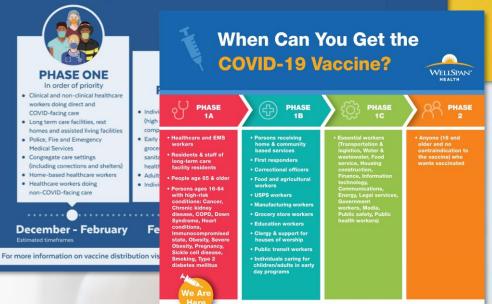
- 1. Health care workers
- 2. At-risk elderly
- 3. Front line workers and at-risk older population

4. All others

Frontline essential workers: **First responders** Education

Food and agriculture

When can I get a COVID-19 vaccine in MA?





*In Illinois

Biden's New Federal Vaccine Deadline



April 2021

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2	3
ALL ADULTS	Easter Survey	5 Easter Monday	6	7	8	9	10
ELIGIBLE	11_	12	13	14	15 Tax Day	16	17
Official President's announcement on	18	19	20	21	22	23	24
April 6	25	26	27	28	29	30	01

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EEOC and Vaccines in the Workplace



- Guidance from CDC and state/local public health authorities to slow disease spread and protect workers, customers, clients, public.
- ADA and the Rehabilitation Act don't interfere with employers following advice from CDC and other public health authorities.

EEOC & COVID-19



- Pre-screening vaccination questions may constitute "disability-related inquiries" under ADA - must be job-related and business necessity.
- EEOC: If you vaccinate on voluntary basis, can't require recipients to answer medical screening questions as condition of receiving vaccine.
- EOC: Not "disability-related" to ask for, or require employees to show proof, of receipt of COVID-19 vaccine.

EEOC & COVID-19



- EEOC's revised "What You Should Know" to include section devoted to COVID-19 vaccine.
 - Outlines steps to ensure compliance with legal obligations under federal workplace discrimination laws.
 - Includes ADA, Title VII, and the Genetic Information Nondiscrimination Act (GINA).
 - Employers subject to ADA and Title VII can't "compel all employees to take influenza vaccine regardless of medical conditions or religious beliefs during pandemic"

EEOC & COVID-19 Vaccines Bottom Line

- Yes, you can require vaccination for COVID 19.
 - Employee can refuse for religious beliefs.
 - Or for medical reasons.
- Can't collect or require confidential medical information; however, medical personnel can ask relevant questions prior to vaccination.
- Voluntary vaccination programs can provide better results for your organization!



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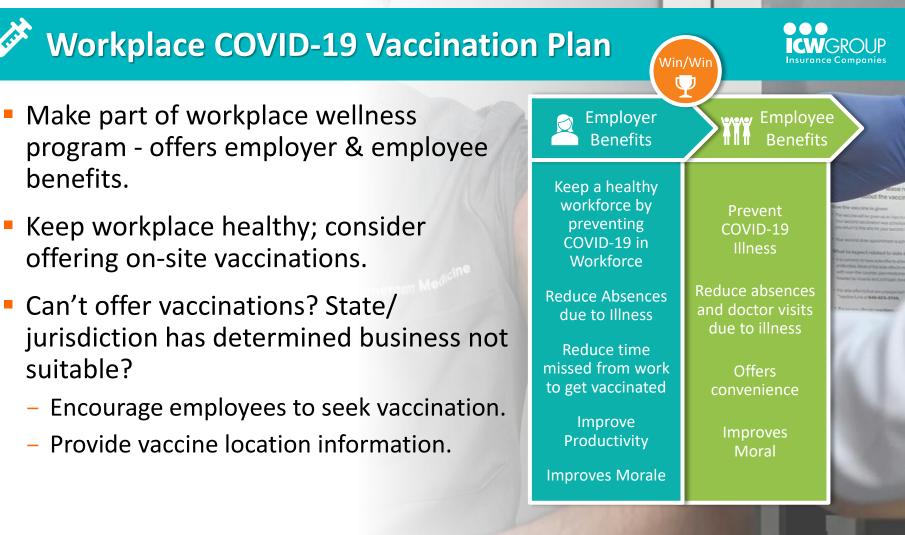
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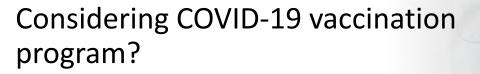
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Implementing a Workplace Vaccination Plan



- Contact local health department for guidance.
- Include management, human resources, employees, labor reps, etc.
- Attain senior management support, vaccine coordinator, and expertise from local public health authorities, occupational health providers, pharmacies.



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Provide Information to Vaccine Recipients

- Currently available through U.S. COVID-19 Vaccination Program.
- Law = Program providers must offer vaccine info, including EUA Fact Sheet for Recipients about side effects, and:
 - record card with name, manufacturer of vaccine, where received.
 - date to return for second dose, if required.

https://www.cdc.gov/vaccines/covid-19/eua/index.html



CWGROUP

Encourage Employees to get Vaccinated

- Communicate vaccine importance and where to get it in your company communications (email, newsletter, intranet, etc.).
- Consider hosting clinic; contact local health department for guidance.
- Offer vaccination at no charge and during normal work hours.



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· Personal discovery discovery

Encourage Employees to get Vaccinated

- If not possible to host clinic, consider steps to encourage vaccination:
 - Allow employees *paid leave* to get vaccination.
 - Support transportation to clinics.
 - Use promotional posters/flyers to advertise vaccination locations.
 - Display posters in break rooms, cafeterias, and high traffic areas.



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Prior to Next Module!



Determine stance you'll take on vaccinations for staff.

With employee reps, managers and HR, answer:

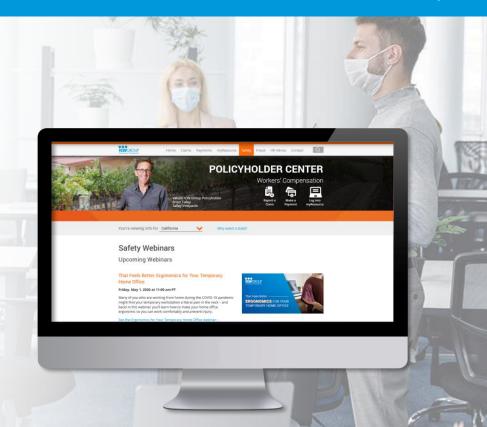
- Will we require or recommend vaccines?
- Will we host a vaccination center?
- If someone can't take vaccine, what accommodations can be made?

ICW Group Policyholder Website!



Find all resources!

- Safety and Risk Management area!
- Safety Webinars
- COVID-19: Returning to YOUR workplace



icwgroup.com/safety

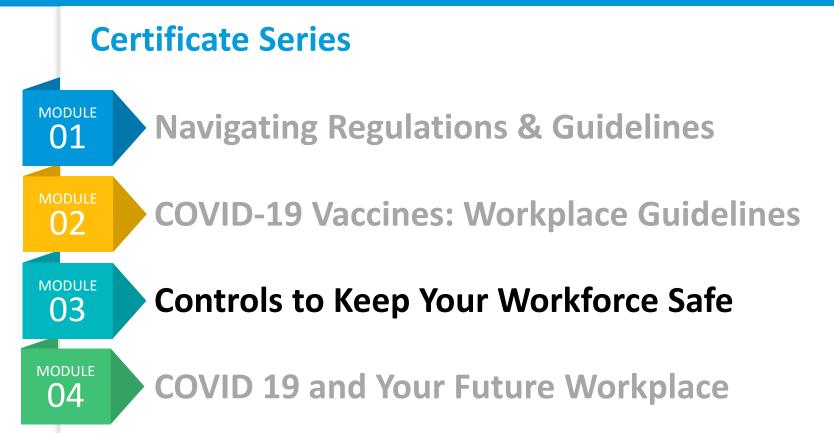
ICW Group Policyholder Website!



Be sure to download your Return to the Workplace **Toolkit!**



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COVID-19: SAFELY REOPENING **YOUR WORKPLACE** Module 2 – COVID-19 Vaccines: Workplace **Guidelines**

THANK YOU!

icwgroup.com/safety

