

# Mandatory COVID-19 Vaccinations for Employees

Business Edge | Focused on Solutions

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## About Sarah

Sarah has worked in Benefits, HR, and Payroll since 2005. She is a SHRM Senior Certified Professional with a Bachelor's Degree in Human Resource Management. Currently, Sarah is working on a Master's Degree in Management and Leadership.



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## Mandatory COVID-19 Vaccinations for Employees

How do Americans currently feel about the COVID-19 vaccine?

Can we or should we mandate the COVID-19 vaccine as Employers?

- How do the EEOC, ADA, Title VII, GINA, Workers' Compensation, OSHA and state laws come into play.

What are alternatives to mandatory vaccinations?

- Do they work?

What actions do we need to take as Employers?

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# 49%

The percentage of working Americans who believe that Employers should require COVID-19 vaccines according to a survey by Eagle Hill Consulting.

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# 27%

The percentage of all Americans who are vaccine hesitant - saying they probably or definitely would not get the COVID-19 vaccine, even if were available for free and deemed totally safe by scientists according to a survey by KFF.

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Can we - or should we -  
mandate the COVID-19  
vaccine as Employers?

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The short answer  
is: “Yes, but...”

- Equal Employment Opportunity Commission (EEOC)
- Americans with Disabilities Act (ADA)
- Title VII of the Civil Rights Acts of 1964
- Workers’ Compensation
- Occupational Safety and Health Administration (OSHA)
- Labor Issues
- Local and State Statutes and Regulations

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What are alternatives to  
mandating the COVID-19  
vaccine?

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## Alternatives to Mandatory Vaccinations

- Incentives
  - Positive and Negative
  - Do they work?
  - What are other companies doing?
- Recommendations - with or without tracking
  - If you track, be cautious to define the proof you require and that it does not violate GINA
- Take no action

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## Incentives

- Positive
  - Cash, gift cards, raffles, wellness awards, additional incentive for second shot
  - Time off for side effects
- Negative
  - Mandatory training about safety of vaccine and danger of virus, required to work in special area or with other non-vaccinated people, banned from using shared refrigerator, coffee pot, or breakroom

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## Do incentives work? Maybe.

- Tom Sawyer study
- Clinical trial payment experiment
- Qantas policy
- Student flu vaccine study
- Post-9/11 first responder smallpox vaccine case

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## Companies Offering Incentives

### Bonuses

- Pilgrim's Pride - \$100
- Instacart - \$25
- Lidl - \$200
- Houston Methodist Hospital - \$500
- BRIA Health Services - \$150
- Gracedale - \$750

### Other

- ALDI - 2 hours pay, per dose
- Trader Joe's - 2 hours pay, per dose
- Dollar General - 4 hours pay, one time
- Quest Laboratories - \$25 mileage reimbursement + 2 hours pay, per dose
- Los Angeles Firefighters - raffle prizes
- Test Prep Insight - 3 days off after second dose + \$100 gift card

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## What are our next steps?

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### Write your policy and poke holes in it.

- Decide whether you will mandate, incentivize, recommend, or take no action
- Write your policy and address:
  - Cost
  - Accommodation process
  - Plan for all possible situations
- Communicate
  - Address skepticism and misinformation
  - Provide information in multiple formats
  - Show leadership is willing to receive vaccine (photos/videos)
- Continue to monitor federal, state, and local guidelines, statutes, regulations, and laws

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## Stay Vigilant

- Most vaccines that protect from viral illnesses also reduce transmission of the virus by those who are vaccinated. However, we currently do not know if the COVID-19 vaccine will prevent a vaccinated person from transmitting COVID-19 if they are exposed.
- We must continue to encourage Employees to wear masks and social distance until enough people have been vaccinated.
- We need to reach 80% vaccination rate (at least) to achieve herd immunity.

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President

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Director, Business Retention & Expansion (BRE)

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