An Update on COVID-19 Vaccines and the Workplace

From SHRM and the Centers for Disease Control and Prevention

February 25, 2021

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COVID-19 Vaccines & Implementation

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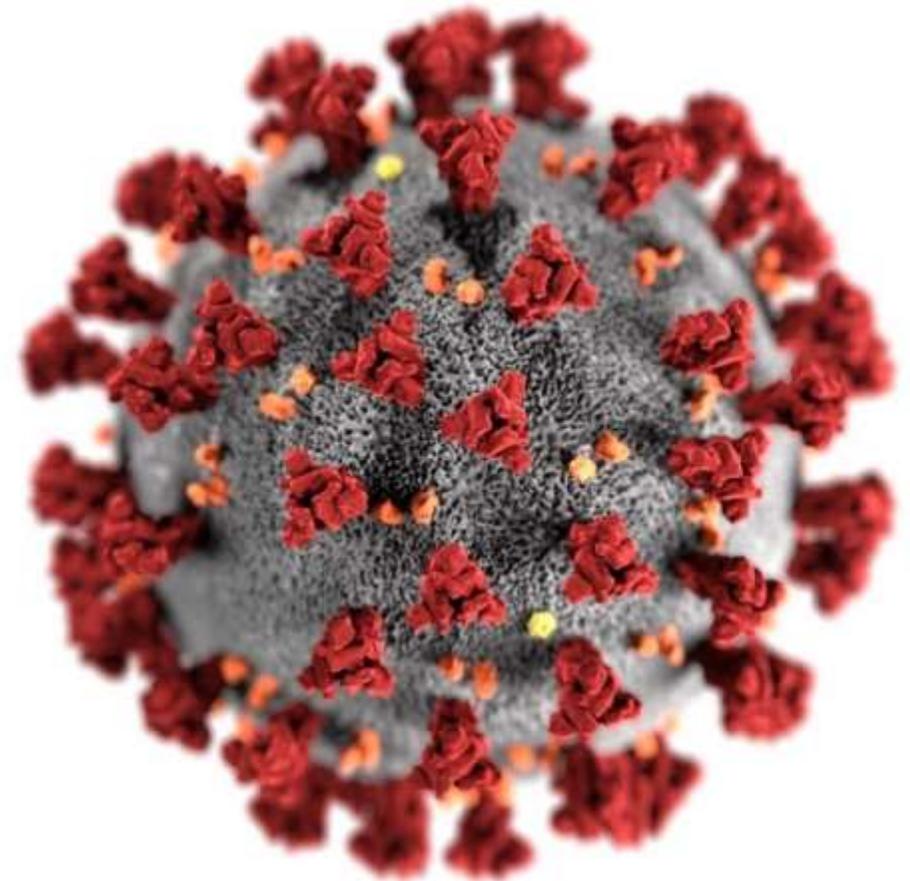
COVID-19 Vaccines

COVID-19 Vaccine Administered

As of February 22, 2021

Total Doses Administered Reported to the CDC by State/Territory and for Selected Federal Entities per 100,000

| Total Doses Administered	Number of People Receiving 1 or More Doses	Number of People Receiving 2 Doses
64,177,474	44,138,118	19,438,495

CDC | Data as of: Feb 22 2021 6:00am ET | Posted: Feb 22 2021 12:24PM ET

U.S. COVID-19 Vaccine Administration by Vaccine Type

Pfizer-BioNTech
32,853,883

Moderna
31,212,925

Not Identified
110,666

Vaccine Type

Total Doses Administered

Territories

GU   AS   RP   FM   MP   PR   MH   VI

Federal Entities

BoP   DoD   IHS   VHA
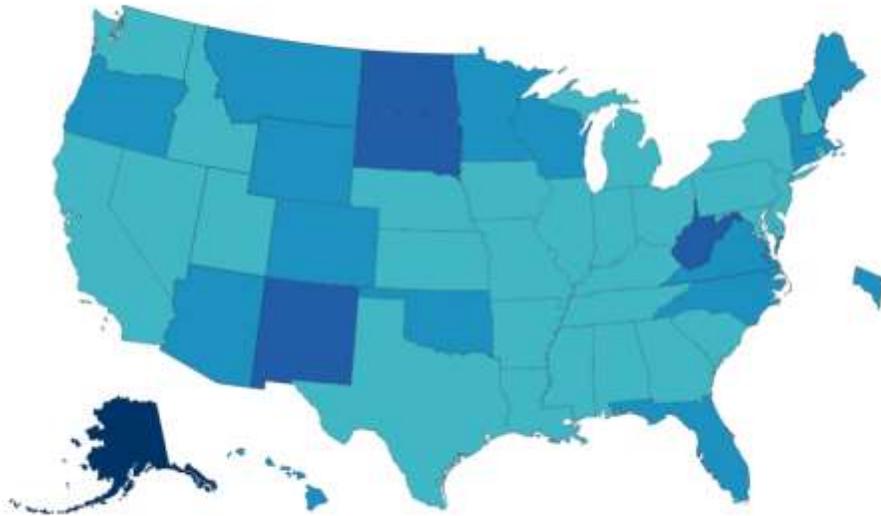
Total Doses Administered per 100,000

○ No Data   ○ 0   ○ 1 - 15,000   ○ 15,001 - 20,000   ○ 20,001 - 25,000
● 25,001 - 30,000   ● 30,001+

Available: https://covid.cdc.gov/covid-data-tracker

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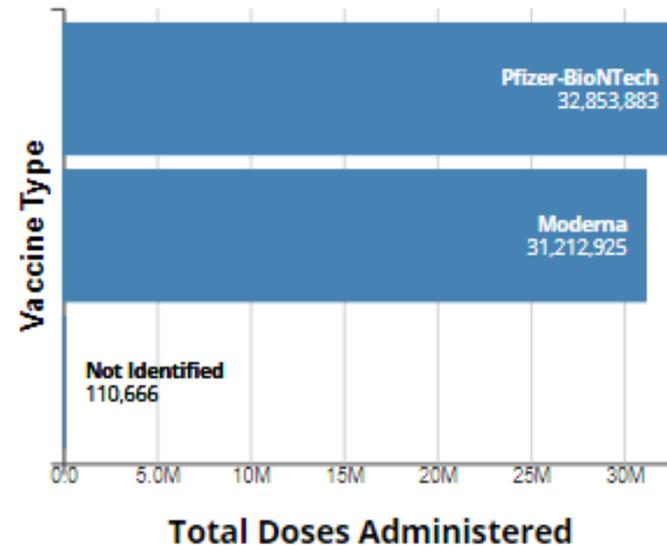
Vaccine Licensure and Recommendations

Pharma submits to FDA for Emergency Use Authorization (EUA) or license

ACIP

Advises

CDC recommendations

FDA Authorization or Approval

Advises

Vaccines and Related Biological Products Advisory Committee (VRBPAC)
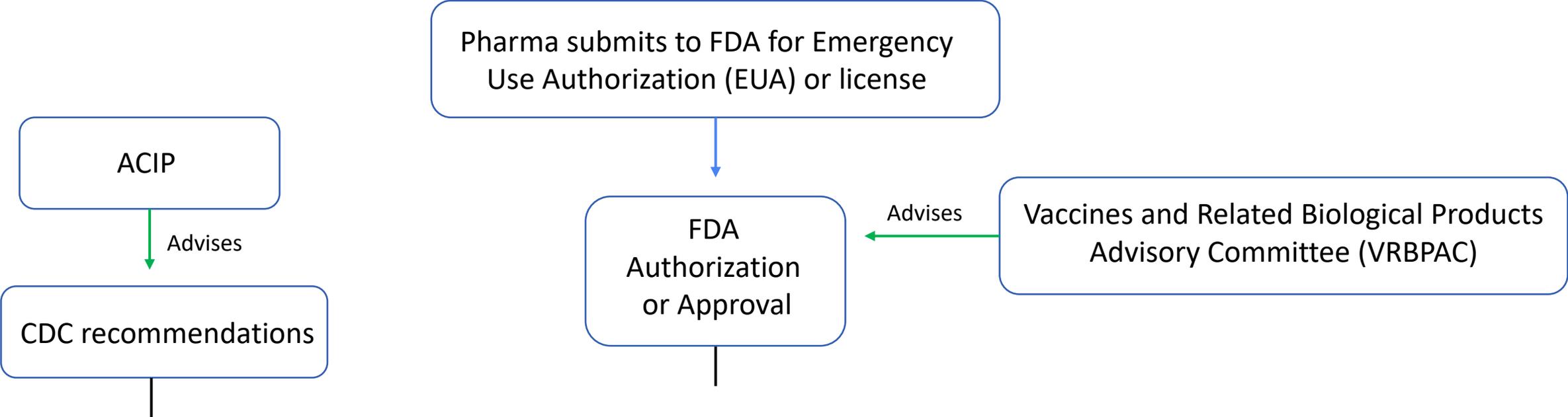
- Recommendation for use of EUA or licensed vaccines guided by FDA, labeling, and other considerations

- FD&C Act (section 564) and PHS Act (section 351(a))
- National Regulatory Agency, has enforcement authority
- Allows for availability and use of vaccines
- Labeling content restricted to stated intended use in studied population and supported by data from adequate and well-controlled studies provided by manufacturer

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COVID-19 Vaccines Under FDA Emergency Use Authorizations (EUAs)

- Two vaccines have received Emergency Use Authorizations (EUAs) from the FDA:

  - **Pfizer/BioNTech:** 2 doses given at least 21 days apart

  - **Moderna:** 2 doses given at least 28 days apart

- Both vaccines were tested in tens of thousands of adults from diverse backgrounds, including older adults and communities of color.

- Clinical trial data show that both vaccines are safe and effective at preventing COVID-19.

- It is unknown how long protection from vaccines might last.

Sources: https://www.pfizer.com/news/press-release/press-release-detail/pfizer-and-biontech-conclude-phase-3-study-covid-19-vaccine
https://investors.modernatx.com/news-releases/news-release-details/modernas-covid-19-vaccine-candidate-meets-its-primary-efficacy

Fast-tracking COVID-19 vaccines while ensuring safety

- mRNA COVID-19 vaccines were developed based on years of research.

- Researchers used existing networks to conduct COVID-19 vaccine trials.

- Manufacturing began while clinical trials are still underway. Normally, manufacturing doesn't begin until after completion of the trials.

- mRNA vaccines are faster to produce than traditional vaccines.

- FDA and CDC are prioritizing review and authorization of COVID-19 vaccines.

*For more information, visit the COVID-19 Prevention Network:
www.coronaviruspreventionnetwork.org/about-covpn

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What are messenger RNA (mRNA) vaccines?

- Carry genetic material that teaches our cells how to make a harmless piece of "spike protein," which is found on the surface of the SARS-CoV-2 virus.

  – Genetic material from the vaccine is destroyed by our cells once copies of the spike protein are made and it is no longer needed.

- Cells display this piece of spike protein on their surface, and an immune response is triggered inside our bodies. This produces antibodies to protect us from getting infected if the SARS-CoV-2 virus enters our bodies.

Sources: College of Physicians of Philadelphia. What is an mRNA vaccine? https://historyofvaccines.blog/2020/07/29/what-is-an-mrna-vaccine/
JAMA. COVID-19 and mRNA Vaccines—First Large Test for a New Approach. https://jamanetwork.com/journals/jama/fullarticle/2770485

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mRNA COVID-19 Vaccines

- Like all vaccines, COVID-19 mRNA vaccines have been **rigorously tested** for safety before being authorized for use in the United States.

- mRNA technology is **new, but not unknown,** and has been studied for more than 10 years.

- mRNA vaccines **do not contain a live virus** and do not carry a risk of causing disease in the vaccinated person.

- mRNA from the vaccine never enters the nucleus of the cell and **does not affect or interact with a person's DNA.**

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Key Facts about COVID-19 Vaccination

Getting vaccinated can help prevent you from getting sick with COVID-19

People who have already gotten sick with COVID-19 may still benefit from getting vaccinated

COVID-19 vaccines <u>cannot</u> give you COVID-19
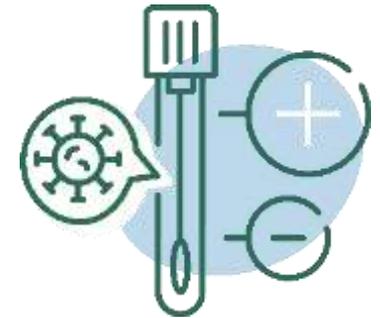
COVID-19 vaccines will not cause you to test positive on COVID-19 <u>viral</u> tests*

https://www.cdc.gov/coronavirus/2019-ncov/vaccines/about-vaccines/vaccine-myths.html

*https://www.cdc.gov/coronavirus/2019-ncov/hcp/testing-overview.html

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Safety of COVID-19 Vaccines is a Top Priority

COVID-19 vaccines are being held to the same safety standards as all vaccines.

Before Authorization

- **FDA** carefully reviews all safety data from clinical trials.
- **ACIP** reviews all safety data before recommending use.

After Authorization

- **FDA** and **CDC** closely monitor vaccine safety and side effects. There are systems in place that allow CDC and FDA to watch for safety issues.

VAERS Vaccine Adverse Event Reporting System
www.vaers.hhs.gov

v-safe after vaccination health checker

V-safe: https://www.cdc.gov/coronavirus/2019-ncov/vaccines/safety/vsafe.html

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Active Safety Monitoring for COVID-19 Vaccines

- **V-safe** is a new CDC smart-phone based monitoring program for COVID-19 vaccine safety:

    - Uses text messaging and web surveys to check in with vaccine recipients after vaccination.

    - Participants can report any side effects or health problems after COVID-19 vaccination.

    - Includes active telephone follow-up by CDC for reports of significant health impact.

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VAERS is the nation's early warning system for vaccine safety

Vaccine Adverse Event Reporting System

Co-managed by CDC and FDA

http://vaers.hhs.gov

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New Variants of the Virus that Causes COVID-19

As of February 21, 2021
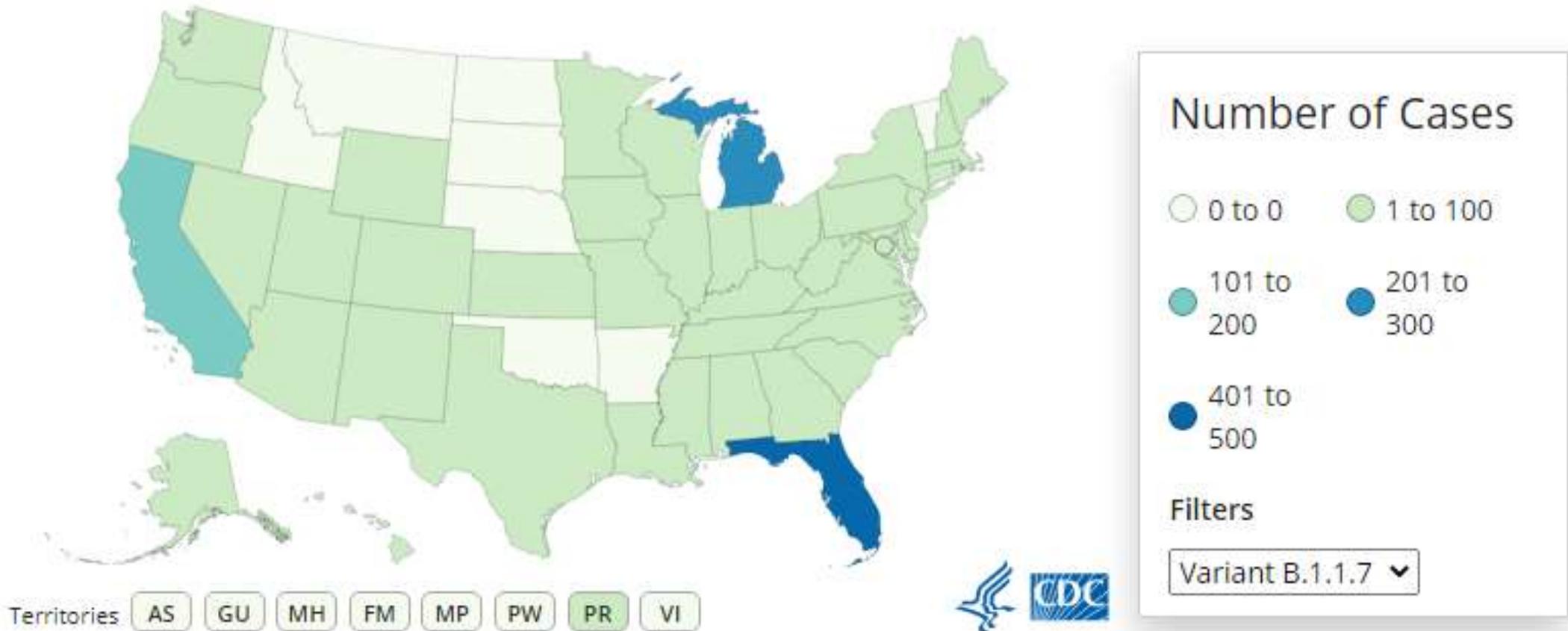
Vaccine Effectiveness Against Virus Variants

- Current data for most variants suggest that vaccine protection against COVID-19 should not be affected.

- Some preliminary data suggest that some COVID-19 vaccines approved for use outside of the United States, may be less effective against the B.1.351 variant, first found in South Africa.

- CDC will continue to monitor new variants for any impact on real-world vaccine effectiveness.

- COVID-19 vaccines continue to be an essential tool to protect people against COVID-19, including against new variants.

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COVID-19 Vaccination Is a Safer Way to Build Protection

- Getting the virus that causes COVID-19 may offer some natural protection, known as an "antibody" or "immunity."
  - However, experts don't know how long this protection lasts.

- The risk of severe illness and death from COVID-19 far outweighs any benefits of natural immunity.

- COVID-19 vaccination will help protect you by building immunity without the risk of severe illness.

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COVID-19 Vaccine Implementation

Distribution and Administration

In early-phase distribution: COVID-19 vaccines will be administered in **focused areas for priority groups**

Healthcare Personnel

Long-Term Care Facility Residents

Public Health Clinics

Later in distribution: vaccines will be administered to **broader populations** through many different administration sites, with **focus on ensuring equity and expanding access**

Pharmacies

Doctor's Offices

LTC Providers

Home Bound

Mobile Units

Public Health Clinics / FQHCs

Indian Health Service

Other federal entity sites (DOD)

Hospitals

Mass Vx – large outpatient clinics

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Overview of Groups Prioritized by ACIP

Phase 1a

- ✓ Healthcare personnel
- ✓ Long-term care facility residents

Phase 1b

- ✓ Frontline essential workers
- ✓ Persons aged 75 years and older

Phase 1c

- ✓ Persons aged 65-74 years
- ✓ Persons aged 16-64 years with high-risk conditions
- ✓ Essential workers not recommended in Phase 1b

Phase 2

- ✓ All people aged 16 years and older not in Phase 1 who are recommended for vaccination

Initiation of phases will be overlapping

Phase 1a

Phase 1b

Phase 1c

Phase 2

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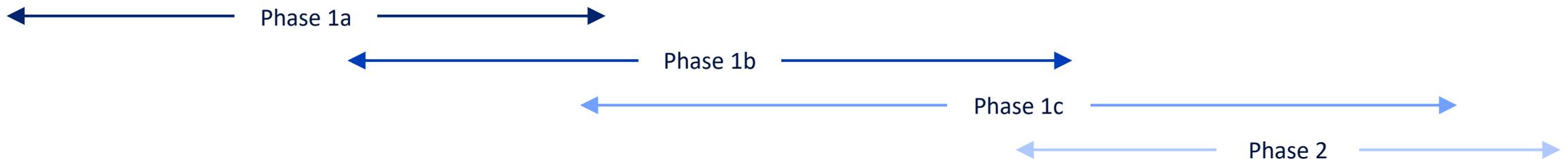
ACIP: COVID-19 Vaccine Guiding Principles

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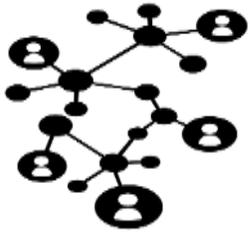
Efficient Distribution. During a pandemic, efficient, expeditious, and equitable distribution and administration of authorized vaccine is critical

Flexibility. Within national guidelines, state and local jurisdictions should have flexibility to administer vaccine based on local epidemiology and demand

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Essential Workers

Frontline Essential Workers (~30M)

- First Responders (Firefighters, Police Officers)
- Education (Teachers, Support Staff, Daycare Workers)
- Food & Agricultural Workers
- Manufacturing Workers
- Corrections Officers
- U.S. Postal Service Workers
- Public Transit Workers
- Grocery Store Workers

Other Essential Workers (~57M)

- Transportation & Logistics
- Food Service
- Shelter & Housing (Construction)
- Finance
- IT & Communication
- Energy
- Media
- Legal
- Public Safety (Engineers)
- Water & Wastewater

Frontline Essential Workers: workers who are in sectors essential to the functioning of society and are at substantially higher risk of exposure to SARS-CoV-2

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Interim List of Categories of Essential Workers Mapped to Standardized Industry Codes and Titles

- Interim list to help state, tribal, local, and territorial officials and organizations prepare for the allocation of initially limited COVID-19 vaccine supply.

- List maps essential industries identified by the U.S. Department of Homeland Security's Cybersecurity and Infrastructure Security Agency (CISA) to corresponding COVID-19 vaccination phases and workforce categories, as recommended by the Advisory Committee on Immunization Practices.

Table 2. Industries mapped to ACIP Recommended Vaccination Phase 1b

2017 NAICS Code*	2017 NAICS Title	CISA v4.0 Sector	ACIP Recommended Vaccination Phase†	ACIP Workforce Category
62423x	Emergency and Other Relief Services	Law Enforcement, Public Safety, and Other First Responders	1b	First Responders
92212x	Police Protection	Law Enforcement, Public Safety, and Other First Responders	1b	First Responders
92216x	Fire Protection	Law Enforcement, Public Safety, and Other First Responders	1b	First Responders
92219x	Other Justice, Public Order, and Safety Activities	Other Community- or Government-based Operations and Essential Functions	1b	First Responders
92214x	Correctional Institutions	Law Enforcement, Public Safety, and Other First Responders	1b	Corrections Workers
11xxxx	Agriculture, Forestry, Fishing and Hunting	Food and Agriculture	1b	Food and Agriculture
311xxx	Food Manufacturing	Food and Agriculture	1b	Food and Agriculture
3121xx	Beverage Manufacturing	Food and Agriculture	1b	Food and Agriculture
44422x	Nursery, Garden Center, and Farm Supply Stores	Food and Agriculture	1b	Food and Agriculture
54194x	Veterinary Services	Other Community- or Government-based Operations and Essential Functions	1b	Food and Agriculture

Special Considerations and Challenges for Vaccination of Frontline Essential Workers

- Large number of frontline workers

- State and local health authorities may need to sub-prioritize vaccination

- Workers may work in one state but live in another

- Coordination and planning for if, where, and when staff are eligible and can be vaccinated

  - Possible use of worksites to administer vaccine

- Transient workforces or workers whose jobs involve interstate transportation may have difficulty getting 2nd dose

Special Considerations and Challenges for Vaccination of Frontline Essential Workers

- Concerns about vaccine safety among some workers

- Need for culturally appropriate vaccination information in multiple languages

- Rural areas have limited access to health care and health providers

- Methods of communication may be different (e.g. radio, print)

- Rely on community leaders to serve as trusted sources for information

- Some missed days may occur due to post-vaccination side effects

- Critical infrastructure employers have an obligation to manage the continuation of work in a way that best protects the health of their workers and the general public

Sub-prioritization Considerations*

- Where sub-prioritization of **frontline essential workers** is needed due to limited vaccine supply, consider:

  - Workers in locations where high rates of transmission and/or outbreaks have occurred

  - Workers who are at increased risk for severe illness based on age or underlying medical conditions**

*https://www.cdc.gov/vaccines/covid-19/phased-implementation.html
**Self-identified medical conditions

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Transitioning Between Phases

- Strategy for transitioning between phases will be necessary as **supply increases and exceeds demand**

- Phases may overlap; not necessary to fully complete vaccination in one phase before moving to the next phase

- Decisions on moving to the next phase will be made at the **state/local level**

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Criteria for Transitioning Between Phases

- Demand in the current phase appears to have been met
  - For example, appointments for vaccination are < 80% filled for several days

- Supply of vaccine increases substantially
  - More doses available of current vaccine or new vaccine authorized

- Most people in current phase are vaccinated (e.g., >80% vaccinated)

- Supply at a certain location is in danger of going unused

Workplace Vaccination Program

- Employers considering implementing a workplace COVID-19 vaccination program should contact the health department in their jurisdiction for guidance.

- The planning process should include input from management, human resources, employees, and labor representatives

- Other important preliminary steps include:

  – Obtaining senior management support

  – Identifying a vaccine coordinator

  – Enlisting expertise from local public health authorities, occupational health providers, and pharmacies

- Offer the vaccination at no charge and during work hours.

- Offer flexible paid leave policies for those workers that may experience post-vaccination symptoms.

Encourage Employees to Get Vaccinated

- If your business can't offer COVID-19 vaccinations on site, encourage employees to seek COVID-19 vaccination in their community and provide them with information about where they can get the vaccine.
    - Be flexible in your human resources policies. Establish policies that allow employees to take paid leave to seek COVID-19 vaccination in the community. Support transportation to off-site vaccination clinics.
    - Use promotional posters/flyers to advertise locations offering COVID-19 vaccination in the community. Display posters about COVID-19 vaccination in break rooms, cafeterias, and other high traffic areas.
    - Post articles in company communications (e.g., newsletters, intranet, emails, portals) about the importance of COVID-19 vaccination and where to get the vaccine in the community.

Getting 'Back to Normal' Is Going to Take **All of Our Tools**

If we use all the tools we have, we stand the best chance of getting our families, communities, schools, and workplaces "back to normal" sooner:

Get vaccinated.

Wear a mask.

Stay 6 feet from others, and avoid crowds.

Wash hands often.

www.cdc.gov/coronavirus/vaccines

CDC Vaccine Task Force/Essential Workers Team

- **Mission**
  - Focuses on vaccine implementation for essential workers through linkages with workers, industry, labor, and other stakeholders

- **Strategic Efforts**
  - Disseminating information to enhance vaccine confidence in essential workers
  - Supporting jurisdictions to implement vaccination strategies for essential workers

CDC Vaccine Task Force/Essential Workers Team

- **Subject Matter Experts**
  - Construction
  - Food, Agriculture, Forestry, and Fishing
  - Healthcare and Social Assistance
  - Manufacturing
  - Oil and Gas Extraction
  - Mining
  - Public Safety/First Responders
  - Services (including Education)
 - Transportation, Warehousing, and Utilities
 - Wholesale and Retail Trade
- **Surveillance, Communication, Immunization, and Evaluation Expertise**

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COVID-19 Vaccine Communication Toolkit for Essential Workers

This toolkit will help your organization educate community members about COVID-19 vaccines, raise awareness about the benefits of vaccination, and address common questions and concerns.

- Key messages
- Slide deck
- Frequently Asked Questions
- Posters/Flyers
- Newsletter Content
- Letter to Members
- Social Media Content

https://www.cdc.gov/coronavirus/2019-ncov/vaccines/toolkits/essential-workers.html

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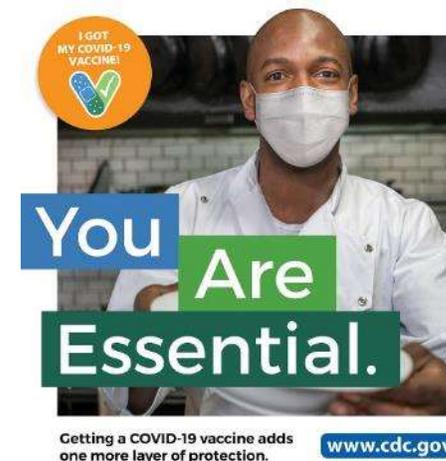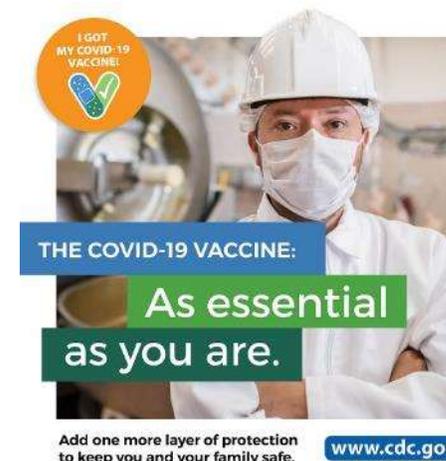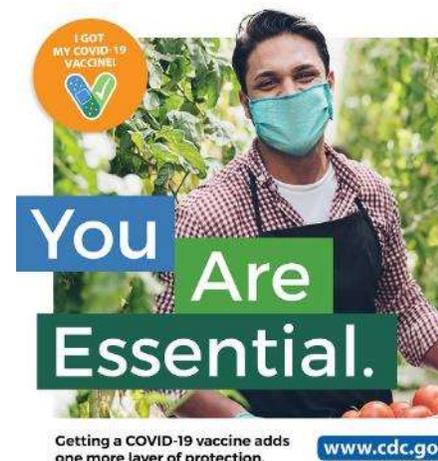
Vaccination is One Measure to Help Stop the Pandemic

- While COVID-19 vaccines appear to be highly effective, additional preventive tools remain important to limit the spread of COVID-19.

- Both getting a vaccine <u>and</u> following CDC recommendations to protect yourself and others offer the best protection from COVID-19.

  - Cover your nose and mouth with a mask.

  - Stay at least 6 feet from people who don't live with you.

 - Avoid crowds and poorly ventilated indoor spaces.

  - Wash your hands.

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Protect Yourself, Your Family, Your Friends, Your Co-workers, and Your Community.

Get vaccinated.

- Choose to get vaccinated when it is offered.

- Participate in **v-safe** and help CDC monitor for any health effects after vaccination.

- Share your experience with coworkers, friends, and family.

- Know the basics about the COVID-19 vaccine. Help answer questions from your family and friends.

- Show you received the vaccine by wearing a sticker or button prominently.

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COVID-19 Vaccine Implementation
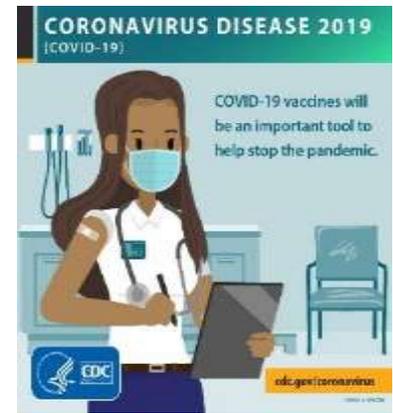
- This is an **exciting and historic time**, but the work is far from over.

- There will be **unanticipated challenges**, but CDC will continue to work closely with you, our partners, to **find solutions and overcome obstacles**.

- Vaccines are an important tool to control the pandemic, but we need to continue to message the importance of **masks, social distancing, and hand washing, even post-vaccination.**

- After vaccination of essential workers**, workplace safety and health protections implemented for the pandemic need to remain in place.**

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"Can we require employees to get the COVID-19 vaccination?"

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"Can we require only certain employees be vaccinated?"

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"Can we require employees to provide us with proof of their vaccination?"

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"What, if anything, can we do if we know an employee is being careless outside of work and risking exposure to COVID-19?"

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"Do we have to allow employees to travel outside of the state or country? If so, can we require they be tested before they return to work?"

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"Can we ask an employee to provide documentation of their spouse's COVID-19 test results?"

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"Does the self-disclosure of – or requesting documentation for – COVID-19 vaccination fall under HIPAA?"

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"If we offer employees COVID-19 vaccination and someone who has been vaccinated through us later gets COVID-19, are we liable? Would this be a potential Workers' Compensation claim?"

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"Can you offer employees incentives to get the COVID-19 vaccine?"

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HR News: shrm.org/hrnews

From the SHRM Home page (shrm.org):

- Coronavirus and COVID-19 Resource Center
- COVID-19 Vaccination Resources

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Thank you

For more information, contact CDC
1-800-CDC-INFO (232-4636)
TTY: 1-888-232-6348   www.cdc.gov