TIME TO VACCINATE

Time To Vaccinate is a San Diego employer-focused campaign by the San Diego Regional Chamber of Commerce. Given the unprecedented, and lasting nature of the COVID-19 pandemic we are inviting our members and local businesses to commit to getting our private sector back online by supporting robust vaccination efforts of the San Diego workforce. We can only have a full San Diego comeback if we work together to ensure that every San Diegan who wants one, is receiving a vaccine. Employers know that, and are joining this campaign to keep their workforce educated, healthy, and thriving.

JOIN US!

THANK YOU TO OUR SPONSORS

Time To Vaccinate is a program of the San Diego Regional Chamber of Commerce
Time To Vaccinate Outreach Campaign

Together, we can all do our part to end the pandemic by educating our employees on the safety and effectiveness of the COVID-19 vaccine.

Along with some of San Diego’s largest employers, elected officials, and organizations, the San Diego Regional Chamber of Commerce is committed to educating San Diegans about the COVID-19 vaccine and supporting our employers in their efforts to keep their workforce safe.

Join the San Diego Regional Chamber of Commerce in this public outreach campaign by allowing your employees time off to get vaccinated, and providing resources and supports to encourage robust vaccination rates. Please see the helpful resources information in this packet that employers can use to encourage employees to get the COVID-19 vaccine.

We are committed to encouraging best practices that will keep our workforce safe and healthy. If you have any questions, please reach out to our Chamber team for help.

_Time To Vaccinate_ is a voluntary public outreach effort for employers in that would like to participate in enhancing pandemic safety and getting San Diego _back in business_. Join us today by visiting [SDChamber.org/Time-To-Vaccinate](http://SDChamber.org/Time-To-Vaccinate) to pledge your commitment.

Thank You to Our Early Supporters

Visit [SDChamber.org/TimeToVaccinate](http://SDChamber.org/TimeToVaccinate) for a full list of our supporters.

Contact Us at Vaccinate@SDChamber.org
What Employers & Employees Need to Know About the COVID-19 Vaccines

Here are some quick facts on what employers and employees need to know about the vaccines and the allocation and distribution process:

• The vaccines are safe and effective – California has a Scientific Safety Review Workgroup comprised of experts who have been monitoring and vetting vaccine safety and efficacy. (1)

• Currently, three vaccines have been approved for use in the United States. Two require a two-dose approach: Pfizer-BioNTech and Moderna. The FDA has also approved a one-shot vaccine from Johnson & Johnson.

• The Vaccines may cause minor side effects, more likely after the second dose, but to date, those effects are not cause for concern.(2)

• Once you have been vaccinated, you should still follow CDC guidance and recommendations.

• Some individuals may not be able to receive the vaccine for a variety of reasons.

• Vaccine eligibility is a tiered system; you can find out more about who is eligible at any given moment here.


Guidance for Employers

Recommended guidelines for supporting your employees to get the COVID-19 vaccine include but are not limited to:

- Allow employees a clear amount of time off per vaccine appointment
- Allow flexibility within the business hours to get the time off per vaccine, and if possible, pay for time off to do so
- Incentivize vaccines via recognition, monetary awards, or other rewards
- Encourage employees to get the vaccine
- Encourage employees to check in with their healthcare provider or register to get notified on when they can get the vaccine and make an appointment by accessing: [https://myturn.ca.gov/](https://myturn.ca.gov/)
- Provide COVID-19 resources in an easy and accessible way to employees – online, providing one point-of-contact, weekly emails, etc.
- Provide regular updates to your workforce about vaccine availability, locations for appointments, and supportive measures you provide

*Time To Vaccinate understands that employers may have restrictions in place that already guide how to communicate with employees on COVID-19. Some large employers across the United States have offered a variety of incentives to encourage workers to get the vaccine. The recommendations above are meant to be a resource and employers are encouraged to check with their legal or human resources department for clarity.*
Other Considerations for Employers

Legal Considerations: EEOC has yet to issue official guidance for employers that opt to provide an incentive (monetary or otherwise) for vaccines\(^{(3)}\). As this could change, employers are encouraged to keep any cash incentive to a low or moderate point to avoid any reporting requirements once/if regulations are introduced.

Requiring Vaccines: California’s Department of Fair Employment and Housing has issued guidance\(^{(4)}\) effective March 4, 2021 clarifying that employers may require their employees to be vaccinated so long as they do not “discriminate against or harass employees or job applicants on the basis of a protected characteristic” and must provide reasonable accommodations for those with a disability.

Making it Easy: Employers can help eligible employees receive their vaccination by providing a letter (template here) to address employment concerns at the appointment site, and provide clear guidance on what an individual must have to prove eligibility.

Vaccine Eligibility: San Diego County, per the state and federal guidelines, has established tiered eligibility systems. Employers should make the tier and eligibility information widely accessible and ensure that any effort to encourage vaccinations does so for eligible individuals only.

Equal Opportunity for Incentives: For individuals who cannot receive the vaccine for health or religious purposes, employers should be proactive in identifying other ways to qualify for any reward or incentive offered. This could be a commitment to receiving regular COVID-19 testing, or other enhanced safety precautions.

Adverse Reactions: Some individuals will experience mild to moderate symptoms after their vaccine, typically after the second dose. Employers should prepare for this and anticipate some number of vaccinated individuals to need additional time off to recuperate. Early estimates say that about a third of vaccine recipients have flu-like symptoms for approximately 24 hours. The CDC has additional guidance that is being updated as information becomes available.


Helpful Resources for Employers

CDC: Key Things to Know About the COVID Vaccine
San Diego County: Vaccine Eligibility Phases
San Diego County: Vaccine Site Locations
California: My Turn–Vaccination Scheduling & Eligibility
SHRM: Employers Look for EEOC Guidance for Incentives
San Diego Regional Chamber: Coronavirus Business Updates

Contact Us at Vaccinate@SDChamber.org