



Employer Actions

What Vaccines are Available? As of the publication date of this document, three vaccines are available in the United States: Pfizer-BioNTech, Moderna, and Johnson & Johnson Janssen. The Pfizer and Moderna vaccines require two shots, either three or four weeks apart. Johnson & Johnson's vaccine only requires one shot. All available vaccines teach the body how to fight the COVID-19 virus. None of the vaccines can give you the illness — there is no live virus in any of the vaccines. The rate of adverse events are extremely low for all three vaccines.

Who Can Be Vaccinated? All three vaccines have received emergency use authorization from the FDA for adults 18 years of age and older. The Pfizer vaccine has also been approved for youth 16-17 years of age.

What Are the Side Effects? Common side effects include pain, swelling, and redness in the arm that received the vaccination. Throughout the rest of the body, a person may experience tiredness, headache, muscle pain, chills, fever, and nausea. Side effects after the second shot may be more intense than the ones experienced after your first shot. These side effects are typical and should go away within a few days.

Where Can Employees Get Vaccinated? The Summit County Health Department is offering open drive through vaccinations every Wednesday (Call 330-926-5795 for details). In addition, many regional hospitals, healthcare centers, and pharmacies are making vaccinations available by appointment. Employers should encourage their employees to make an appointment by visiting the website, gettheshot.coronavirus.ohio.gov (use zip code 44278), or calling 1-833-4-ASK-ODH.

Is Information Available to Share with Employees? Promoting the COVID-19 vaccination with educational materials and programming is worth one point on the CDC Worksite Health ScoreCard.¹ The American Heart Association and Ohio Department of Health has created multiple videos, posters, and flyers that encourage vaccination. These can be shared with employees and posted at worksites. The documents are available here: <https://www.scph.org/efhc/resources>.

How Can Employers Reduce Vaccine Hesitancy? Employers can play a central role in combatting vaccine hesitancy and driving our community towards herd immunity. Employers can emphasize stories of illness and loss associated with COVID-19; focus on the immediate, personal benefits of vaccination; ensure employees are not penalized for taking time to get vaccinated; make vaccination access easy by creating on-site vaccination events or covering fees; express commitment to vaccination through organizational leadership; and provide easily understood information about why, how, and where they can get vaccinated.

What Other Ways Can Employers Support Vaccination? Employers can cover fees for administering the vaccines in both their medical and pharmacy benefits (COVID-19 vaccine is currently free). Providing health insurance coverage with free or subsidized vaccinations is worth three points on the CDC Worksite Health ScoreCard.¹ When supplies are large enough, employers can also provide free or subsidized vaccinations at their worksites for two points on the CDC Worksite Health ScoreCard.¹

What are the Other Ways Employers Can Keep their Employees Healthy? If possible, employers should continue to allow employees to work from home. For employees whose responsibilities require them to work on-site, employers should continue implementing appropriate safety precautions. These include maintaining a clean work environment, requiring mask-wearing and physical distancing, setting up barriers when six feet of distance is not possible, and conducting temperature checks and screenings. Employers should also encourage frequent hand washing, which is worth one point on the CDC Worksite Health ScoreCard.¹

Sources: American Heart Association, Harvard Business Review, Summit County Public Health, Ohio Department of Health, and the Centers for Disease Control and Prevention
For additional information on COVID-19, please visit scph.org/efhc/resources, coronavirus.ohio.gov/wps/portal/gov/covid-19/home, or heart.org/vaccine.

¹ See Topic Area: Vaccine-Preventable Diseases, CDC Worksite Health ScoreCard, <https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/pdf/CDC-Worksite-Health-ScoreCard-Manual-Updated-Jan-2019-FINAL-rev-508.pdf>.