

Leaders' Guide to Providing Employees with Equitable Access to Vaccines – Summary

There are [persisting vaccination disparities](#) among communities of color, with Black and Latinx people receiving fewer vaccinations relative to both their percentage of COVID cases within their communities and across the population in most states. The pandemic has made it all the more critical that vaccine distribution and recovery efforts are just, safe, and especially equitable. Realizing this vision requires the leadership of government, the healthcare industry, *and* employers. Here are six things employers can do to help employees access COVID-19 vaccines:

1 MAKE VACCINES NOT JUST ALLOWED, BUT ENCOURAGED AND EQUITABLE

- No retaliation for time off to get vaccinated or getting vaccinated during work hours
- Ramp up resources that increase accessibility for workers:
 - Hands-on vaccine discussions and scheduling
 - Language and mobility support
 - Distributing information addressing potential vaccine barriers
 - Supporting workers in scheduling vaccine appointments for themselves and their families, and caring for their loved ones should they experience vaccine side effects

2 PROVIDE WORK FLEXIBILITY FOR VACCINE APPOINTMENTS AND POTENTIAL SIDE-EFFECT RECOVERY

- Provide work flexibility, including the following resources:
 - Paid time off (PTO)
 - Shift accommodations
 - Work from home options
 - Work allowances for vaccinations and vaccination recovery after doses

3 PROVIDE INCENTIVES AND REMUNERATION FOR VACCINE-RELATED EXPENSES

- Pre-tax COVID-19 vaccine stipends to compensate for lost wages or caregiving costs
- Reimbursement for mileage and gas to and from vaccine appointments
- Encourage use of flexible spending accounts (FSAs) to [cover transportation costs](#)
- Encourage workers to take advantage of free vaccination trips (via Uber and Lyft)

- Provide incentives to improve vaccine uptake.
 - **Cash benefits** such as gift cards, meal vouchers, or lotteried, larger items.
 - **PTO bonuses** for both hourly and salaried employees

4 DISTRIBUTE CREDIBLE, EVIDENCE-BASED VACCINE INFORMATION

- Create a resources repository with readily accessible, up-to-date information
- Partner with workers to engage trustworthy experts to address vaccine-related questions and concerns
- Disseminate information about obtaining the vaccine
 - Local vaccine locations
 - Appointment registration info
 - What to expect post-vaccine
- Establish **health and safety councils** to:
 - Design vaccine information sessions
 - Ensure widespread dissemination of information about vaccine logistics
 - Ensure all information is accessible to different audiences
- Create paid, peer vaccine support roles who can provide day-to-day assistance for workers.

5 CONSIDER ON-SITE OR SATELLITE VACCINATIONS

- Establish temporary or satellite sessions
 - On company's premises
 - At nearby location (i.e., school, movie theater, restaurant outside of normal hours)
 - Directly in worker's communities (local churches, community centers, etc.)
 - In conjunction with local, state, and federal guidance
 - In partnership with government and nonprofit leaders
- Host smaller events targeting those less likely to be vaccinated
 - Offer expanded hours or overnight sites to accommodate workers
- Vaccination events that include workers' families

6 DON'T MAKE COVID SAFETY CONTINGENT ON VACCINATION ALONE

- Some workers will remain unvaccinated or underprotected for a number of reasons
- Vaccines are not the only solution at hand – employers should:
 - Provide adequate supplies of PPE
 - Comply with OSHA safety standards to minimize virus exposure

**For additional details on the points above,
[click here to access the full guide.](#)**