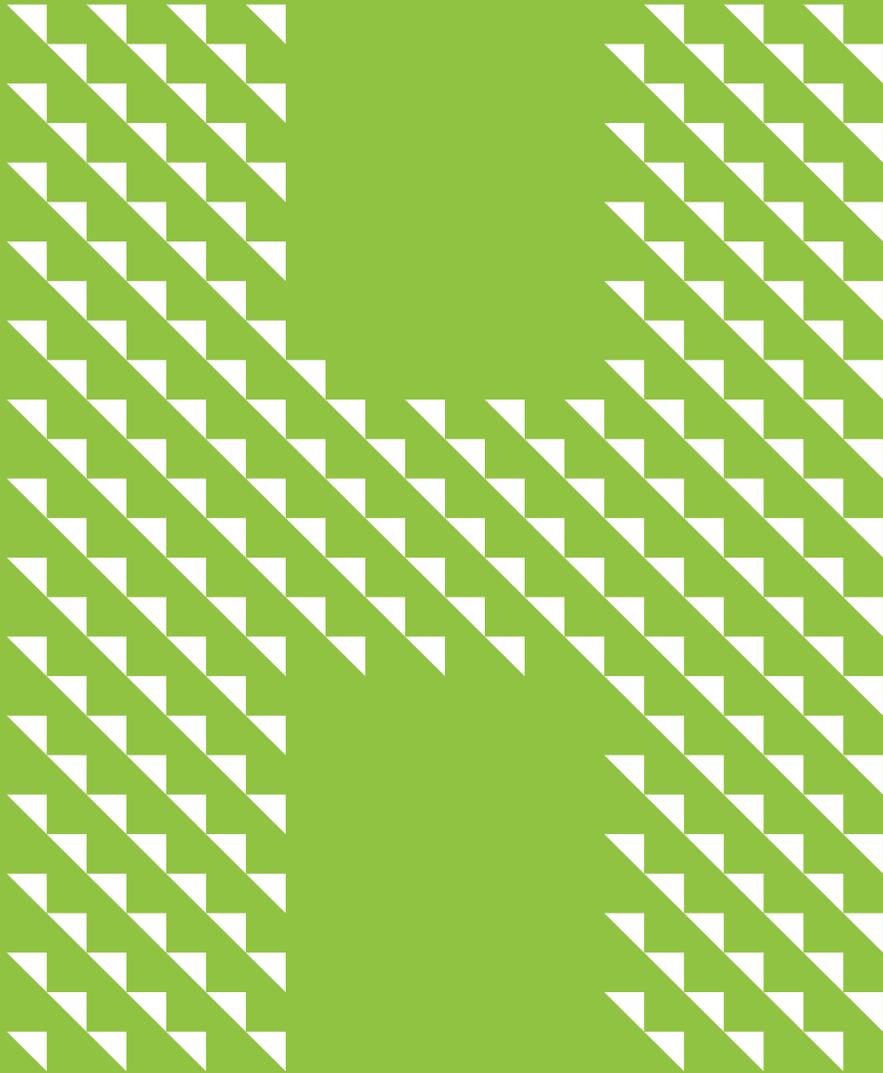


Your 5-Step COVID-19 Vaccine Action Plan

How to address the spread of the Delta variant
in your return-to-work strategy.



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Having an effective vaccine action plan may prove critical to your business

At Humana, we're committed to giving you timely information to help you with workplace planning and safety as the pandemic continues. The ongoing threat of new and potentially more infectious virus mutations like the Delta variant has made return-to-work planning more challenging. As the CDC and local health authorities revise guidelines and recommendations, some businesses are now re-thinking their return to work plans.

This guide gives you tips and strategies to help you develop a vaccine action plan that keeps both your employees and your business healthy.



1. Determine if you will require the vaccine

More businesses are making the decision to require the vaccine. If you're considering this course of action, it is strongly recommended you coordinate with legal counsel to ensure you consider factors like privacy, discrimination and incentives to help inform your decision.



2. No vaccine requirement? Encourage and incentivize

If you choose not to require the vaccine, consider creative approaches that use incentives, remove barriers and facilitate ease of access. Work with legal counsel to create a proper correspondence that reflects your encouragement. Here are a few examples of how organizations have encouraged their employees to get vaccinated:

- Offer paid time off to allow employees to get vaccinated
- Provide extra paid hours or cash incentives to fully vaccinated employees
- Arrange complimentary transportation services to local vaccination sites (i.e., Lyft, Uber and/or shuttles)
- Provide low-cost gift options

Be sure to check out **updated guidance** from the U.S. Equal Employment Opportunity Commission (EEOC).



3. Combat hesitancy with education

While vaccine hesitancy is understandable, addressing these concerns by providing educational materials sourced from the **CDC** or your local health authority can help alleviate concerns and combat misinformation. Make use of virtual town halls, seminars and coordinate workshops with leaders to help with communication.

With the presence of the Delta variant, more employers are considering either requiring or encouraging the vaccine.



82% of employers have communicated the importance of vaccination to their employees, which is critical as employers are a trusted source of information regarding the pandemic.

Source:
[Willis Towers Watson Vaccination & Workplace Survey 062021](#)



4. Explore on-site vaccination options

Larger employers might consider offering on-site vaccination centers by permitting healthcare personnel to administer the vaccine on company property. Many insurers, like Humana, can assist employers by helping to coordinate dedicated vaccine events.

Be sure to consult legal counsel regarding premise liability, privacy and confidentiality before establishing your on-property vaccination site.



5. Keep current with workplace safety guidelines

As the situation with the virus continues to evolve, the CDC actively **updates guidance** as new facts emerge. For this reason, it's important to remain on top of the latest developments and stay compliant with required workplace safety protocols:

- Wear face masks over nose and mouth, especially indoors
- Continue to stay at least six feet away from others
- Avoid crowded spaces and in-person meetings
- Avoid poorly ventilated work areas and spaces
- Continue to enforce social distancing
- Encourage frequent hand washing
- Consider on-site or assistance with COVID testing options as needed



Stay up-to-date on the latest COVID-19 guidance and vaccine information by visiting the [Fisher Phillips Vaccine Resource Center](#).

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