Prepare Your Company and Workforces for Vaccines

April 15, 2021

Today's Agenda
April 2021

Topic	Presenter
Welcome and Introductions	**Ingrid Schoen**
Why Safety Leaders Need to Prepare Workforce for COVID-19 Vaccines	**Lorraine Martin**
***SAFER* Overview**	**John Dony**
Health Action Alliance	**Stephen Massey**
Q&A	**Group**

Year of Safety Hazards and Heroes

Our Shared Opportunity

Business is the Most Trusted Institution Worldwide

Source: 2021 Edelman Trust Barometer
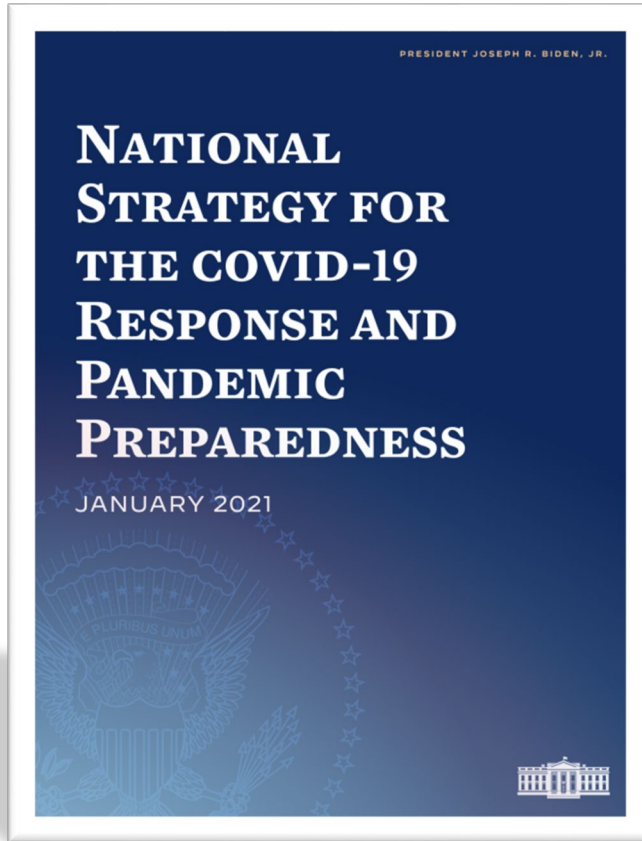
Employers Play a Key Role

The National Safety Council **strongly encourages** all **eligible** people to get vaccinated as soon as possible.
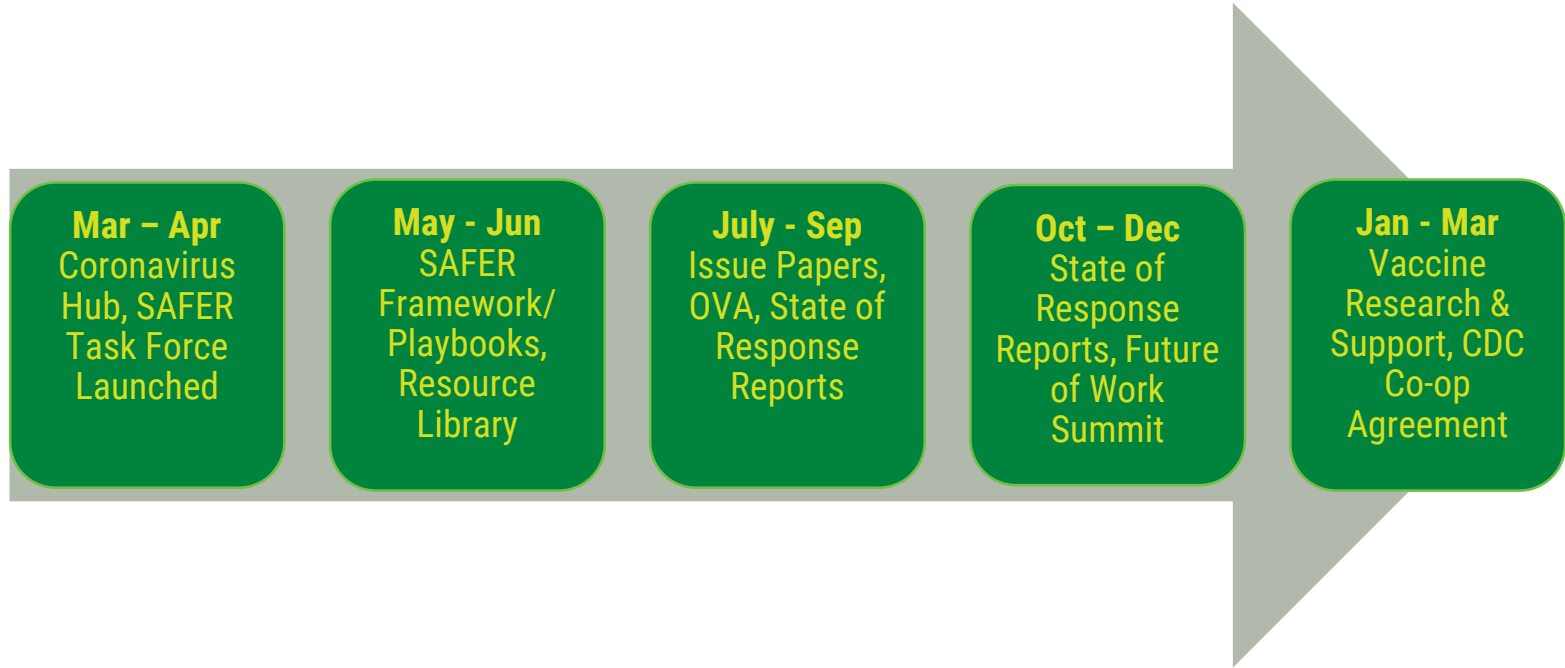
I GOT MY COVID-19 VACCINE!

nsc
National Safety Council

NSC:
Your Safety Partner

SAFER Role & Partnerships

John Dony
Senior Director, Thought Leadership

Timeline of NSC Response

Mar – Apr	May - Jun	July - Sep	Oct – Dec	Jan - Mar
Coronavirus Hub, SAFER Task Force Launched	SAFER Framework/ Playbooks, Resource Library	Issue Papers, OVA, State of Response Reports	State of Response Reports, Future of Work Summit	Vaccine Research & Support, CDC Co-op Agreement

National Safety Council

ABSA International
AECOM
Amazon
Ameren
American Automobile Association
American Board of Medical Specialties
American Chemistry Council
American Chemical Society
American College of Occupational & Environmental Medicine
American Contractors Insurance Group
American Industrial Hygiene Association
American Petroleum Institute
American Society of Safety Professionals
American Staffing Association
American Trucking Association
Associated General Contractors
Avetta
BAE Systems
BNSF

Board of Certified Safety Professionals
Boston Consulting Group
Captive Resources
Cementos Progreso
Charlotte-Mecklenburg Schools (NC)
Chemours
City of Chesapeake (VA)
City of Phoenix (AZ)
City of Sacramento (CA)
ContourGlobal
Cosette Pharmaceuticals
COVE: Center of Visual Expertise
Cummins
Cushman & Wakefield
Day & Zimmermann
Department of the Navy
Dow
Edison Electric Institute
Electric Power Research Institute
Employee Assistance Professionals Assoc.

IERM
FirstGroup
Grainger
HR Source
ndustrial Scientific & Intelex Technologies
Infectious Diseases Society of America
International Safety Equipment Association
ISN
ISSA - Worldwide Cleaning Industry Association
Jacobs
The Kennedy Forum
Krause Bell Group
Manufacturers Alliance for Productivity and Innovation
McDonald's
Michael Best & Friedrich, LLP
NASA
National Association of Realtors
NIOSH – CDC
NSC Chapter Network
NSC Divisions & Delegates
Nutrien

ORCHSE Strategies, LLC
Owens Corning
Parsons
Premise Health
Psych Hub
Recreation Vehicle Industry Association
Retail Industry Leaders Association
Safe States Alliance
SIFZero
Sodexo
Terex
Uber
United Rentals
U.S. Chamber of Commerce
US Steel
USG
VelocityEHS
Wabtec
Walgreens
Waymo
WorkCare
World Economic Forum

SAFER
Safe Actions For Employee Returns

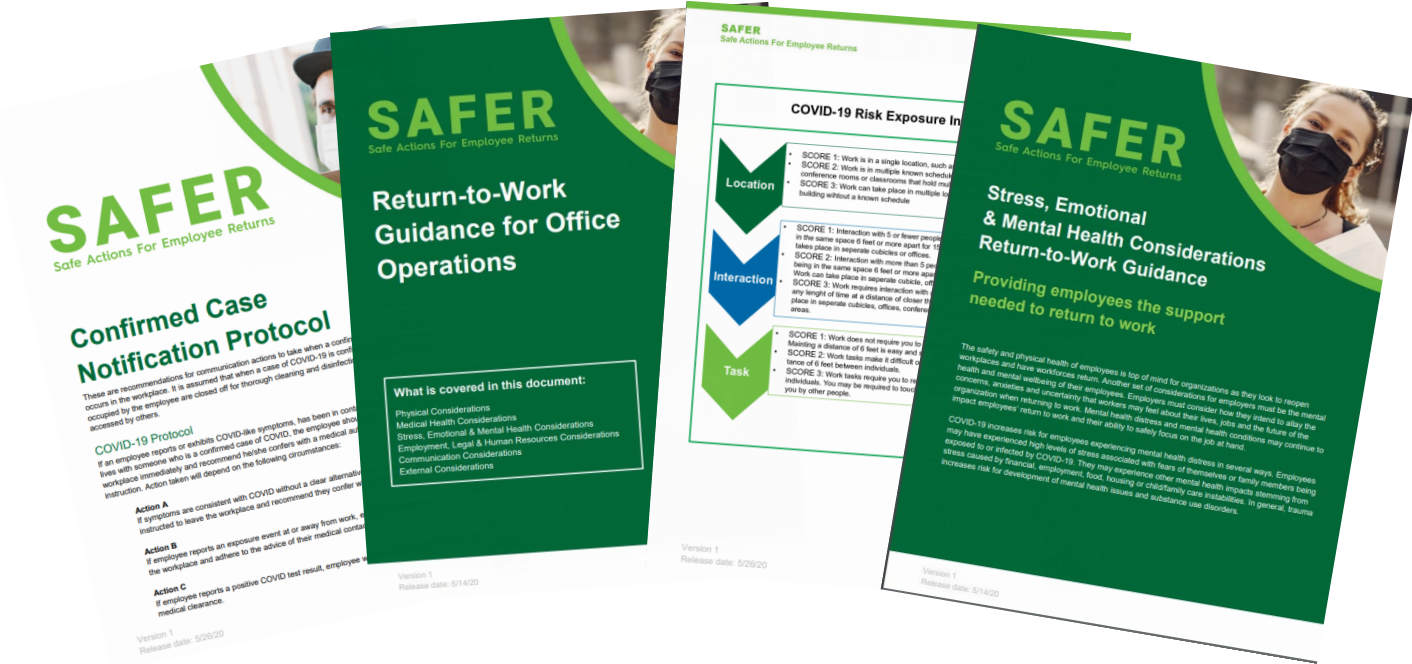# nsc.org/safer

- Variety of Free Guidance, Resources, Tools

- Updated Regularly

Sample SAFER Resources
Playbooks, Quick Hits, Protocols

Continuing Issues & Challenges
Five Key Areas to Address for Long Term Success

Testing

Contact Tracing

**PPE /
Supply Chain**

**Physical
Environment Design**

**Mental Health
Challenges**

Share of Population with One Shot

Updated April 5, 2021

Total	**18+**	65+

Pct. of residents age 18+ that are fully vaccinated

20 30 40 50%   No data

Source: Centers for Disease Control and Prevention | Note: No data available for Hawaii, New Mexico, Texas and some counties. Five other states were excluded because more than a quarter of data is missing.

National Safety Council

15
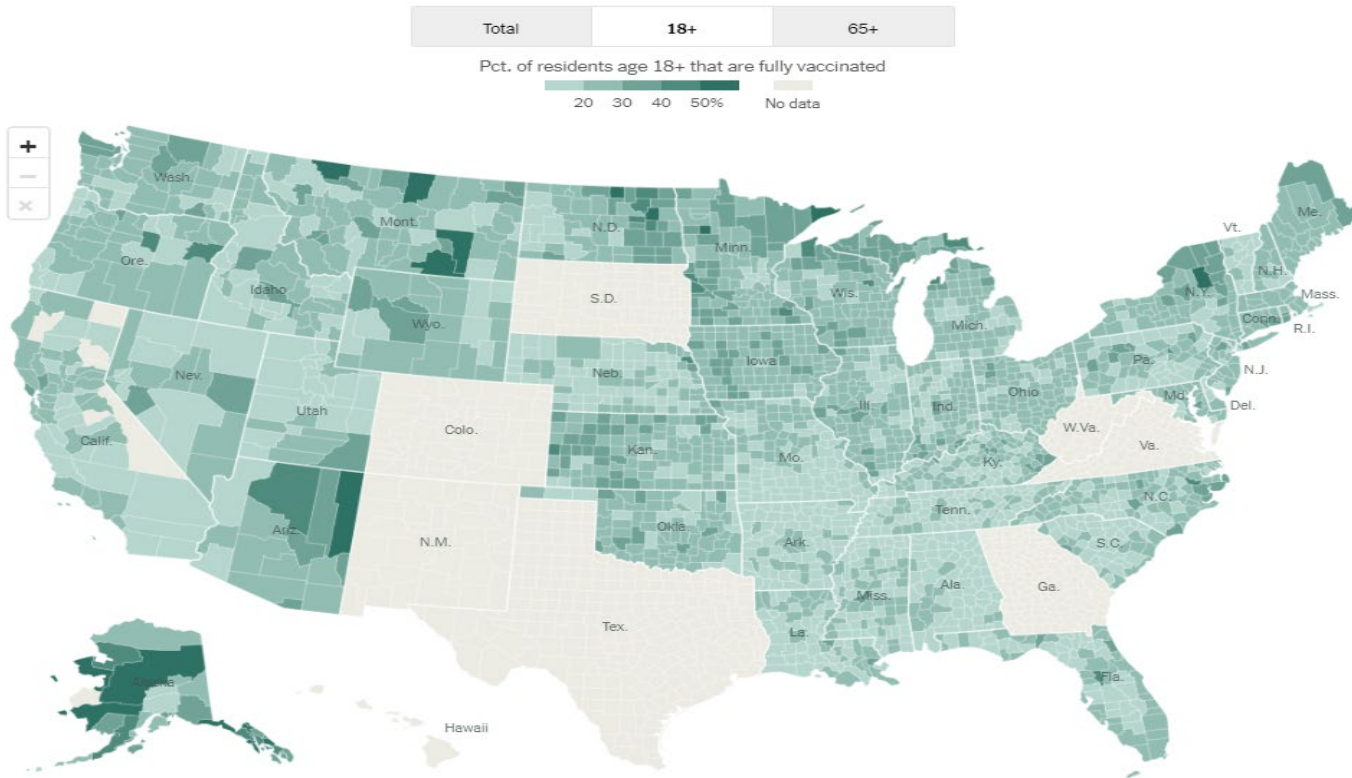
Elements of Workplace Vaccine Strategy

Efficacy & Impact

- Efficacy of Various Candidates
- Necessity of Multiple Doses
- "Tipping Point" for Herd Immunity
- Uptake Across General Population

Coordination & Logistics

- Availability & Timing
- Distribution Mechanisms (External/Employer)
- Triaging & Vulnerable Populations
- Government Engagement (State/Federal)

Legal, Medical & HR

- Mandates & Exceptions
- Emergency vs. Non-emergency Restrictions
- Data & Recordkeeping
- Risk/ Work Type Distinctions

Communication & Culture

- Dispelling Myths/Fact-Based Comms
- Interpersonal/ Political Conflict
- "Long Tail" of Future Vaccine Needs
- Integration into Existing COVID strategy

Operations & Workface

- Uptake Needed to Return Workforce
- Continuation of Existing Mitigations
- Expectations of Contractors & Third Parties
- Need vs. Desire for "Old Normal"

SAFER Spectrum of Employer Vaccine Approaches

Communicate
Fact-based information from reputable sources

All-employee emails, employee surveys, ongoing campaigns, updates to policies

Encourage
Uptake by increasing employee ease of access

Insurance-subsidized shots, paid time off, positive storytelling

Incentivize
Through non-discriminatory mechanisms

Credit toward insurance premium program, other wellness-style tools

Mandate
If employee risk profile & exposure is significant

Ensure exceptions are handled in a thoughtful & legal manner

Employee Risk Profile & Exposure Level

Vaccine Strategy: Questions to Answer

- **Where do you fall on the spectrum of response?**
  - Communicate -> Encourage -> Incentivize -> Mandate?

- **What are your organization's requirements? How will you consider:**
  - Employment status
  - Varied worker risk exposure levels (facility, field, office)
  - Exceptions & exemptions
  - Legal and medical concerns

- **What is the timing of your plan? When will facilities trigger change management?**

- **What go-forward risk mitigations will continue to be in place?**

- **How would logistics/disruptions change your plan?**

- **What policies need to be updated or monitored (travel, visitor, flexible work)?**

- **Will your organization be actively involved in vaccine distribution?**

SAFER Reopening Considerations

Work Performance Related

Risk Profile
The individual risk profile of a given worker, including job function, potential medical or other vulnerabilities, and exposure to other workers and the public

Capability to Work Effectively Remotely
The ability of a worker or group of workers to maintain necessary productivity remotely (or not), dependent on job function, customer needs, and company culture

Preferences & Work/Life Balance
The preferences of a worker in a post-pandemic world, potentially influenced by personality type, stress, familial (school, caregiving) and/or other work/life balance considerations

Work Environment Related

Effectiveness of "New" Work Environment
The capacity of a "reopened" work environment to be effective given a potential transition to hybrid operations with a remote/in-person split, including technological and policy-driven (e.g. split shift) changes

Continuation of Existing Mitigations
The need for a "reopened" work environment to continue existing mitigations, such as physical distancing, masks, sanitation, barriers, limitations on capacity, or other protocols that may affect productivity

Workforce Vaccination Progress
The percentage of uptake of the vaccine (to the extent it can be legally tracked) within the worker population that may limit or enable action on part of the employer (e.g. discontinuation of existing mitigations)

Community Related

Local Vaccination Progress
The percentage of uptake of the vaccine (based on public health information) within the local community from which the workforce is drawn, used as a proxy for public-facing risk

Local Transmission Progress
The local transmission rate/test positivity (based on public health information) within the local community from which the workforce is drawn, used as a proxy for public-facing risk

Federal/State/Local Legal Environment
Local, state, or federal ordinances, executive actions, or regulations that may introduce challenges to or accelerate employers' ability to "reopen" in an effective and strategic fashion

Uniting business against COVID-19.

STRENGTHENING VACCINE ACCEPTANCE | ADVANCING HEALTH EQUITY | REBUILDING PUBLIC HEALTH

Founding partners

ad COUNCIL

BR) Business Roundtable

CDC Foundation
Together our impact is greater

de Beaumont
BOLD SOLUTIONS FOR HEALTHIER COMMUNITIES.

Robert Wood Johnson Foundation

Powered by

Meteorite

Supporting your company's response to COVID-19

Navigating the Future World of Work

Work Modalities
- Remote Work
- Flex Schedules
- Reduced Occupancy
- Travel & External Engagement

Worker Expectations
- Consistent Comms
- Stress/ Mental Health
- Benefits & Access
- Visible Actions

Work Enablers
- Safety & Health
- Cross-functional Teams
- Mobile & Video Technology
- Automation, Wearables & More

Eight Trends for The Future World of Work

- Lean, Distributed, Asynchronous Work Teams
- New Skills & Modes of Leadership
- Reduced Footprints & Enhanced Sustainability
- Dramatically Increased Transparency
- Safety & Health Embedded at Core
- "Whole Person" Valuation
- Technology as a Mandate
- Thriving Internal & External Partnerships

Health Action Alliance

Stephen Massey

Questions/ Open Forum

Thank You!