

COVID-19



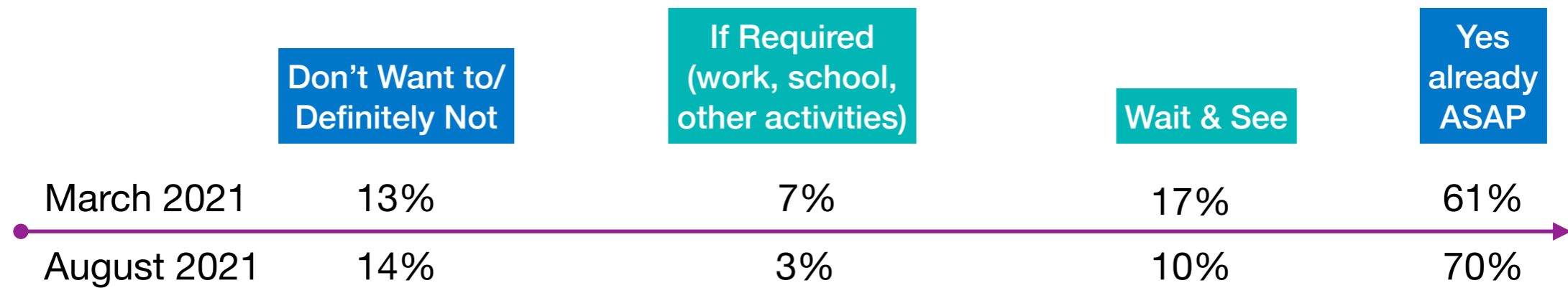
Messaging Update **Mandates and Workplaces**

September 14, 2021

Ruth Ann Barrett, Red Digital Marketing 

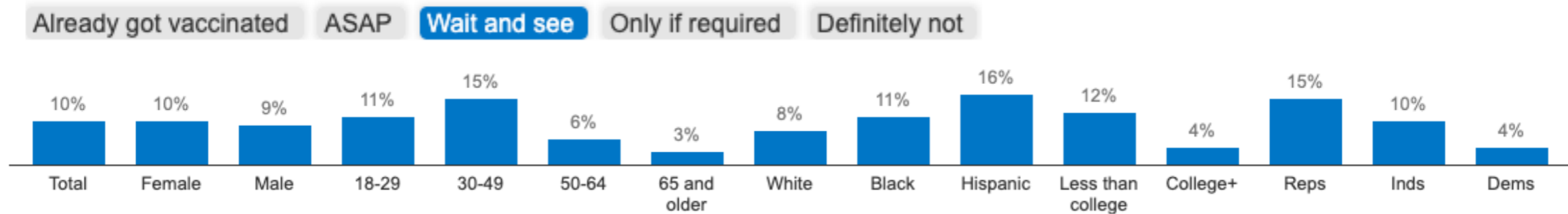
Vaccination Acceptance Cycle Mandates

Kaiser Family Foundation



Vaccination Acceptance Cycle The 13%

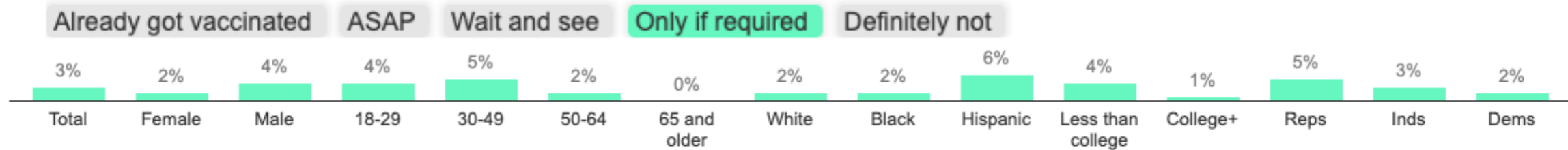
10%



NOTE: See topline for full question wording. Click link below to see sample sizes and MOSE for each demographic group.
SOURCE: [KFF COVID-19 Vaccine Monitor](#) • [Download PNG](#)

[KFF COVID-19 Vaccine Monitor](#)

3%



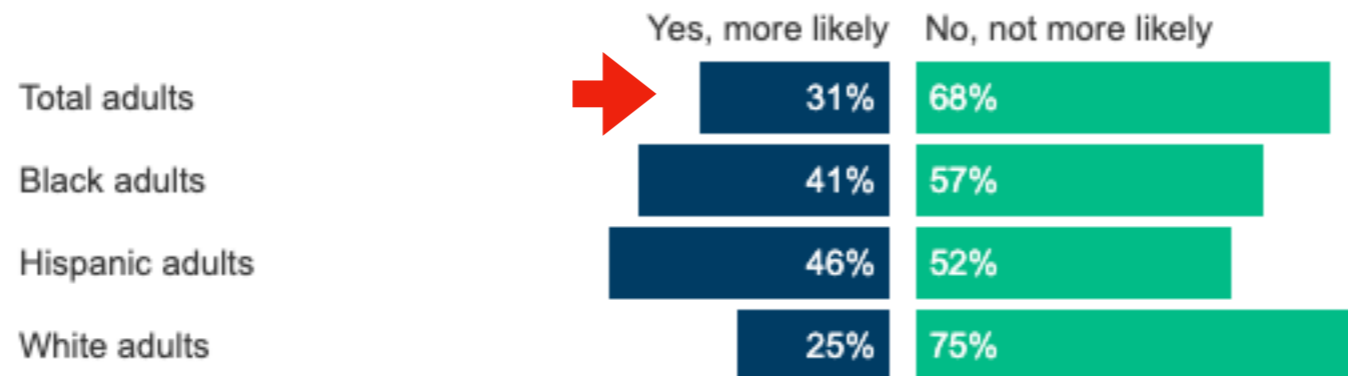
KFF Source

Wait & See

Overcoming one objection

August 23, 2021 FDA approved first COVID-19 vaccine.

If one of the vaccines currently authorized for emergency use received full approval from the FDA, would that make you more likely to get the COVID-19 vaccine, or not?



NOTE: Among those who have not been vaccinated for COVID-19. See topline for full question wording.

SOURCE: [KFF COVID-19 Vaccine Monitor \(June 8-22, 2021\)](#) • [Download PNG](#)

[KFF COVID-19
Vaccine Monitor](#)

Workplaces | April to Present

April-May	June-July	August-Present
<p>COVID-19 vaccines become available to everyone and cases decline.</p> <p>State restrictions ease and mask mandates end.</p> <p>Labor shortages present hiring challenges.</p>	<p>Workers quit their jobs at record rates.</p> <p>Employers start to head back into the office.</p>	<p>Health concerns rise amid the spread of the Delta variant.</p> <p>Labor shortages persist, despite unemployment benefits leveling off.</p>
<p>Monster Insights:</p> <p>Candidates are happy to have more freedom and an increased sense of safety, but report feeling tired as accumulated burnout mounts.</p> <p>Source: Monster online communities</p> <p>One in four employers hiring is having trouble filling roles.</p> <p>Source: Monster online communities</p>	<p>Monster Insights:</p> <p>95% of employed people are considering changing their jobs, while 92% say they are willing to change industries to find a new job.</p> <p>Source: Monster poll</p> <p>The number of people working remotely declined to 13.2% in July, down from 22.7% in February 2021.</p> <p>Source: Monster online communities and polls; Bureau of Labor Statistics</p>	<p>Monster Insights:</p> <p>Concerns about the Delta variant is the top reason candidates have stopped or paused their job search.</p> <p>Source: Monster online communities</p> <p>65% of candidates believe receiving unemployment benefits is a factor in the staffing shortage but say there's more to it.</p> <p>In a recent Monster poll, 86% of workers said their careers have stalled due to the pandemic.</p> <p>Source: Monster online communities</p>
<p>DOWNLOAD THE HIRING REPORT</p>		

Source monster.com

Workplaces Mandates

Majority of U.S. employers will implement vaccine mandates

September 7

According to a **Willis Towers Watson** poll conducted last month, 52% of the 961 companies surveyed said they'll have at least one vaccine mandate in place by the fourth quarter of 2021, a significant shift since May, when 72% of respondents said they didn't plan to require vaccines. (September 7, 2021) [Advisory](#)

Sweeping new vaccine mandates for 100 million Americans

By ZEKE MILLER, AP September 9, 2021 ([source](#))

September 9

President Joe Biden on Thursday ordered sweeping new federal vaccine requirements for as many as 100 million Americans — private-sector employees as well as health care workers and fed

KEY POINTS

- President Joe Biden's latest vaccination push is the most aggressive effort yet by his administration to get the raging coronavirus pandemic under control.
- Federal employees, federal contractors and health-care workers at facilities that receive federal funding must show proof of vaccination, with no testing option.
- 80 million U.S. workers will have a choice between providing proof of vaccination or submitting to weekly Covid testing.

Source is CNBC

Workplaces

Mandates

Pros/Cons

Factors in favor of a vaccine mandate	Potential pitfalls of requiring shots
<p>Limiting exposure to illness. This can be especially important for frontline workers or those who work with the elderly and people with compromised immune systems.</p> <p>Maintaining productivity levels. COVID-19 is highly contagious and can easily wipe out a workforce for an extended period of time. Vaccination may help businesses avoid any downtime in production.</p>	<p>Loss of staff. Many Americans remain uncertain about the vaccine's effectiveness and potential side effects. As a result, employers may risk losing top performing employees who refuse vaccination.</p> <p>Discrimination. Employers are required to accommodate employees' health issues, as well as religious exemptions if they're "sincerely held." This can be challenging when deciding which requests are deemed "good enough."</p>

[Source monster.com](https://www.monster.com/articles/workplace-vaccine-mandates)

Workplaces

Mandates

Religious Exemption

“This country is going to mandates. It just is. Every other alternative has been tried,” said Dr. Monica Gandhi, an infectious diseases expert at UC-San Francisco.

With workplace vaccine mandates in the offing, opponents are turning to a tried-and-true recourse for avoiding a covid-19 shot: the claim that vaccination interferes with religious beliefs.

“That phrase, ‘religious exemption,’ is very big. But it’s going to be quite hard in the current climate — in a mass health crisis, with a vaccine in place that works — to just let any such religious claims go.”

– Dr. Monica Gandhi

Religious Exemption

COVID-19

‘Religious’ Exemptions Add Legal Thorns to Looming Vaccine Mandates

September 8, 2021, KFF The Latest

No major denomination opposes vaccination.

Respect Public Health
Authorities

Even the Christian Science Church, whose adherents rely largely on prayer rather than medicine, does not impose an official policy.

Conscientious Obedience
to laws of the land

It counsels “respect for public health authorities and conscientious obedience to the laws of the land, including those requiring vaccination.”

Religious Exemption

Morally acceptable choice about
your life and lives of others

In fact, [Pope Francis declared](#) it “the moral choice because it is about your life but also the lives of others.”

... the Vatican has deemed it “morally acceptable” to get a covid vaccination. In fact, [Pope Francis declared](#) it “the moral choice because it is about your life but also the lives of others.”



Objection: Nobody should be able
to mandate...

Greg Fairrington, pastor of Destiny Christian Church, told attendees at a church service, “Nobody should be able to mandate that you have to take a vaccine or you lose your job. That’s just not right, here in America.”

Indeed, while [pop-up anti-vaccine churches](#) have long offered reluctant parents ways to exempt their kids from shots, these days churches, internet-based religious businesses and others seem to be offering covid vaccination exemptions wholesale.

Exemptions Wholesale

Workplaces

Health Insurance

Blue Cross and Blue Shield of Florida recently announced it will start requiring its patients to pay their regular deductibles and copayments for treatment related to Covid-19. [New policies like these generally apply to all patients, including the vaccinated; people who get sick with breakthrough infections; and those still ineligible for vaccination, such as children,](#) the Times reports.

More

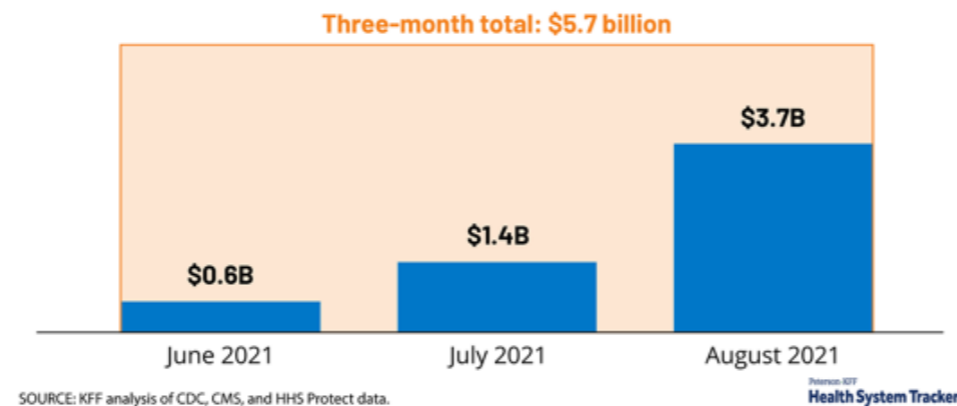
Should you mandate a Covid-19 vaccine for your staff? Ask these [5 questions](#) first.

[The mu variant](#): What you need to know

Workplaces

Health Insurance

Preventable COVID-19 Hospitalizations Among Unvaccinated Adults Tops \$5 Billion Through August



"Insurers are confronting the question about whether the costs of Covid treatment should fall on everyone, or just the individuals who have chosen not to get a vaccine..."

– Cynthia Cox, a VP at Kaiser Family Foundation

Workplaces | Health & Safety | #1

Last year, Monster data showed that job seekers weren't willing to compromise their health and safety to find work. That's still true today. Employers need to continue to prioritize social distancing, sanitation, health screenings, and personal protective equipment if they want to attract more workers.

[Source monster.com](https://www.monster.com)