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New COVID-19 Vaccine Roll Out

2/27/21

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Agenda for Today

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- Welcome
- What's new on the vaccine rollout
- Understanding the vaccine supply and distribution
- What to expect when employees are vaccinated
- Employer role in food processing worker vaccination
- Q&A
- Closing and Next Steps

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Vaccine Rollout Updates

Andrea Vaubel | Deputy Commissioner, Minnesota Department of Agriculture

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Keeping seniors first

We will vaccinate at least 70% of Minnesotans aged 65+ before expanding to other groups.

- By keeping our focus on seniors, we are continuing to immunize for impact. **We expect to reach this benchmark by the end of March.**
- Then we will expand to other groups based on science, medical evidence, and federal guidelines.
- Eligibility will expand based on underlying health conditions and workplace exposure risk.
- **By this summer, every Minnesotan who wants a shot will be eligible.**



Who can get their vaccine now?

Who will get their vaccine soon?

WINTER

FEB-MARCH

APRIL

APRIL-MAY

MAY-JUNE

SUMMER

- Health care personnel
- Long-term care residents

- Pre-k to 12 grade educators and child care
- People age 65 years and older

- People with specific high-risk health conditions
- Targeted essential workers

- People 45-64 with one or more high-risk medical conditions
- People 16-44 with two or more high-risk medical conditions
- Essential frontline workers
- People age 50 years and over in multi-generational housing

- People age 16 years and over with any underlying medical condition
- Age 50-64 (regardless of health condition)

- All other essential workers

- General public



ROLL UP YOUR SLEEVES, MINNESOTA



Beginning in April

Newly eligible Minnesotans will include:

- People with targeted, especially high-risk health conditions:
 - Sickle cell disease; Down Syndrome; active cancer treatment; immunocompromised from organ transplant; oxygen-dependent chronic lung and heart conditions (COPD and CHF)
- Targeted essential workers:
 - Food processing plant employees



Food processing and manufacturing

Which businesses are included?

- Meat, poultry, dairy and produce packing, manufacturing and processing
- Packaged food manufacturers

Which workers are included?

- Workers in the plant every day, who are not able to work from home
- Workers could be full-time, part-time, contract, or seasonal

Who is included in later spring under “ag”?

Agriculture comprises establishments or individuals primarily engaged in, or in support of, growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats.

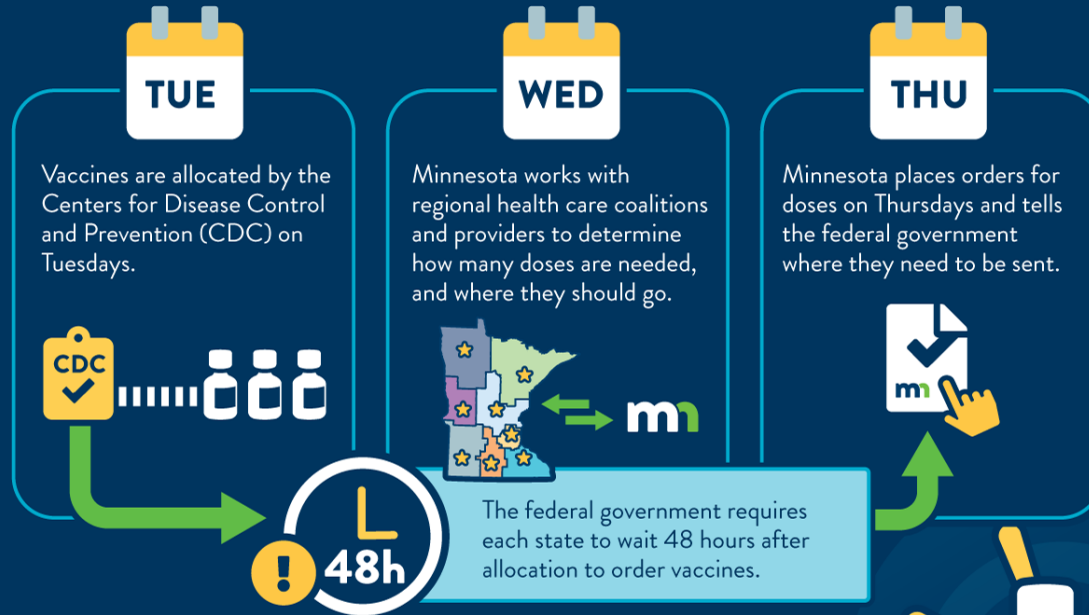
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Understanding the vaccine supply and distribution

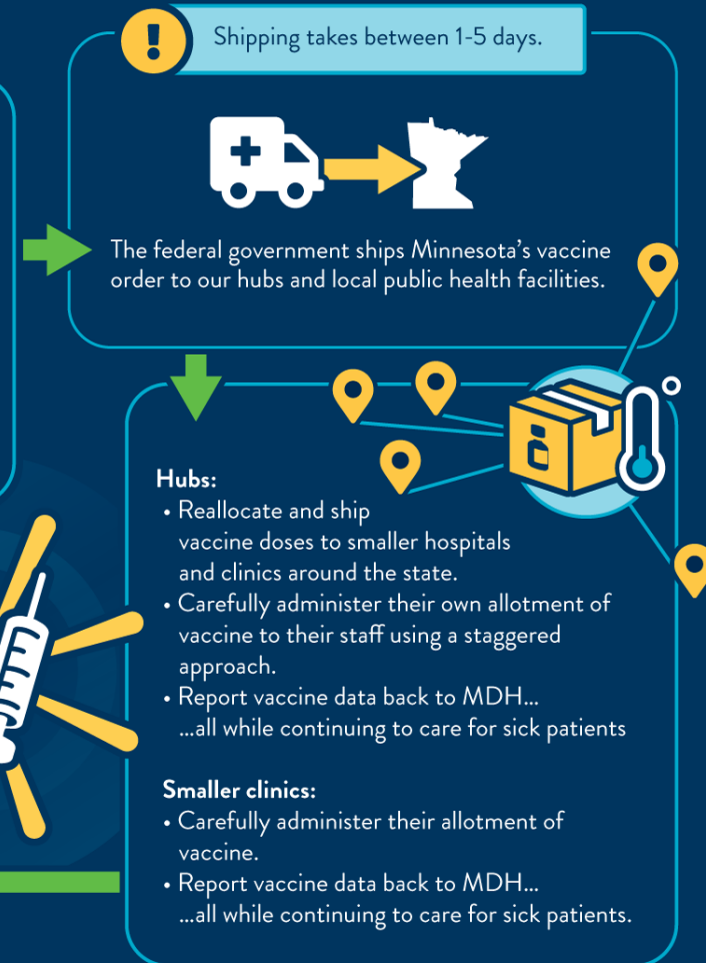
Chelsie Huntley | Vaccine Partners Branch Deputy Director,
Minnesota Department of Health



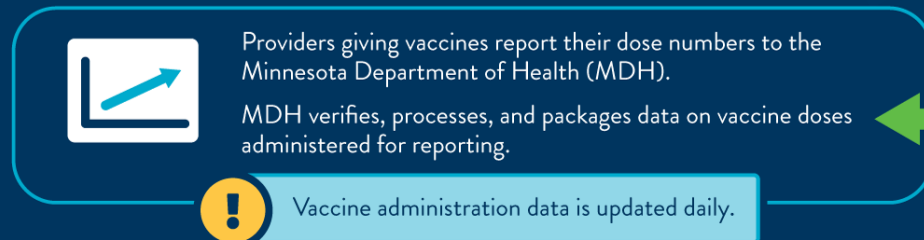
VACCINES ARE ORDERED



VACCINES ARE SHIPPED



VACCINES ARE ADMINISTERED AND DOSES ARE REPORTED



Allocation Considerations

Available vaccine

Eligible populations

Vaccinator capacity

Statewide distribution

Registered Vaccine Providers

Meet requirements for training, vaccine storage, data reporting, and medical officer oversight

- Primary Care Clinics
- Community Clinics
- Pharmacies
- Local Public Health
- State of Minnesota

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What to expect when employees are vaccinated

Dr. Joni Scheftel | Critical Infrastructure Lead and State Public Health Veterinarian

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Three COVID vaccines currently available (almost!)

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- Pfizer-BioNTech: mRNA vaccine
 - Two doses, second dose at 21 days
 - Store -112 to -76F; Refrigerate up to 5 days
 - 95% effective at preventing clinical illness
- Moderna: mRNA vaccine
 - Two doses, second dose at 28 days
 - Store -13 to -5 F; Refrigerate up to 30 days
 - 94% effective at preventing clinical illness

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/different-vaccines/mrna.html>

Pfizer and Moderna vaccine side effects

Reactogenicity reported to v-safe

Local and systemic reactions, day 0-7 ^{*,†}	All vaccines %	Pfizer- BioNTech dose 1 %	Pfizer-BioNtech dose 2 %	Moderna dose 1 %
Pain	70.7	67.7	74.8	70.1
Fatigue	33.4	28.6	50.0	29.7
Headache	29.4	25.6	41.9	26.0
Myalgia	22.8	17.2	41.6	19.6
Chills	11.5	7.0	26.7	9.3
Fever	11.4	7.4	25.2	9.1
Swelling	11.0	6.8	26.7	13.4
Joint pain	10.4	7.1	21.2	8.6
Nausea	8.9	7.0	13.9	7.7

* v-safe data lock point 1/14/2021, 5:00 AM ET

† Reported on at least one health check-in completed on days 0-7 after receipt of vaccine

- Expect some employees with fever and other side effects so severe that they miss work
 - 10% with fever after dose 1
 - 25% with fever after dose 2
- Most employees will have mild side effects and will not miss work
- No need to schedule employee vaccination in stages in anticipation of large staffing shortages?

Three COVID vaccines currently available (almost!)

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- Johnson & Johnson Janssen COVID-19 Vaccine: Attenuated adenovirus technology
 - One dose
 - Store 2 years at -4F; Refrigerate 3 months, normal vaccine cold-chain
 - In US, 72% effective at preventing moderate-severe COVID-19; 85% effective at preventing severe disease; and 100% effective at preventing hospitalization and death
 - In other countries, 66% overall effectiveness, including against variants; still 100% effective at preventing death
 - Side effects appear to be milder and less widespread

<https://www.nytimes.com/interactive/2020/health/johnson-johnson-covid-19-vaccine.html>

Common vaccine myths debunked

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- None of the vaccines are worse than the disease
- All of the vaccines have been tested and approved, and are safe
- None of the vaccines get into your DNA
- None of the vaccines have preservatives
- None of the vaccines can give you COVID-19
- All of the vaccines are equally effective at preventing hospitalization and death

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**What vaccine should you get?
(and offer your employees)**

The one that is available to you.

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Differentiating vaccine side-effects from illness



- These symptoms are likely vaccine side-effects if within 3 days of vaccination:
 - Pain at injection site, otherwise well: ok to work
 - Fever, fatigue, headache:
 - May return to work when fever-free for 24 hours
 - If symptoms continue for more than 3 days, stay home, get tested for COVID, and call your healthcare provider
- These symptoms are less likely to be vaccine-related, and could be COVID
 - Loss of taste or smell, cough, shortness of breath, nasal congestion, sore throat
 - Stay home and get tested for COVID. Wait for results before return to work

Another advantage of vaccination

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- If someone has completed COVID-19 vaccination (two doses in a two-dose series or one dose in a one-dose series) and is exposed, they do not need to quarantine, if:
 - The COVID-19 exposure was at least 14 days after their vaccination series was fully completed
 - The COVID-19 exposure was within 90 days of their final dose of the vaccination series
 - They do not currently have any symptoms of COVID-19

What does vaccination mean for COVID mitigation measures?

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- We know that the vaccine prevents illness, we don't know if it prevents someone from shedding the virus and spreading COVID to others
- We still need to wear a mask, distance, avoid poorly ventilated spaces, avoid crowds, wash hands, and get tested after exposures or when we have symptoms
- MDH (and CDC) will continue to evaluate the effect of vaccination on community spread, and eventually we will be able to get back to normal

Will your employees sign up for vaccination?

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- Unscientific data from a few Minnesota meatpackers who have surveyed their employees:
 - “This week, 43% yes, with range between plants of 32%-57%”
 - “About 50%. What we have seen in other plants that have had vaccine available, is that about 50% go on the first offering, and then there is a group that will go shortly after when they see that nothing happened to the first group”
 - “23% have expressed that they want the vaccine...” [More hesitancy in certain communities, working with county public health department on communication]

Can you require your employees to be vaccinated?

Federal law prohibits employers and others from requiring vaccination with a Covid-19 vaccine distributed under an EUA

By Aaron Siri Feb. 23, 2021



A health worker holds a vial of the Pfizer-BioNTech Covid-19 vaccine.

Can an Employee Refuse to Get a COVID-19 Vaccine?



By Lisa Nagele-Piazza, J.D., SHRM-SCP
February 25, 2021

According to research by the Society for Human Resource Management (SHRM), 60 percent of U.S. workers said they will probably or definitely get the vaccine once it becomes available to them. However, 28 percent of respondents said they are willing to lose their jobs if their employer requires the COVID-19 vaccine.

Can companies mandate COVID-19 vaccines for employees? Ask HR

Johnny C. Taylor Jr. Special to USA TODAY

ET Jan. 19, 2021

As for requiring a vaccine, the short answer is yes, a company could mandate that their employees get a COVID-19 vaccine. In December, the Equal Employment Opportunity Commission issued guidance stating employers could encourage or possibly require COVID-19 vaccinations for workers. However, they must comply with current workplace laws – namely the Americans with Disabilities Act and Title VII of the Civil Rights Act of 1964.

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Employer role in food processing worker vaccination

Laura Kramer | COVID-19 Food Security Lead

Employer Role – Communication and Education

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- Help educate and build trust
- Remember guidance will remain the same
 - Mask, social distance, and wash hands frequently
 - Get tested, isolate, and quarantine when appropriate



Employer Role – Supporting Vaccination

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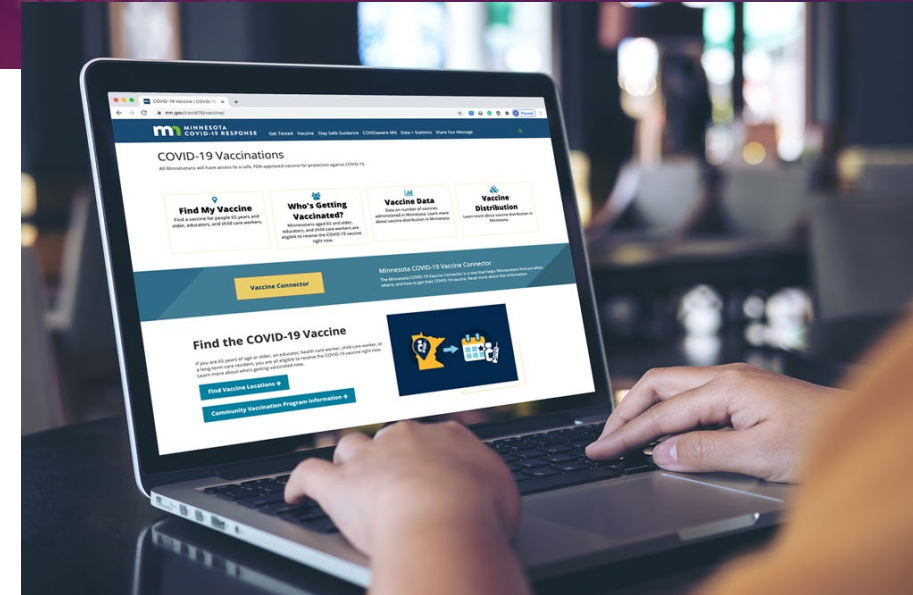
- Consider how you want to facilitate vaccination for employees
 - Role in identifying or hosting a vaccine provider
 - Policies around paid time off for vaccination
 - Policies on paid time for potential side effects
 - Partnerships with labor and other trusted community resources



Complete the employer vaccine survey

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- What is it?
 - *A short survey to learn about your business, employees, preferences and plans for vaccinating workers*
- How will you use it?
 - *Inform how we can work with you to provide support and connect to vaccine opportunities; data are for planning purposes and not required*
- Where can I find it?
 - *Visits MDA's COVID-19 website*



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Questions and Discussion

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Thank you!

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