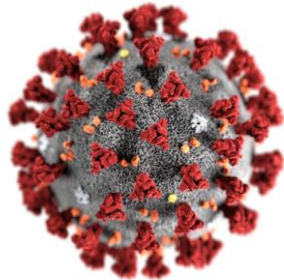


SAFER

SAFER webinar series: The Current State of COVID-19

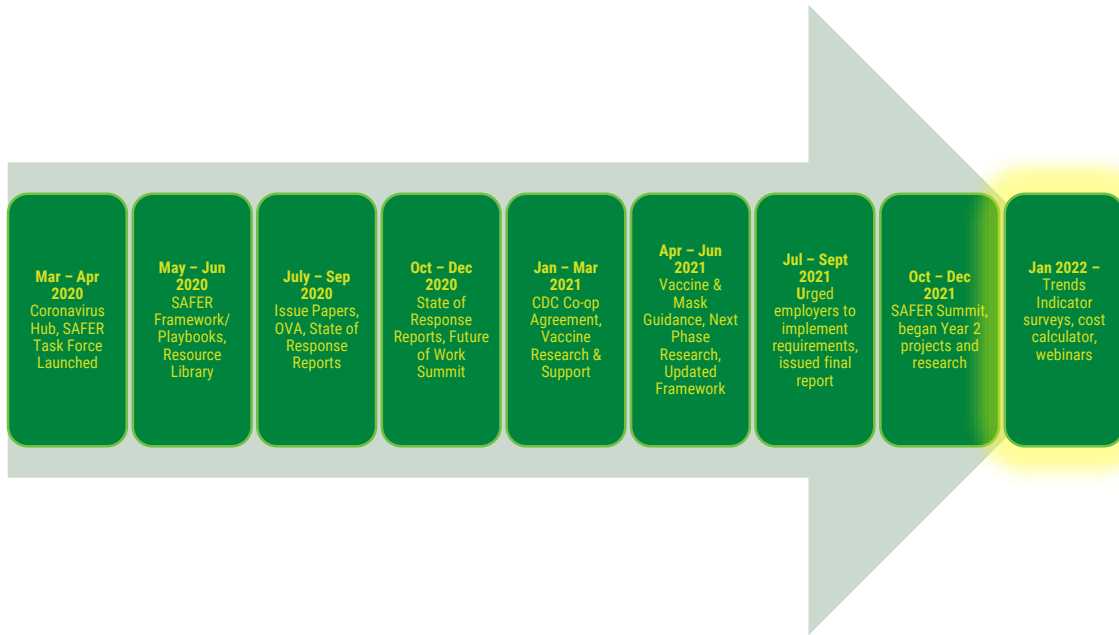
February 10, 2022

2:00 – 3:00 pm CST



SAFER Overview

- SAFER – COVID-19 initiative
 - Established March 2020
 - Task Force
 - Organizational Vulnerability Assessment (OVA)
 - Framework
- COVID-19 resources for employers
 - Webinars
 - Guidance documents
 - Issue papers
 - Reports



COVID-19 Updates

- United States
 - 77.1M+ total cases
 - 909K+ total deaths
- Vaccinations are safest way to protect workers
 - Getting a COVID-19 vaccination is a safer and more dependable way to build immunity than getting sick
 - Vaccines are effective against other variants, especially when someone gets a booster shot
- Employers have a high level of influence
- Vaccine requirements work
 - Workers with an employer requirement have a 95% vaccination rate

COVID-19 Updates

- **Omicron variant**
 - Highly transmissible
 - Surge in cases and hospitalizations
 - BA.2 subvariant – more transmissible
 - Continuing mitigation strategies is important
- **Masking**
 - N95 or KN95 recommendation
 - Masking for workers regardless of vaccination status
- **Testing**
 - Many companies experiencing shortage in supplies of tests
 - Even when scheduling tests, unable to get it if location runs out
 - Employers can give information on where to get free tests (i.e., covidtests.gov)
- **Boosters**
 - Waning immunity among those with first two shots
 - Boosters provide more enhanced immunity

COVID-19 Updates

- Parents and families

- Childhood vaccinations – increasing between November 2021-January 2022

- 6 in 10 parents of 12-17 year olds say their child has received at least one shot
 - 1 in 5 parents of vaccinated teens say their child has already received a booster and two-thirds say they will “definitely” or “probably get” one.

- Case rates

- Over a million covid cases in children since the start of the pandemic
 - Kids in hospitals because they weren't eligible for the vaccine or didn't get it -

- Schools

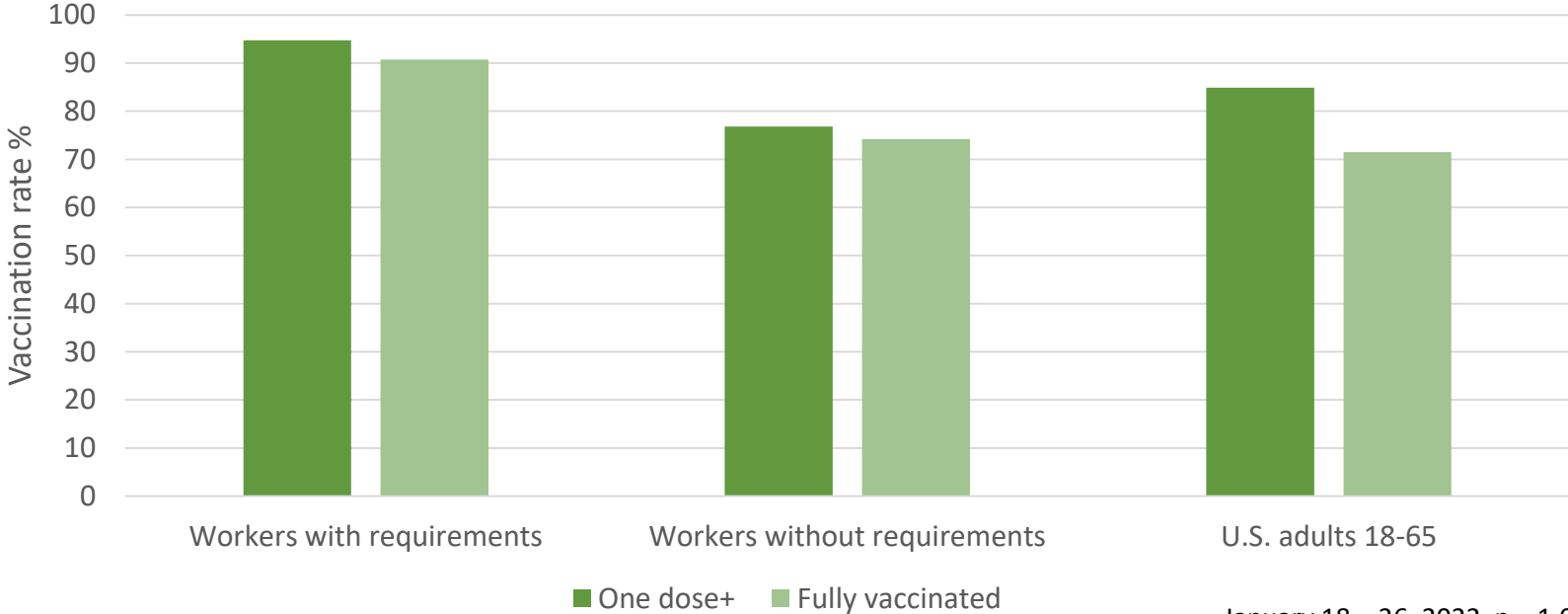
- COVID-19 case spread has caused some schools to close again
 - Vaccinating children is one way to protect children and slow the spread in schools

SAFER Research

- The *SAFER* Trend Indicator Surveys reach:
 - 1,000+ workers monthly
 - 300+ employers monthly
- Topics include:
 - Vaccine uptake, hesitancy, and misinformation among workers
 - Employer vaccine policies, incentives, and requirements
 - Testing, exemptions, and accommodations
 - The effects of federal regulations

SAFER Worker Survey

Vaccination rate among adults 18-65 by work and requirement status



January 18 – 26, 2022, n = 1,006

SAFER Worker Survey

- Other predictors of vaccine uptake among workers were:
 - Receiving paid time off for vaccination appointments (+16%)*
 - Onsite workplace vaccination (+8%)
 - Employer provided vaccine information about vaccine safety and efficacy (15%), provided location and scheduling information for vaccine appointments (16%), or facilitated peer-to-peer positive story telling (+11%)
 - Employer-provided health insurance (+17%)

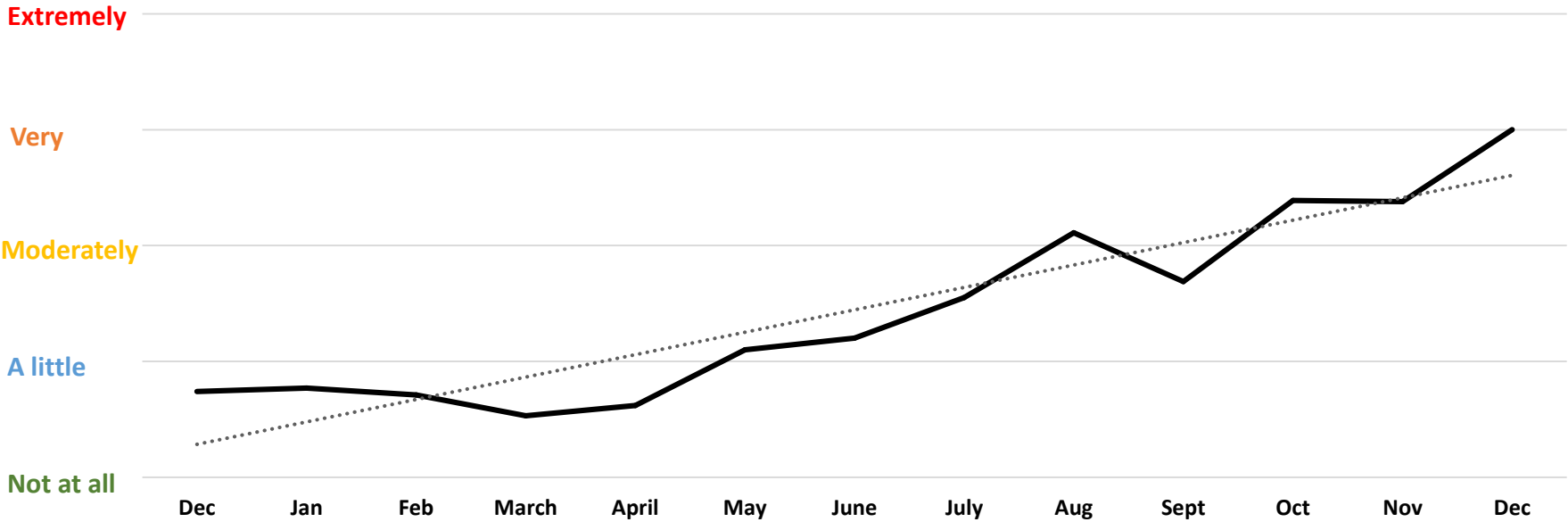
*Percentage change score in vaccination rate between respondents who received incentive and those who didn't. All between-group comparisons assessed by Chi-Square were significant at $p < .05$

SAFER Worker Survey

- Policies not associated with high vaccination rates were:
 - Cash, raffle, or gift card incentives
 - Last summer we were finding that cash incentives were associated with a moderate increase in vaccination rates, but that workers who were strongly opposed to getting vaccinated were reporting that they would not be any more likely to get vaccinated if offered these types of incentives

Respondents who got their first dose later in 2021 expressed higher levels of hesitancy about getting vaccinated

How hesitant were you to get vaccinated?



SAFER Worker Survey

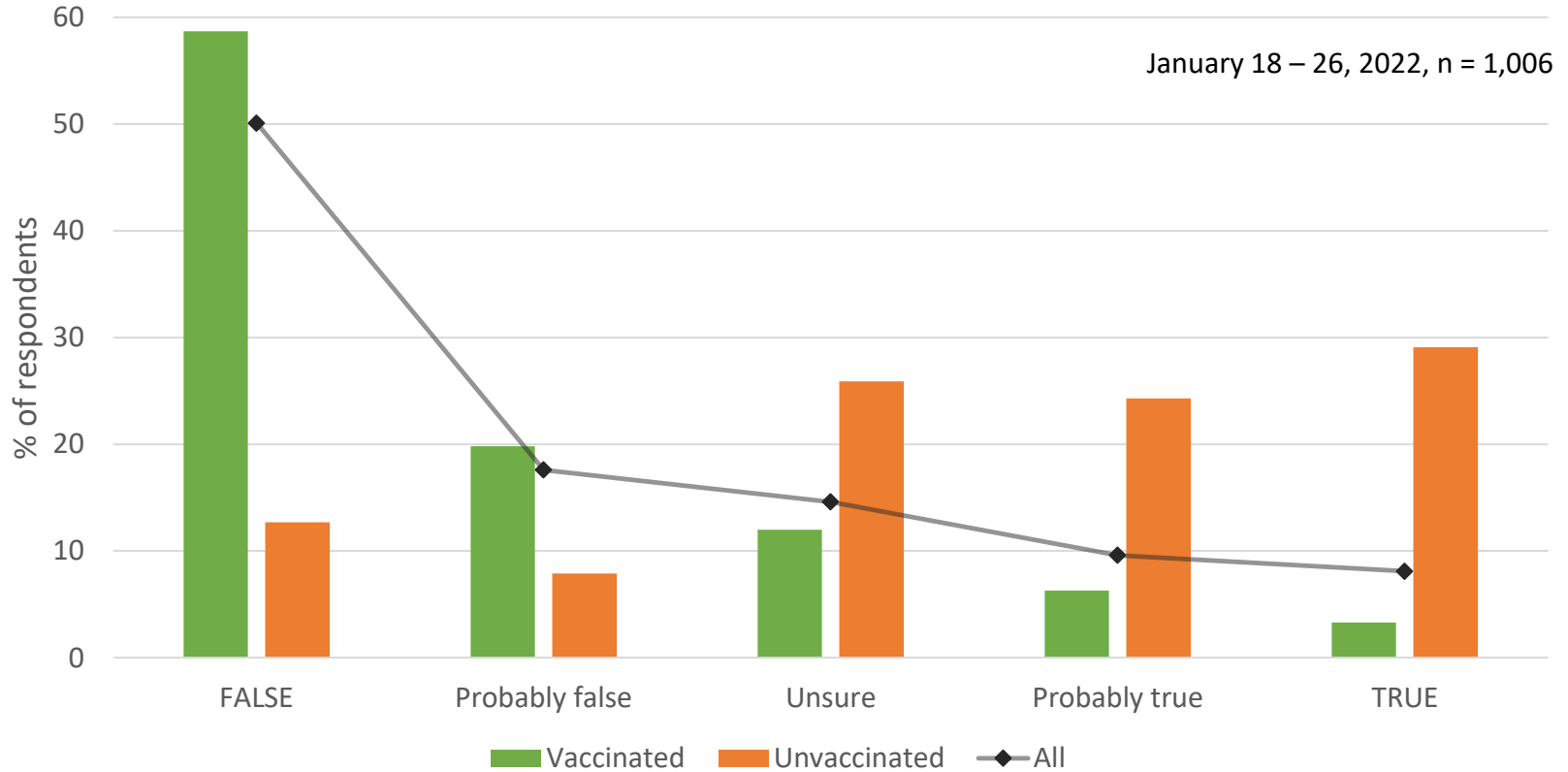
- We showed survey respondents statements about the vaccine and asked them to indicate whether they thought the statement was true or false
- Workers who were unvaccinated were more likely to endorse statements of misinformation as “true,” and less likely to choose definite answers

“A vaccinated person can harm those around them due to shedding of the COVID-19 virus.”

True or False?

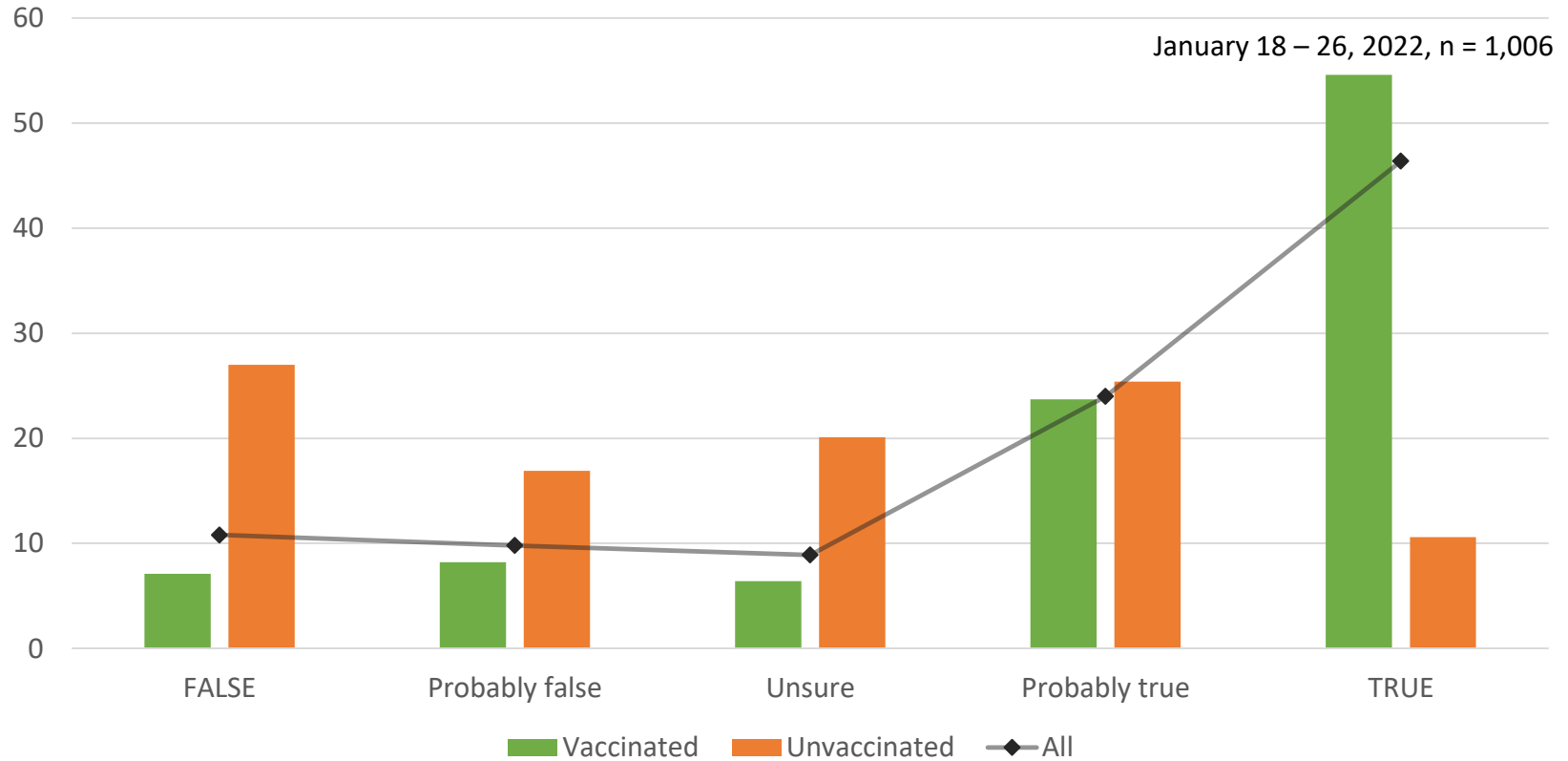
- Definitely false
- Probably false
- Unsure
- Probably true
- Definitely true

The COVID vaccine is less safe because it was rapidly developed and tested. True or False?



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Vaccinated people are less likely to get sick with COVID-19. True or False?



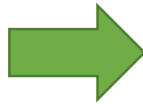
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SAFER Worker Survey

- Respondents in the “Moveable Middle” were slightly more likely to indicate an intention to get vaccinated after being shown fact-based information which corrected the misinformation

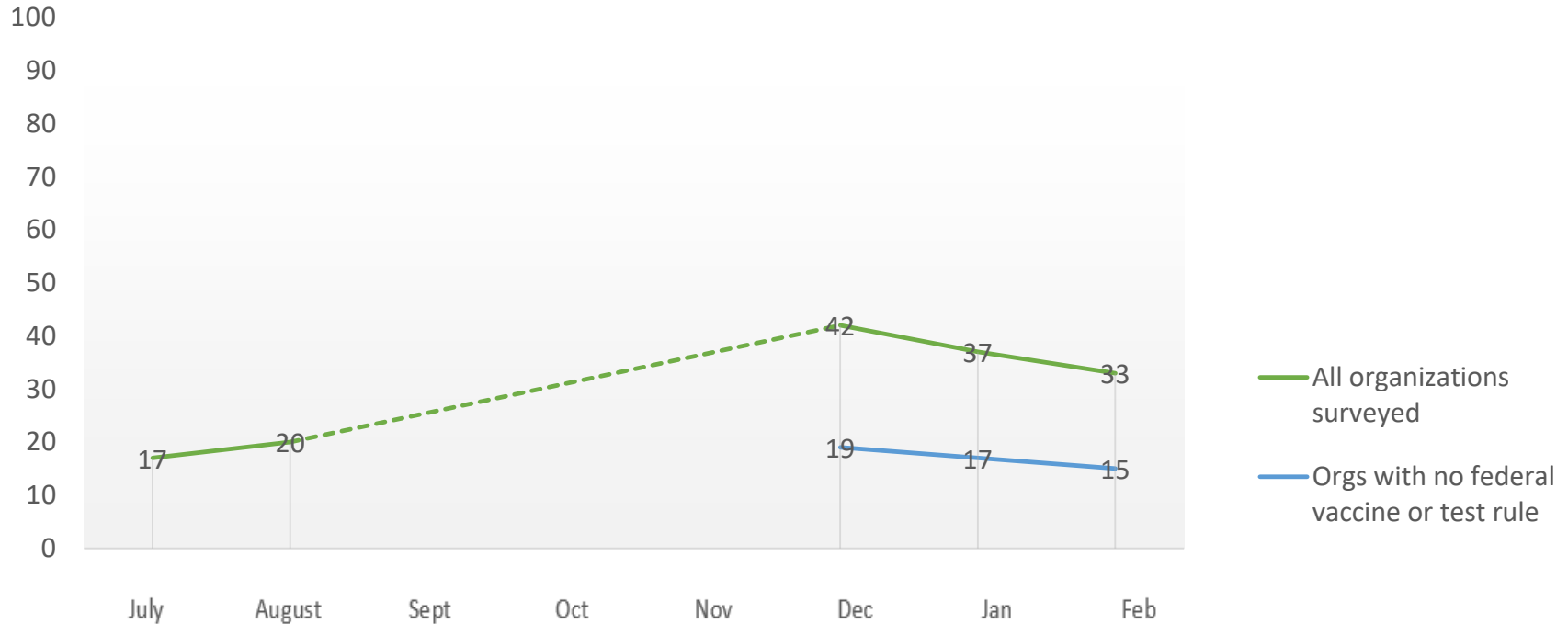
“A vaccinated person can harm those around them due to shedding of the virus that causes COVID-19.”

True or false?



The previous statement was FALSE: Viral shedding only occurs when you are infected with a live virus. COVID-19 vaccines do not contain the live virus, and cannot cause you, or anyone near you to become infected.

Percentage of employers requiring vaccination



Results from five NSC surveys conducted with a random sample of organizations, n > 300 each

SAFER Organization Surveys

Observations at organizations where a vaccine requirement deadline has already passed:

- 35% have seen fewer COVID cases weekly
- 32% have experienced fewer worker absences
- 16% have experienced difficulty with worker retention
- 17% noticed lower worker morale, while 16% have noticed an improvement

Results from large businesses (100+ employees) surveyed between January 11 and February 3, 2022, n = 125

SAFER Recommendations

1. Consider implementing vaccine requirements
2. Include booster shots in requirements to maintain highest level of protection
3. Provide N or KN 95 masks to reduce chances of airborne transmission
4. Consider other policies, such as PTO, to encourage vaccination and remove barriers
5. Provide fact-based information in workers' primary language

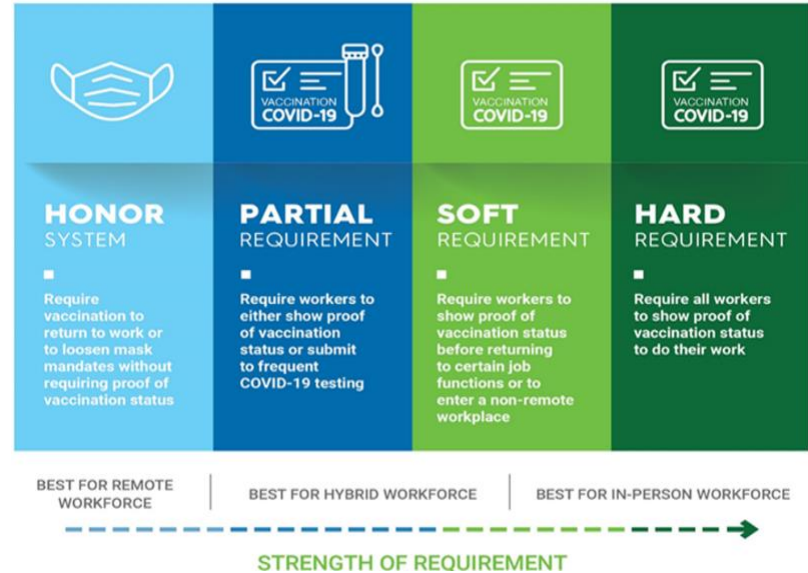
SAFER Recommendations

6. Include screening for breakthrough infections in testing schedules
7. Make sure all workers are aware they can receive at-home tests at no cost from <https://www.covidtests.gov/>

SAFER Recommendations

- Vaccine requirements
 - Include boosters to be “fully vaccinated”
 - Regardless of the ETS Supreme Court decision, businesses should still consider implementing vaccine requirements for their workforce
 - Continue talking with workers about vaccine requirements
 - Remove barriers that make it difficult to get vaccinated
 - Help working parents get their children vaccinated

SAFER Vaccine Requirement Spectrum



SAFER Recommendations

- Masking
 - Consider having all employees wear masks regardless of vaccination status
 - Provide and encourage N95 and KN95 masks as they offer the best protection
- Layered approach
 - Continue implementing other mitigation strategies along with vaccines such as masking, air filtration, social distancing, sanitizing work spaces, etc.
- Testing
 - Routine testing can help reduce infection spread
 - Test unvaccinated employees at least once a week

Resources

- [Employer Decision Tool](#)
- [Omicron Fact Sheet](#)
- [Mixed Vaccination Status Workforce](#)
- [A Year in Review, and What's Next: COVID-19 Employer Approaches and Worker Experiences](#)
- Coming soon
 - COVID-19 Testing Guidance Document for Employers
 - UAL Case Study



Upcoming Webinars

- Air filtration, masking and other mitigation strategies
- Mental health and substance use: How to support employees
- Testing: How employers can keep workers safe by testing for COVID-19
- How to help working parents get their children vaccinated
- Is there another topic you'd like us to discuss? Email us at safer@nsc.org

Thank you

For more information:

nsc.org/safer