

FAQs about COVID-19 Vaccination in the Workplace: For Workers

1 Will my employer require proof that I am vaccinated?

Whether an employer may require or mandate COVID-19 vaccination is a matter of state or other applicable law. If your employer requires you to provide proof that you received a COVID-19 vaccination from a pharmacy or your own healthcare provider, you do not need to provide any medical information as part of the proof.

Learn more from the U.S. Equal Employment Opportunity Commission (<https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>).



2 How will I remember to get the second shot?

Each person getting the COVID-19 vaccine will receive a vaccination record card to make sure they receive the correct vaccine for the second dose. You can also enroll in v-safe (<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/safety/vsafe.html>), a smartphone-based tool that uses text messaging and web surveys to provide personalized health check-ins after you receive a COVID-19 vaccination. V-safe will remind you to get your second COVID-19 vaccine dose if you need one.

3 What if I miss my second shot?

Some people who receive the first dose of COVID-19 vaccine may not be able to receive the second dose when their employer offers it. In those cases, they may complete the vaccine series by bringing their vaccination record card to another location in their area that is administering vaccine. You should not need to restart your series of shots. It is important that you get the same vaccine for both your first and second dose.

4 What if I can't be vaccinated for medical or religious reasons?

The Equal Employment Opportunity Commission (EEOC) (<https://www.eeoc.gov/laws/guidance/pandemic-preparedness-workplace-and-americans-disabilities-act>) has no position on COVID-19 vaccination. With a medical exemption, some people may be at risk for an adverse reaction because of an allergy to one of the vaccine components or a medical condition. CDC provides recommendations (<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/safety/allergic-reaction.html>) for people who have had allergic reactions to other vaccines and for those with other types of allergies. With a religious exemption, some people may decline vaccination because of a religious belief.

5 If I am employed by a contract firm or temporary help agency, what are my options to receive the COVID-19 vaccine?

If you are employed by a contract firm or temporary help agency, your staffing agency and the host employer are joint employers. Both are responsible for providing and maintaining a safe work environment. The responsibilities the staffing agency and the host employer should be described in their contract. They can be different, depending on the workplace conditions. (Protecting Temporary Workers – <https://www.cdc.gov/niosh/docs/2014-139/pdfs/2014-139.pdf?id=10.26616/NIOSH PUB2014139>)

It is important get the vaccine as soon as it is available to you. There are many ways to get the vaccine, such as a workplace vaccination program, your personal healthcare provider's office, a pharmacy, your local health department, or vaccination sites set up by your state or local government or local health systems. To learn what is available through your workplace, ask your employer if they are making vaccination available to employees. To learn about other options, contact your local health department (<https://www.cdc.gov/coronavirus/2019-ncov/php/open-america/hd-search/index.html>) or your personal healthcare provider.

6 If I am an independent contractor what are my options to get the COVID-19 vaccine?

Discuss your vaccination options with management at your work site. It is important to get the vaccine as soon as it is available to you. Possibilities include a work site vaccination program, your personal healthcare provider's office, a pharmacy, your local health department, or vaccination sites set up by your state or local government or local health systems. To learn what is available at the work site where you are an independent contractor, ask the work site manager if they are making vaccination available to independent contractors. To learn about other options, contact your local health department or your personal healthcare provider.

7 I work primarily at job sites that are not affiliated with my employer. How will I get the COVID-19 vaccine?

Discuss your vaccination options with your employer. It is important to get the vaccine as soon as it is available to you. Possibilities include your personal healthcare provider's office, a pharmacy, your local health department, or vaccination sites set up by your state or local government or local health systems. To learn about other options, contact your local health department or your personal healthcare provider.

8 I work rotating shifts or an alternative work schedule (two weeks on, two weeks off). How can I get vaccinated?

Discuss your vaccination options with your employer to find out if and when your employer is offering on-site vaccination. If no on-site vaccination is available, you may be able to receive your vaccination at your personal healthcare provider's office, a pharmacy, your local health department, or vaccination sites set up by your state or local government or local health systems. To learn about other options, contact your local health department or your personal healthcare provider.

9 After I'm vaccinated, can I stop practicing other preventive measures such as social distancing and wearing masks?

No. Stopping a pandemic as fast as possible requires using all the tools available. COVID-19 vaccination works by teaching your immune system how to recognize and fight the virus that causes COVID-19. This protects you from getting sick with COVID-19. It takes time for your body to build protection after any vaccination, and the COVID-19 vaccine may not protect you until a week or two after your second shot (dose). Other steps, like covering your mouth and nose with a mask and staying at least 6 feet away from others, help reduce your chance of being exposed to the virus and spreading it to others. Together, getting vaccinated for COVID-19 and following CDC's recommendations for how to protect yourself and others (<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>) will offer the best protection from getting and spreading COVID-19.

10 If I have side effects from COVID-19 vaccination, can I return to the workplace?

You should be able to return to your workplace after receiving the vaccine. Most people who get the vaccine have few or no side effects. Most side effects are mild, such as discomfort or swelling at the injection site. Some side effects that have been reported in the first few days after each dose, like fever, are normal signs that your body is building protection. These side effects may affect your ability to do some daily activities, but they typically go away within a few hours or days. However, if you experience a fever after vaccination, you may need to stay home from work pending further evaluation, including consideration for COVID-19 testing.

Learn about the difference between expected side effects (<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/expect/after.html>) and when it may be time to call a doctor. The vaccine will not give you COVID-19. However, you could have been exposed to the virus before getting vaccinated, so if you continue to feel sick, you should consider getting a COVID-19 test. It takes time for your body to build protection after any vaccination. The COVID-19 vaccine may not protect you until a week or two after your second shot (dose).

CDC and FDA encourage people to report possible side effects (called “adverse events”) to the Vaccine Adverse Event Reporting System (VAERS) (<https://vaers.hhs.gov/reportevent.html>). CDC is also implementing a new smartphone-based tool called “v-safe” to check in on people’s health after they receive a COVID-19 vaccine. If you enroll in v-safe (<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/safety/vsafe.html>) you can tell CDC if you have any side effects after getting a COVID-19 vaccine. If you report serious side effects, someone from CDC will call to follow up.

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Can I get a COVID-19 vaccine during the same visit with other vaccines?

Yes. People can get a COVID-19 vaccine and other vaccines at the same visit. They no longer need to wait 14 days between vaccinations. Experience with other vaccines has shown that the way our bodies develop protection, known as an immune response, after getting vaccinated and possible side effects of vaccines are generally the same when given alone or with other vaccines.

