



# UNION PRINCIPLES

## for COVID-19 Vaccination

Here are 7 Union Principles that SEIU is calling on all employers, public health officials and elected officials to follow during distribution of the COVID-19 vaccine. They offer an excellent model for other unions to build upon as they seek to promote vaccination while protecting their members' interests.

- 1 Vaccines are a proven technology to prevent the spread of disease.** The COVID-19 vaccine is a critical tool to protect our families, ourselves, and our communities as we fight to put an end to this deadly virus. We encourage our members to take the vaccine.
- 2 Vaccine distribution must be equitable and transparent** and must prioritize communities hardest hit by the virus, including essential workers, people with underlying health conditions and disproportionately impacted communities of color.
- 3 Vaccines must be provided free of charge,** and workers should be provided with paid time off if the vaccination process or recovery from any adverse side effects requires them to miss work. Workers are electing to be vaccinated to protect themselves and others, and to make their workplaces stronger and safer. They should not be penalized for needing time off to be vaccinated or if they suffer serious side effects.
- 4 Employers must not use vaccines as a substitute for worker safety** and infection control protocols nor for ensuring access to personal protective equipment. It is not yet known whether the vaccination prevents vaccinated individuals from infecting others. The vaccine was found to be 95% effective when tested under current conditions of near-universal masking. Employers must still provide workers with the highest level PPE recommended by the Centers for Disease Control and Prevention (CDC).
- 5 Vaccine distribution plans must include education and outreach** activities that involve essential workers and our communities deeply and meaningfully.
- 6 Outreach and distribution plans must recognize the impact of structural racism** in causing trauma and heightened levels of distrust about vaccination in Black and brown communities.
- 7 Vaccination should not be mandatory.** The best approach to encouraging universal vaccination is through education and outreach. Making it mandatory for employees to take a vaccine that is under emergency use authorization only could backfire and decrease trust in the employer and the new vaccine.

Get more information, including model contract language, at [www.wslc.org/COVID-vaccine](http://www.wslc.org/COVID-vaccine)