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COVID-19 VACCINATION: *THE EMPLOYER'S CHECKLIST*

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A. NICOLE STOVER, ESQ.

Partner, *Stradley Ronon
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CHRISSY MAGNOTTA, CCWS
Director of Client Engagement
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This presentation is for educational purposes only. It should not be construed as legal advice or opinion or as a substitute for the advice of counsel.

**The Starting Point:
What is the role of
the employer?
What is the role of
Human Resources
leaders?**



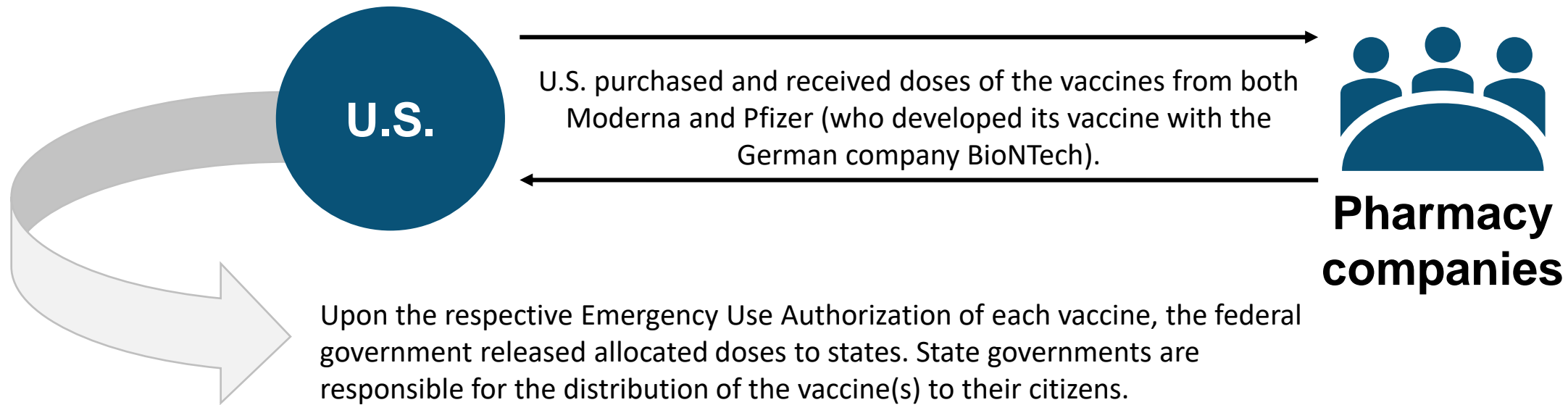
THE CHECKLIST - SIMPLIFIED

- **Establish a Vaccine Task Force**
- **Develop a Targeted Communication Plan**
- **Remove Obstacles to Vaccination**
- **Is Your Business Ready to Mandate? Ask Yourself These Questions**

The Cost of the COVID-19 Vaccine?



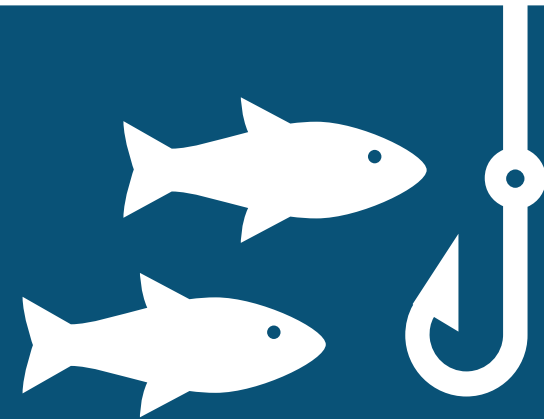
Before examining the possible cost of the COVID-19 vaccine, let's look at how the U.S. acquired the doses during this time period when there is a limited global supply of the vaccine.



In summary, the U.S. government is covering the ingredient cost of the COVID-19 vaccine with American taxpayer dollars. Hence, each American will be vaccinated for free.

There's a catch...

Vaccination providers will be able to charge an administration fee for providing the shot.



Here's who can be held responsible for paying the administration fee:

- Providers can have the fee reimbursed by **the patient's public or private insurance company**, so there is no cost to the consumer.
- The **Health Resources and Services Administration** will cover uninsured patients' administration fees.
- Most plans require zero cost-share for their employees, meaning this cost may also fall onto the shoulders of **insurers or plan sponsors**. This may vary depending on a business's individual plan or level of coverage.
- **For self-funded plans**, employers will be responsible for covering the administration cost. Most TPAs are following reimbursement rates in line with Medicare's published Fee for Service rates. If an employer has a pharmacy carve out, I advise they check with their specific vendor.

Where Can I Get the COVID-19 Vaccine?

The site of administration dictates the type of coverage the vaccine will fall under. Either the **medical or pharmacy benefit** will cover the vaccine's administration.



KEEP IN MIND: Both available vaccines require 2 doses. The second dose is typically administered 21 days after the first.



Vaccines administered at a pharmacy (like CVS for example) will be covered by the **pharmacy benefit**.



Vaccines administered at a doctor's office or another clinical site of care will be covered by the **medical benefit**.

Currently, it is not possible for employers to organize on-site COVID-19 vaccinations, like the flu shot clinics provided by some employers. It's important to stay in touch with legal and compliance updates on the COVID-19 vaccine as employers roll out the implementation of their COVID-19 vaccination policies for the workplace. Flexibility is key, as regulations may change.

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TOP THREE TIPS

- Don't Bury Your Head in the Sand
 - ⑩ Keep track of state distribution plans and industry developments
 - ⑩ Be prepared to answer questions and implement a communication plan
- Use Available Resources
 - ⑩ Check the CDC website for updated promotional materials
 - ⑩ Review the comprehensive checklist and article provided with the presentation materials
 - ⑩ Connect with others in your industry
- Lead by Example
 - Share fact-based resources only
 - Remind leaders not to ask employees/applicants if they will be vaccinated or to make statements politicizing vaccination
 - Avoid speculating to employees about whether vaccination will be mandated or not





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