



Guidance on the Covid-Free Workplace Plan

The Covid-Free Workplace plan is the beginning of a new reality brought about by the pandemic

- The Biden administration's strong encouragement that federal employees, federal contractors and some private employees get vaccinated is a sign of what is to come for the workforce in general
- Many laws designed to protect public health – including seatbelt laws, helmet laws and smoking bans – were met at first with loud public opposition
- We don't even think about those laws today

The facts and public opinion support the Covid-Free Workplace Plan

- The vaccine is saving lives, keeping people out of the hospital and enabling us to return to a more normal way of life
- The vaccine works best when we're all vaccinated, including protecting children who aren't yet eligible to receive the vaccine
- As the Delta variant - an even more contagious form of the COVID-19 disease - has emerged, more Americans support getting the vaccine and the implementation of the Covid-Free Workplace Plan, especially in those areas that have been most affected by people being infected by the Delta variant

You are going to hear from some members who oppose the Covid-Free Workplace Plan

- Keep in mind that the vast majority of IFPTE members have gotten vaccinated or are going to get vaccinated due to the Covid-Free Workplace Plan
- Those members who have gotten vaccinated are usually not going to call Local Unions or the International to say that they support the Covid-Free Workplace Plan
- A very small minority who oppose the Covid-Free Workplace Plan and do not believe the vaccine is effective will reach out to the union to share their concerns, as they should

As union leaders, we have an important role to play in this process

- We need to listen to our members and do our best to answer their questions
- We need to be partners with our employers in this instance, working together to keep our members and their families safe
- We need to negotiate the impact and implementation of the Covid-Free Workplace Plan in order to enforce our collective bargaining agreements and protect our members' rights

The International is a resource for you and your members throughout this process

- We are in daily contact with the Biden administration and the AFL-CIO about the Covid-Free Workplace Plan and the pandemic in general
- We will try to get any information, data or answers to questions that you need in order to serve your members
- We welcome any suggestions that you have about how we can communicate with our members to help inform and support them during this difficult time