

# COVID-19 VACCINE TOOLKIT FOR LONG-TERM & CONGREGATE CARE

January 2021

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# CONTACT INFORMATION

## **Pharmacy Partnership Programs**

**CVS Website:** <https://www.omnicare.com/covid-19-vaccine-resource>

**Walgreens Website:** <https://www.walgreens.com/topic/findcare/long-term-care-facility-covid-vaccine.jsp>

\*If not enrolled in the pharmacy program, please complete this form [PA Long-Term Care Facility State COVID-19 Vaccination Partnership](#) or reach out to [ra-dhccovidvax@pa.gov](mailto:ra-dhccovidvax@pa.gov).

For additional questions about the vaccine,  
contact the PA Health Hotline: 1-877-724-3258

# PHARMACY PARTNERSHIP PROGRAM

The federal government established the [Federal Pharmacy Partnership \(FPP\)](#) program for long-term care and other residential facilities in order to help vaccinate one of the highest risk populations--persons who live and work in those facilities. This program will provide vaccine directly to the pharmacy partners who will handle all parts of the LTCF vaccination process.

## **Additional Information**

**PA DOH** – [Long Term Care Facility COVID-19 Vaccine Questions](#)

**CDC** – [Pharmacy Partnership for Long-Term Care Program for COVID-19 Vaccination Frequently Asked Questions](#)

**AHCA / NCAL** - [Pharmacy Partnership for Long Term Care Program Overview & Frequently Asked Questions](#)

# DEPARTMENT OF HUMAN SERVICES- RITE AID VACCINATION PARTNERSHIP

Long-term and congregate care settings not enrolled with the federal pharmacy partnership program may be eligible for vaccination through a partnership between DHS and Rite Aid. Phase IA facilities eligible for this vaccination through this partnership will be contacted in the near future by their licensing office with details to assist them to prepare for vaccinations and vaccination clinic schedules for their area. This effort is separate from the Retail Pharmacy Partnership program, so please wait for further direction and **do not contact Rite Aid locations directly.**

If you have questions about this process, please email your licensing office:

- The Office of Developmental Programs: [RA-PWODPEMRGNCYRSPRQ@pa.gov](mailto:RA-PWODPEMRGNCYRSPRQ@pa.gov)
- The Office of Long-Term Living: [RA-PWOLTLCOVID-19@pa.gov](mailto:RA-PWOLTLCOVID-19@pa.gov)
- The Office of Mental Health and Substance Abuse Services: [RA-PWOMHSASCOVID-19@pa.gov](mailto:RA-PWOMHSASCOVID-19@pa.gov)

# PENNSYLVANIA HEALTH ALERT NETWORK (HAN)

**HAN 516** – Return to Work for Healthcare Personnel with Confirmed or Suspected COVID-19

**HAN 517** – Discontinuation of Transmission-Based Precautions for Patients with COVID-19

**HAN 541** – Infection Prevention and Control Considerations for Healthcare Personnel with Signs and Symptoms Following COVID-19 Vaccination

**HAN 542** – Infection Prevention and Control Considerations for Residents of Long-term Care Facilities with Signs and Symptoms Following COVID-19 Vaccination

**HAN 545** – COVID Vaccination Indicators and Contraindications

**Additional PA HANs and updates can be found [here](#) at Pennsylvania Department of Health's website.**

# RESOURCES

# COVID-19 Vaccine Guidance

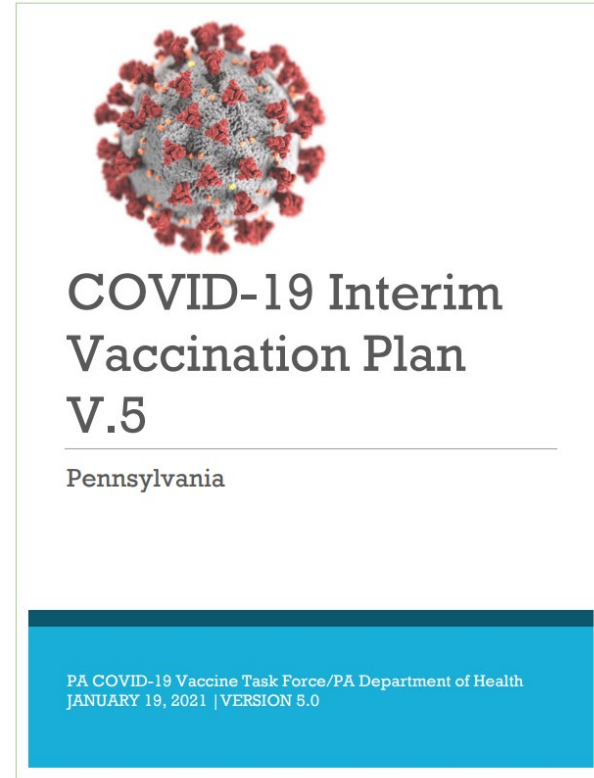
**Pennsylvania Department of Health**  
[COVID-19 Vaccines](#)

**Pennsylvania Department of Health**  
[COVID-19 Vaccination Plan](#)

**Pennsylvania Department of Health**  
[COVID-19 Vaccine Frequently Asked Questions](#)

**AMDA Toolkit**  
[COVID-19 Vaccine Education Toolkit](#)

**CDC Vaccination Toolkit**  
[Long-Term Care Facility Toolkit: Preparing for COVID-19 Vaccination at Your Facility](#)





# COVID-19 Vaccine Clinical Information

## CDC Clinical Considerations

### Interim Clinical Considerations for Use of mRNA COVID-19 Vaccines Currently Authorized in the United States

## Pennsylvania Department of Health Different COVID-19 Vaccines and Vaccine Safety

## AHCA / NCAL COVID-19 Vaccine Clinical Questions

## Guidance on Staffing Consideration Post-Vaccination for COVID-19

## COVID-19 Vaccine Employment Questions

### Answering Common Questions: Long-Term Care Residents

#### LONG-TERM CARE RESIDENTS AND LOVED ONES: Answering Common Questions About COVID-19 Vaccines

Based on [recommendations](#) from the [Advisory Committee on Immunization Practices \(ACIP\)](#), an independent panel of medical and public health experts, the Centers for Disease Control and Prevention (CDC) recommends residents of long-term care facilities (LTCFs) be included among those offered the first supply of COVID-19 vaccines. Making sure LTCF residents can receive COVID-19 vaccination as soon as vaccine is available will help save the lives of those who are at the highest risk for infection and severe illness from COVID-19.

CDC has provided frequently asked questions and answers especially for LTCF residents and their families to help everyone understand the importance of COVID-19 vaccination. The information below is especially tailored to help answer questions before vaccination. [The CDC website](#) offers many other free tools in multiple languages to help answer common questions that are not specific to LTCF residents.

#### Q Can residents and loved ones feel confident that COVID-19 vaccines are safe?

Yes. The safety of COVID-19 vaccines is a top priority. All of the vaccines that will be used have gone through the same safety tests and meet the same safety standards as other vaccines. To help make important medical products, including vaccines, available quickly during the COVID-19 pandemic, the U.S. Food and Drug Administration (FDA) can use what is known as an [Emergency Use Authorization \(EUA\)](#). For an [EUA](#) to be issued for a vaccine, for which there is adequate manufacturing information to ensure quality and consistency, FDA must determine that the known and potential benefits outweigh the known and potential risks of the vaccine.

The U.S. vaccine safety system monitors the safety of all vaccines, including COVID-19 vaccines, to ensure they are as safe as possible. As people begin receiving COVID-19 vaccinations, CDC and FDA will continue to

closely monitor vaccine safety. Learn more about [COVID-19 vaccine safety monitoring](#).

#### Q Do the benefits of vaccination outweigh the possible risks?

After a review of all the available information, ACIP and CDC agreed that the lifesaving benefits of vaccinating LTCF residents against COVID-19 outweigh the possible risks. COVID-19 vaccines that are being delivered to LTCFs were tested in large studies that included adults age 65 and older. The study results showed that the vaccines were safe and provided protection from COVID-19 in these older adults.

#### Q What are the possible side effects?

The most common side effect is pain at the injection site, and some individuals experience symptoms like fever and chills. These side effects tend to be mild to moderate and go away quickly. These side effects are signs that the immune system is doing exactly what it is supposed to do. It is working and building up protection against the disease. Serious side effects after vaccination were very rare.

[www.cdc.gov/vaccines/covid-19](http://www.cdc.gov/vaccines/covid-19)

#### LONG-TERM CARE FACILITY STAFF: Answering Common Question

Based on [recommendations](#) from the [Advisory Committee on Immunization Practices \(ACIP\)](#), an independent panel of medical and public health and Prevention (CDC) recommends that both long-term care facilities (LTCFs) be included among vaccines.

You are on the front lines and risk being exposed vaccination can protect not only you from getting your family members who may have underlying severe illness from COVID-19.

#### Q Why is it important that LTCF staff receives COVID-19 vaccine, even if LTCF residents are vaccinated?

Receiving a COVID-19 vaccine is an important step to prevent getting sick with COVID-19 disease. HCP, including LTCF staff, were placed first in line to receive COVID-19 vaccine because of their essential role in fighting this deadly pandemic and their increased risk of getting COVID-19 and spreading it to their patients. The decision to get vaccinated protects more than just your health. It can also help protect your colleagues, facility residents, families, and communities.

#### Q Will I still need to wear masks, gowns, or personal protective equipment in the facility after receiving COVID-19 vaccination?

Yes. COVID-19 vaccines will be an important tool to help stop the pandemic. However, staff members who have been vaccinated should continue to follow all [current guidance](#) to protect themselves and others, including proper use of [personal protective equipment](#). Because we need to use all the prevention tools available, you should continue to cover your nose and mouth with a mask when around others, avoid close contact with people who are sick, stay 6 feet away from others, avoid crowds, and clean your hands often.



The combination of getting vaccinated and following CDC's [recommendations to protect yourself and others](#) will offer the best protection from COVID-19.

#### Q Are COVID-19 vaccines being held to the same safety standards as other vaccines in the United States?

Yes. COVID-19 vaccines are being held to the same safety standards as all other vaccines. Several expert and independent groups evaluate the safety of vaccines being given to people in the United States. After a review of all the available information, CDC and ACIP agree that the lifesaving benefits of vaccinating LTCF residents against COVID-19 outweigh the possible risks.

#### Q Can I feel confident that COVID-19 vaccines are safe?

Yes. The safety of COVID-19 vaccines is a top priority. COVID-19 vaccines are being held to the same safety standards as all other vaccines. All COVID-19 vaccines being administered to LTCF staff and residents were tested in clinical trials involving tens of thousands of people to make sure they meet safety standards and protect adults of different ages, races, and ethnicities. There were no serious safety concerns. CDC and the FDA will keep monitoring the vaccines to look for safety issues after they are authorized and in use.



[www.cdc.gov/vaccines/covid-19](http://www.cdc.gov/vaccines/covid-19)

### Answering Common Questions: Long-Term Care Staff


# COVID-19 Vaccine Communication Strategies

## Staff & Resident Resources

- [CDC Vaccine Communication Checklist](#)
- [CDC COVID-19 Vaccination Conversation Starter](#)
- [CDC Tactics for Effectively Communicating with Staff](#)
- [AHCA / NCAL LTC Facility Key Talking Points](#)

## Media Resources

- [Tips for Working with the Press During COVID-19 Vaccine Distribution](#)
- [Vaccine Campaign Media Messaging](#)
- [Template Media Advisory](#)
- [Template Press Release](#)



The American Health Care Association & National Center for Assisted Living  
**COVID-19 Vaccination:**  
Tactics for Effectively Communicating with Staff

The long term care (LTC) profession is at the forefront of the COVID-19 vaccine distribution process. LTC will play a key role in reducing the prevalence and impact of COVID-19 and promoting vaccine safety and uptake. Ensuring staff in all LTC and senior living settings receive the COVID-19 vaccine will be vital in saving lives.

There are several tactics facilities and companies can implement to build confidence in the vaccine among staff.

**1. Communicate often and in multiple ways to emphasize the importance of getting vaccinated.**

Examples include:

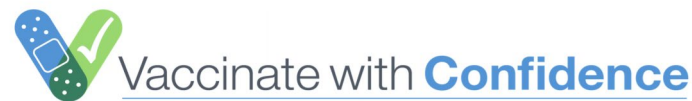
- **Existing Opportunities:** Dedicate time at regular staff meetings to share information. Allow staff to share their thoughts and concerns openly, honestly, and without fear of being judged. Be clear it is a safe space.
- **Electronic Communications:** Provide information promoting vaccine confidence and safety in emails, e-newsletters, on the company's intranet, and other electronic communication. Provide new information, data, and positive media coverage as it becomes available. Resources and template materials can be found on AHCA/NCAL's [#GetVaccinated](#) webpage.
- **Promotional Videos:** Develop promotional videos showcasing why staff are planning to get vaccinated, or with footage of previous vaccination clinics.
- **Social Media:** Take advantage of social media to build confidence about the vaccine from peers. Be sure to use the hashtag [#GetVaccinated](#). Sample content might include:
  - **Showing staff members** who have chosen to get the vaccine doing just that, and share their positive stories.
  - **Videos from a medical expert** to help explain why it's important and safe to be vaccinated. Examples can be found on the AHCA/NCAL [#GetVaccinated](#) webpage.
  - **Positive media stories** about the vaccine.
  - **Highlight new resources** (such as webinars) from your state association, [AHCA/NCAL](#), [CDC](#), [FDA](#), and other key organizations.

**2. Schedule a town hall meeting:** Town hall meetings are powerful tools to communicate information about the vaccine and provide an open forum for staff to share concerns. This can be done in the center or virtually, depending on time and capabilities.

1 January 11, 2021

# Building COVID-19 Vaccine Confidence

## CDC Vaccinate with Confidence Strategy



CDC's Strategy to Reinforce Confidence in COVID-19 Vaccines

- Build Trust**
  - Objective: Share clear, complete, and accurate messages about COVID-19 vaccines and take visible actions to build trust in the vaccine, the vaccinator, and the system in coordination with federal, state, and local agencies and partners.
  - ✓ Communicate transparently about the process for authorizing, approving, making recommendations for, monitoring the safety of, distributing, and administering COVID-19 vaccines, including data handling.
  - ✓ Provide regular updates on benefits, safety, side effects and effectiveness; clearly communicate what is *not* known.
  - ✓ Proactively address and mitigate the spread and harm of misinformation via social media platforms, partners, and trusted messengers.
- Empower Healthcare Personnel**
  - Objective: Promote confidence among healthcare personnel\* in their decision to get vaccinated and to recommend vaccination to their patients.
  - ✓ Engage national professional associations, health systems, and healthcare personnel often and early to ensure a clear understanding of the vaccine development and approval process, new vaccine technologies, and the benefits of vaccination.
  - ✓ Ensure healthcare systems and medical practices are equipped to create a culture that builds confidence in COVID-19 vaccination.
  - ✓ Strengthen the capacity of healthcare professionals to have empathetic vaccine conversations, address myths and common questions, provide tailored vaccine information to patients, and use motivational interviewing techniques when needed.
- Engage Communities & Individuals**
  - Objective: Engage communities in a sustainable, equitable and inclusive way—using two-way communication to listen, build trust, and increase collaboration.
  - ✓ Empower vaccine recipients to share their personal stories and reasons for vaccination within their circles of influence.
  - ✓ Work with health departments and national partners to engage communities around vaccine confidence and service delivery strategies, including adaptation of vaccination sites to meet community needs.
  - ✓ Collaborate with trusted messengers—such as faith-based and community leaders—to tailor and share culturally relevant messages and materials with diverse communities.

\*Personnel = All staff working in healthcare settings, including physicians, PAs/NPs, nurses, allied health professionals, pharmacists, support staff, and community health workers 12/6/20

<https://www.cdc.gov/vaccines/covid-19/downloads/vaccinate-with-confidence.pdf>

## CDC Toolkit

[Preparing Staff for COVID-19 Vaccination](#)

[Preparing Residents for COVID-19 Vaccination](#)

## How to Build Healthcare Personnel's Confidence in COVID-19 Vaccines

Three Reasons Why You Were Given Top Priority to Be Vaccinated Against COVID-19



Getting 'Back to Normal' Is Going to Take **All of Our Tools**

If we use all the tools we have, we stand the best chance of getting our families, communities, schools, and workplaces "back to normal" sooner:

- Get vaccinated.
- Wear a mask.
- Stay 6 feet from others, and avoid crowds.
- Wash hands often.

Lead th  
Encourage your cowo  
and friends to c



www.



[www.cdc.gov/coronavirus/vaccines](https://www.cdc.gov/coronavirus/vaccines)

## Vaccine Posters for Healthcare Workers:

<https://www.cdc.gov/vaccines/covid-19/downloads/all-of-our-tools.pdf>

<https://www.cdc.gov/vaccines/covid-19/downloads/top-priority-for-vaccination.pdf>

<https://www.cdc.gov/vaccines/covid-19/downloads/why-get-vaccinated.pdf>



# Video Resources

## **Building COVID-19 Vaccine Confidence**

Why Should I Get the COVID-19 Vaccination?:

<https://www.youtube.com/watch?v=IML2OLihxSQ&feature=youtu.be>

Why Should I Get the COVID-19 Vaccine Now When I Can Wait to See What Happens?:

<https://www.youtube.com/watch?v=uVWfoonw4-yg&feature=youtu.be>

Why I Choose HOPE: <https://www.youtube.com/watch?v=GSimEOEwHro&feature=youtu.be>

COVID-19 Vaccine – Choose HOPE: <https://www.youtube.com/watch?v=soY2B9ZPI n4&feature=youtu.be>

## **Additional Vaccine Information**

Does the COVID-19 Vaccine Cause Allergic Reactions?

<https://www.youtube.com/watch?v=tQr3wP269I0&feature=youtu.be>

What are the Side Effects of the COVID-19 Vaccine?:

<https://www.youtube.com/watch?v=mppvtR2Tomo&feature=youtu.be>

How was the COVID-19 Vaccine Developed So Quickly:

<https://www.youtube.com/watch?v=6hFQcplU7Sg&feature=youtu.be>

Will the COVID-19 Vaccine Cause Infertility: <https://www.youtube.com/watch?v=b3-BCUmEYg0&feature=youtu.be>



# ADDITIONAL POSTERS & TEMPLATES

# Why Get Vaccinated?

## To Protect Yourself, Your Coworkers, Your Patients, Your Family, and Your Community

- Building defenses against COVID-19 in this facility and in your community is a team effort. And **you** are a key part of that defense.
- Getting the COVID-19 vaccine adds **one more layer of protection** for you, your coworkers, patients, and family.



Here are ways you can **build people's confidence** in the new COVID-19 vaccines in your facility, your community, and at home:

- ✓ **Get vaccinated** and enroll in the **v-safe** text messaging program to help CDC monitor vaccine safety.
- ✓ **Tell others why** you are getting vaccinated and encourage them to get vaccinated.
- ✓ **Learn how to have conversations** about COVID-19 vaccine with coworkers, family, and friends.



[www.cdc.gov/coronavirus/vaccines](http://www.cdc.gov/coronavirus/vaccines)

# Three Reasons Why You Were Given Top Priority to Be Vaccinated Against COVID-19



- 1 You are on the front lines and risk being exposed to people with COVID-19 each day on the job.
- 2 Protecting you also helps protect your patients and your family, especially those who may be at higher risk for severe illness from COVID-19.
- 3 You matter. And you play an essential role in keeping your community healthy.

*Lead the way!*

**Encourage your coworkers, patients, family and friends to get vaccinated.**



[www.cdc.gov/coronavirus/vaccines](http://www.cdc.gov/coronavirus/vaccines)

# Getting 'Back to Normal' Is Going to Take **All of Our Tools**

If we use all the tools we have, we stand the best chance of getting our families, communities, schools, and workplaces "back to normal" sooner:

Get vaccinated.



Wear a mask.



Stay 6 feet from others,  
and avoid crowds.



Wash  
hands often.



[www.cdc.gov/coronavirus/vaccines](http://www.cdc.gov/coronavirus/vaccines)



# Reasons to Get Vaccinated Against COVID-19 Today

- 1 You are at high risk for infection and serious illness from COVID-19.
- 2 By getting vaccinated, you are protecting yourself, the people you live with, your family members, and the people who care for you.
- 3 You matter to us and play an essential role in keeping your community healthy.



*Lead the way!*

**Encourage your fellow residents,  
family, and friends to get vaccinated.**



# Get Vaccinated. Stop the Pandemic. Save Lives!



## WHY IS IT IMPORTANT TO GET VACCINATED FOR COVID-19?

- It will help you keep your residents, family members, and co-workers safe.
- It will also help keep you from getting sick or seriously ill from COVID-19.
- This vaccine will help stop the pandemic.

## HOW DO I KNOW THIS VACCINE IS SAFE?

- The vaccines have been heavily tested in over 60,000 people and trial data rigorously examined.
- Most adverse events to vaccines, although rare, occur within a few weeks to months.
- The clinical trials for both vaccines involved over 70,000 people who were followed two months after the second dose.

## ARE THERE SIDE EFFECTS?

- Some people will experience symptoms that mimic COVID-19, but most are minimal and last only one or two days. This shows the vaccine is working and your body is building protection.
- You may experience:
  - Pain, swelling, or redness at the injection site.
  - General symptoms up to two days after injection such as fever, chills, fatigue, muscle or joint pain, or headaches.
- Most symptoms can be managed with acetaminophen or ibuprofen (Tylenol or Advil). If you experience more severe side effects, please contact your physician.

## DO THESE VACCINES CAUSE ALLERGIC REACTIONS?

- Anaphylactic reactions have been reported in a small number of people who have taken the Pfizer vaccine. We are still learning more about what is causing these rare but serious reactions. Once vaccinated, you will be monitored for 15 to 30 minutes to ensure you do not experience this reaction.
- If you have a history of anaphylactic allergic reactions, talk to your doctor or pharmacist before receiving the vaccine. Seasonal allergies, pet allergies, etc. that do not cause anaphylaxis are not associated with allergies to this vaccine.

## DO THESE VACCINES AFFECT FERTILITY IN FEMALES?

- No. A rumor was started on social media that falsely claims this vaccine causes infertility. There is no known link between the vaccine and infertility. In fact, 12 women in the Pfizer vaccine trial and six in the Moderna vaccine trial became pregnant after being vaccinated. This is the same rate as those who received the placebo in the trials. Also, women who have recovered from COVID-19 and developed the same antibodies your body makes after the vaccine have become pregnant, too.

## DO I STILL HAVE TO WEAR PPE AFTER GETTING THE VACCINE?

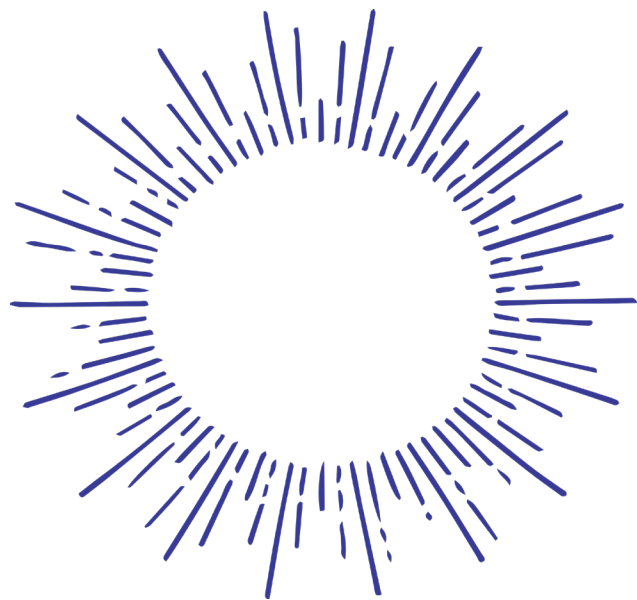
- You should continue to take all necessary precautions after getting the vaccine, including wearing personal protective equipment and conducting regular testing. This will continue to keep residents and staff safe.

I got the  
vaccine so  
we can...

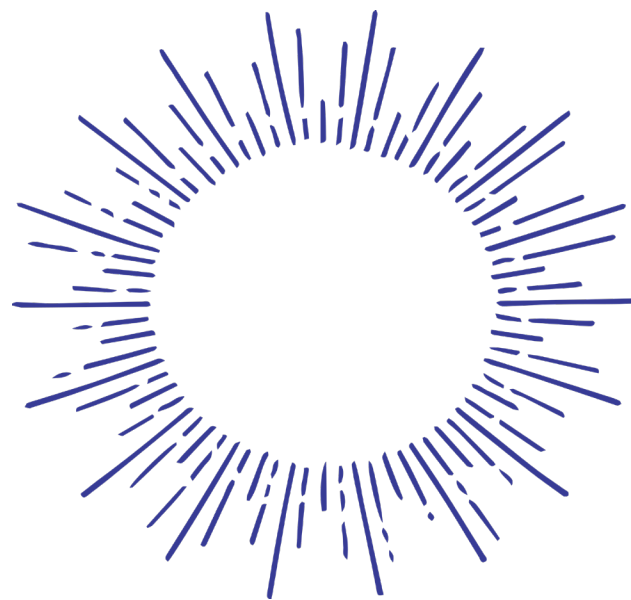
Your Logo Here

Additional Vaccine Information

I got vaccinated so  
we can...



I got vaccinated so  
we can...



SAMPLE CAMPAIGN  
COUNTRY MEADOWS: CHOOSE HOPE



# Choose H.O.P.E

Helping to Overcome the Pandemic for Everyone

Ready. Set. Educate.

# COVID-19 Vaccination Education

Campus Playbook



Ecumenical Retirement  
COMMUNITY



COUNTRY MEADOWS  
RETIREMENT COMMUNITIES

# It's time



## **It's time.**

We've been fighting this fight, running this marathon, bearing this burden for nine long months. Following the guidelines and even creating our own—all for the best interest of our staff and residents. Always. Now, it's time to do even *more*.

*More encouragement.* We need to encourage our team and customers to be even more safe and even more protected.

*More education.* We need to educate them of the truths if they do get vaccinated and realities if they don't.

We know what this disease can do. We've listened. We've learned. We've lost.

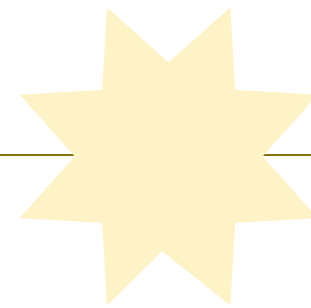
Now, it's time to do even more. It's time to **choose H.O.P.E.**

*Shirley Meredith*

Participation is critical.

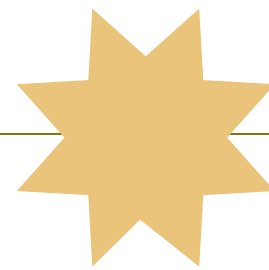
# Efforts to Promote Vaccinations

Three stages



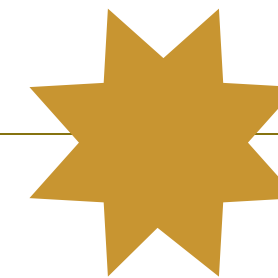
## **Stage #1: Pre-clinics**

Staff and resident  
education prior to  
committing to  
vaccination



## **Stage #2: Clinics**

Communication  
of clinics and  
details



## **Stage #3: Post-clinics**

Recognition and  
appreciation  
messaging



Stage #1: Pre-clinics

# Educating & encouraging participation

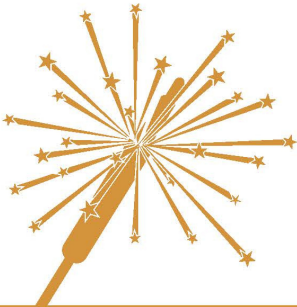
## FAQs Poster

Print 11X17 & post in staff common areas.



Wearing a mask and social distancing help reduce your chance of being exposed to COVID-19 or spreading it to others, but these measures are not enough. By choosing to get vaccinated, you are choosing H.O.P.E. (Helping to Overcome the Pandemic for Everyone). Your individual choice gives us the chance to end this pandemic, together.

**Please choose to participate and choose H.O.P.E.**



We heard from you in our recent co-worker survey with questions about the COVID-19 vaccination. We created one space to share answers to each question and invite you to ask even more on topics like:

- Safety of the vaccine
- Human Resources guidelines
- Details unique to you

Visit [CountryMeadows.com/HOPE](https://CountryMeadows.com/HOPE) or scan this QR code for answers by our expert clinical and HR teams and an anonymous online form to ask more questions.



**Your choice. Everyone's benefit.**



#ChooseHOPE



## Video & Landing Pages

View & visit for overall education & answers to common questions.



*For co-workers:*

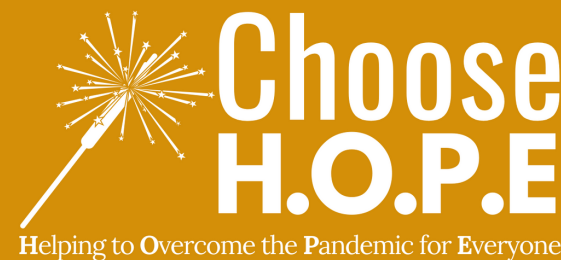
[CountryMeadows.com/HOPE](https://CountryMeadows.com/HOPE)

*For residents:*

[CountryMeadows.com/Vaccine](https://CountryMeadows.com/Vaccine)  
[EcumenicalRetirement.org/Vaccine](https://EcumenicalRetirement.org/Vaccine)

## ED & DON Badges

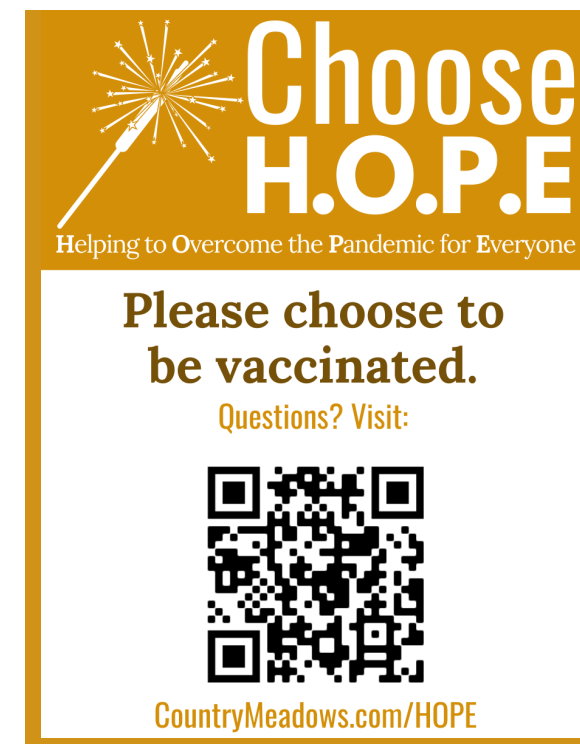
Pin proudly on shirt throughout work day.



**Your choice. Everyone's benefit.**

## Reminders

Place 3X4 cards in smaller staff areas like bathrooms, sign-up sheets, etc. Text one-liners & URL via OnShift & post in PCC.



One-liner Reminders

*You've seen the alternative. Get vaccinated.*

*Vaccination questions? Visit [URL]*

*Your Choice. Everyone's Benefit. Vaccination info: [URL]*

*Choose our residents. Choose H.O.P.E.*

*Let's Choose H.O.P.E. Together.*

*Lives are at stake. Choose H.O.P.E.*

## Stage #2: Clinics

Poster  
Template

# Choose H.O.P.E

Helping to Overcome the Pandemic for Everyone

Wearing a mask and social distancing help reduce your chance of being exposed to COVID-19 or spreading it to others, but these measures are not enough.

By choosing to get vaccinated, you are choosing H.O.P.E.

(Helping to Overcome the Pandemic for Everyone).

Your individual choice gives us the chance to end this pandemic, together.

***Please choose to participate and choose H.O.P.E.***

[Add consent form distribution or any other related clinic details here. Include all clinic dates if given at one time or note which clinic this is: 1<sup>st</sup>, 2<sup>nd</sup> for 1<sup>st</sup> dose or 3<sup>rd</sup> for 2<sup>nd</sup> dose]

**Clinic Date:** January XX

**Times:** X am – X pm

**Location:** Staff: XXXXX

**Residents:** in your apartment

Please note: these clinic dates are set by CVS without our control. At this time, these are the **only** dates available to receive the vaccination. The current vaccine is administered in two doses. It is necessary for you to participate in person in one of the 1<sup>st</sup> two clinics for the 1<sup>st</sup> dose and the 3<sup>rd</sup> clinic for the 2<sup>nd</sup> dose. Receiving only one of the two doses invalidates the vaccine's effect.

**Still have questions? See our Wellness Office or visit**

(for co-workers) [www.CountryMeadows.com/HOPE](http://www.CountryMeadows.com/HOPE)

(for residents) [www.CountryMeadows.com/Vaccine](http://www.CountryMeadows.com/Vaccine)

or [www.EcumenicalRetirement.org/Vaccine](http://www.EcumenicalRetirement.org/Vaccine)



## One-liner Reminders

*Choose H.O.P.E. Get vaccinated.*

*The time is now. Don't wait.*

*Our residents can't risk you  
to "wait & see." Act now!*

*Choose to participate.  
Choose H.O.P.E.*

*Choose H.O.P.E.  
Choose Now!*

*You've been part of this fight.  
Don't stop now.*

# Communicating clinics

- Add your campus clinic information in template and post and distribute to staff and residents.
- Text one-liner reminders of clinic dates via OnShift and post in PCC.
- Provide complimentary pre-packaged meals, snacks, treats outside staff vaccination area.
- Place portable Novaerus air purifiers in vaccination area.
- Consider offering special menu for residents day of clinics as a thank-you.



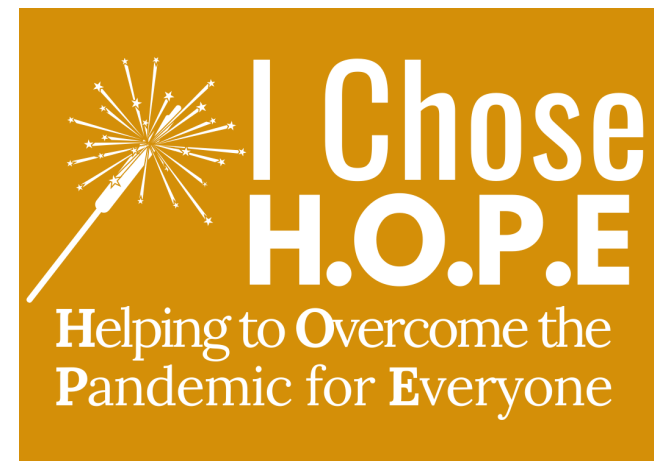
Stage #3: Post-clinics

# Recognizing, validating, appreciating

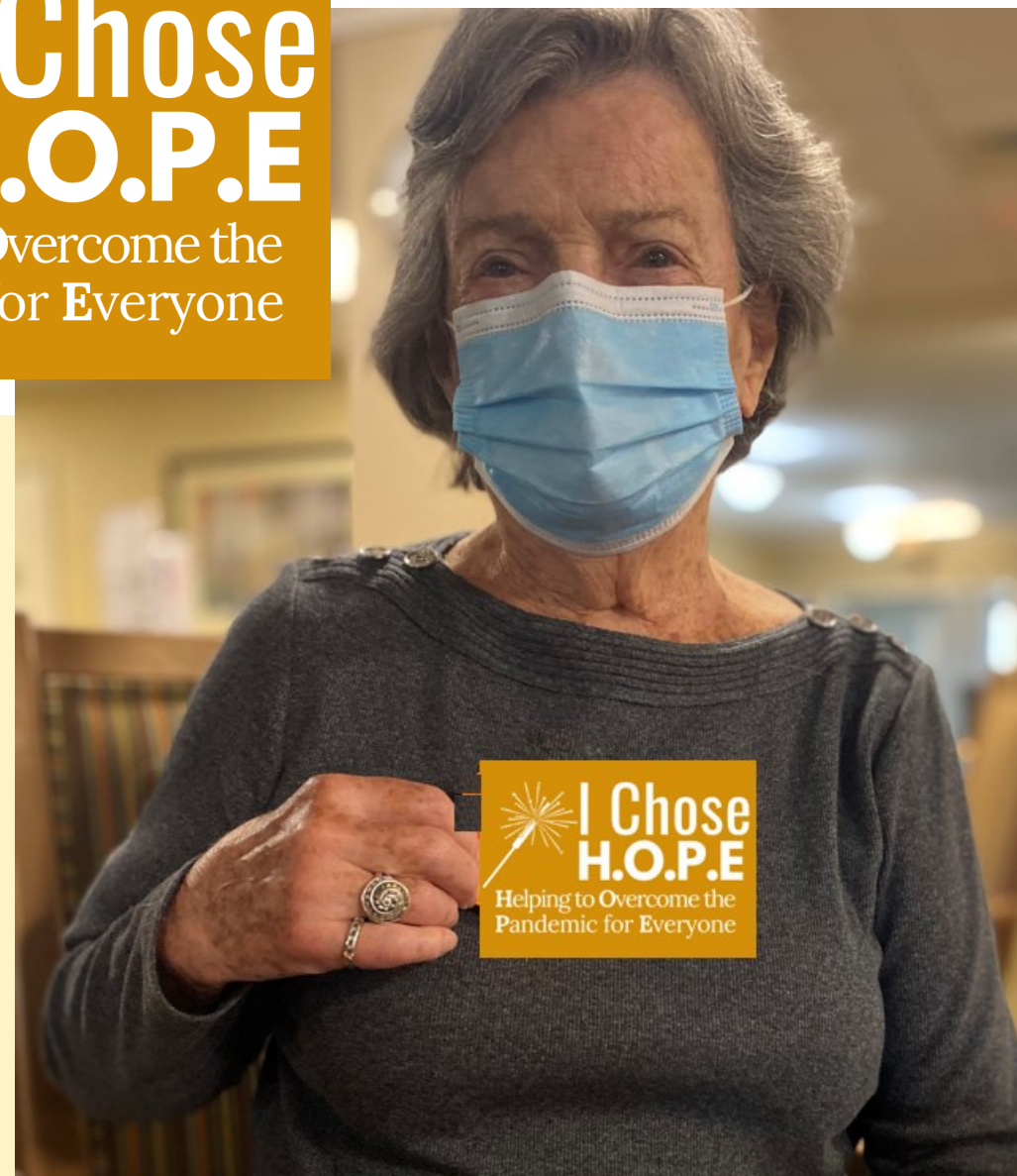
**Vaccinated Co-worker Name Badge Ribbon**




**Vaccinated Resident Sticker**



**Vaccinated Resident Thank-you ED Letter Template**





Thank you for  
your efforts to  
do even *more*.

Your Home Office Team

Choose

HO

PE

# Choose H.O.P.E

Helping to Overcome the Pandemic for Everyone

*Prepared for our Co-workers*

## *Your Choice. Everyone's Benefit.*

Wearing a mask and social distancing help reduce your chance of being exposed to COVID-19 or spreading it to others, but these measures are not enough. By choosing to get vaccinated, you are choosing H.O.P.E. (Helping to Overcome the Pandemic for Everyone).

Your individual choice gives us the chance to end this pandemic, together.

*Below you will find answers from our clinical and HR Home Office teams to your questions about the COVID-19 vaccinations based on available information from health agencies (and is subject to change if new details are published). We hope this information provides helpful references in making your choice to be vaccinated.*

### Safety of the Vaccine:

#### **Is the vaccine really effective?**

The vaccines from both Pfizer and Moderna are showing 94-95% efficacy in preventing COVID-19 during this trial phase.

#### **Which brand of the vaccine will we be getting?**

We will receive whichever CVS Pharmacy is administering at the time of our clinics. Likely it will be the Pfizer vaccine since it was the first to be in mass circulation after being authorized by the U.S. Food and Drug Administration (FDA) for Emergency Use Authorization (EUA).

#### **Can the vaccine give me the virus? (and, what is in the vaccine?)**

None of the vaccines contains live or killed viral particles so there is no chance of getting the disease from the vaccines. On the contrary, the goal is to give your body the tools it needs to fight COVID-19 effectively and/or prevent you from getting it at all.

#### **What are the side effects?**

Know that during the U.S. trials no significant safety concerns were identified. Short-term side effects are mild to moderate in severity. They may include fever, headaches and muscle aches and occur within the 1<sup>st</sup> three days of vaccination. This is because the 1<sup>st</sup> shot primes the immune system, helping it recognize the virus, and the 2<sup>nd</sup> shot strengthens the immune response. These side effects are normal and are signs your body is building up immunity.

#### **I am concerned the vaccine causes cancer.**

mRNA technology is being used in the vaccine development and already has been successfully used in cancer treatments.

*(continued)*



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### **Is there reason to be concerned about the speed at which the vaccine was developed?**

No steps are skipped in the safety evaluation process. The development of the vaccine was able to be accelerated due to:

- Emergency government funding availability to start vaccine production prior to trial completion;
- Experts around the world working together on the same problem in an unprecedented way never done before;
- Steps in the process happened simultaneously vs. sequentially.

The COVID-19 vaccines are being held to the same safety standards as all vaccines. The U.S. Food and Drug Administration and the Advisory Committee of Immunization Practices which is an independent body of qualified scientific and clinical experts review all the safety data before recommending use

### **Is there a tracking chip in the vaccine?**

A video shared over thousands of times on Facebook makes false claims about the optional microchip that could be contained within the vaccine. The video alleges the microchip “would give officials information on who has and has not been vaccinated” and “track the location of the patient.” **These claims are false.** There is an optional identification chip that could be part of the syringe’s label which would allow the healthcare provider to confirm the vaccine has not expired. This technology is purely optional, and the U.S. government hasn't even decided if they're going to use it.

### **Access to the Vaccine:**

#### **Is Country Meadows and Ecumenical Retirement Community offering the vaccine to our staff and residents?**

Yes, plans for the roll-out at all of our campuses are underway. According to the government program, staff and residents of long-term care facilities are included in the 1<sup>st</sup> prioritized group. We have partnered with CVS through the Centers for Disease Control (CDC) and are working with their local pharmacies to schedule our upcoming clinics. Both current staff and residents will have access to receive the vaccine through these campus clinics.

#### **Is all staff in every department eligible for the vaccine?**

Yes, all co-workers, including those in non-direct care positions, are considered healthcare professionals and qualify within this 1<sup>st</sup> prioritized group.

#### **Is Country Meadows/Ecumenical mandating staff to get vaccinated?**

Although we are not mandating the COVID-19 vaccine at this time, we know the higher the herd immunity level we create, the safer our communities will be for all who live and work there. We strongly encourage every one of our co-workers to research and understand the benefits of helping to end this pandemic through vaccination.

#### **Will Country Meadows/Ecumenical require residents to get vaccinated?**

Like our staff, we will provide education and answer any questions they (or their families) have. However, we will not mandate the vaccination at this time. We hope both our staff and residents see this as a necessary alternative to the unfortunate number of seniors impacted during this pandemic. Their vaccination also will hasten the return to normalcy with family visits and socialization.

*(continued)*

## **Will Independent Living residents be included in these initial vaccination clinics?**

The information we have been receiving from the federal and state health agencies continues to evolve. The latest clarification from Pennsylvania and Maryland indicated Independent Living (IL) residents were not considered among long-term care residents. They designated IL residents in the 2<sup>nd</sup> priority round (1b) though did not provide vaccination timing for that group. However our hope is CVS Pharmacy is able to accept our complete campus list of residents to be included in the initial vaccination clinics. Because it is not our decision, at this point we can't definitively confirm. As soon as we receive more clear direction, we will inform our staff, residents and their families.

## **Do I have to pay for the vaccine?**

The U.S. government is covering the cost of the vaccine, but CVS will charge an administration fee for time and services of their staff providing the clinic. This will be charged to your health insurance. Country Meadows and Ecumenical Retirement Community will cover any expenses associated with our beneficiaries.

## **I am a current co-worker and would like to get vaccinated—what do I do?**

We are so glad to hear that—thank you for doing your part to help protect yourself, your fellow team members and residents. We need you to participate in these upcoming clinics. Your campus team will contact you directly to complete a consent form issued from CVS prior to the clinics so they know exactly how many doses to bring. *(NOTE: the Nursing Center has begun distributing the CVS consent form to residents and staff for the upcoming January 4 clinic.)*

### *(for our Nursing & Rehabilitation Center)*

## **When will 1<sup>st</sup> and 2<sup>nd</sup> doses be given at the Nursing Center?**

The clinic for the 1<sup>st</sup> dose is Monday, January 4 and for the 2<sup>nd</sup> dose January 25.

### *(for our Retirement Community campuses)*

## **When will 1<sup>st</sup> and 2<sup>nd</sup> doses be given at our retirement community campuses?**

We are unsure of the dates for the 1<sup>st</sup> dose, but clinics likely will be in January at all retirement community campuses. Clinics for the 2<sup>nd</sup> dose will be hosted approximately 21 days after the initial clinic. CVS is still planning all dates based on their availability.

## **But what if I can't make those clinic dates?**

Unfortunately these clinic dates are set by CVS without our control. At this time, these are the **only** dates available to receive the vaccination. The current vaccine is administered in two doses. It is necessary for you to participate in person at the campus clinics to receive both doses. Receiving only one of the two doses decreases the response, and you will not receive adequate coverage as intended.

## **Will you stagger the vaccinations among departments or shifts?**

No. Because our goal is to get as many co-workers and residents vaccinated in this initial round of clinics, we plan to include every department and shift. We feel focusing on ensuring a successful clinic implementation by CVS takes higher priority over possible staff scheduling conflicts due to a vaccine reaction.

*(continued)*

### **Will those team members in closer contact with residents be prioritized?**

All staff members will be vaccinated at the same time at the upcoming clinics.

### **Do I need to get the vaccine annually/do we know how long the effectiveness extends/if COVID is a “morphing virus,” then how do we know the vaccine is effective?**

At this time, the health agencies have not indicated the necessary frequency of receiving this vaccine after the initial vaccination. Whatever ultimately is recommended, we plan to offer access to this vaccination for our staff and residents to our best ability.

### **Human Resources Guidelines:**

#### **Will I still have to wear a mask if I get the vaccine?**

Yes. Until enough of the population is vaccinated for us to feel confident there will not be transmission to those who are not vaccinated, we will continue wearing masks, our enhanced disinfection practices and equipment and testing where warranted and as directed by health authorities.

#### **If I get the vaccine and get sick from it, do I have to use my PTO?**

We will determine this on a case-by-case basis, but the Vice President of Operations team will have authority to grant PTO coverage for side effects from the vaccine, as warranted.

#### **If I do not get the vaccine and am exposed, will I get paid for my time off?**

We will keep the current adjusted Short Term Disability policy in place and re-assess it as the vaccine rolls out.

### **Details Unique to You:**

#### **Should I get the vaccine if I have other underlying conditions (allergies, chronic conditions)?**

We advise everyone to discuss the vaccine with their primary care physician if they are unsure of their individual risks.

#### **Should I get it if I just got my flu shot (how long to wait in between)?**

It is recommended to not get these two vaccines, or any vaccines, close together to assure the best immune response. You should space these vaccines at least two-three weeks apart. We will suspend flu shot administration as of January 1 in anticipation of our COVID vaccine clinics.

#### **Should I get it if I already had COVID? I have antibodies.**

Although you should wait until the active illness is over, studies have shown antibodies developed by the confirmed virus only last for 90 days. The vaccine is likely to last longer.

#### **Will there be an epi-pen on site if I have a reaction?**

Yes. CVS is required to have epi-pens on site for all clinics. If you were to have an adverse reaction, it would occur within one hour of vaccination.

#### **Should I get it if I am pregnant/nursing/trying to get pregnant?**

We recommend you consult with your primary care physician or OB/GYN for the best guidance.

*If you have additional questions, please visit our online Frequently Asked Questions at [CountryMeadows.com/HOPE](http://CountryMeadows.com/HOPE) and complete the anonymous form at the bottom of the page. It will be sent to our clinical and HR teams to provide the best answer possible based on published information. As more questions are asked and addressed, we will add them to this online page so be sure to check it often.*





**Choose H.O.P.E. Co-worker Educational Campaign**  
*One-liners for OnShift & PCC*

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These one-liners serve as educational reminders with the link to the co-worker FAQs webpage (which is for both Country Meadows and Ecumenical staff) or clinic dates.

Copy and paste into your OnShift texts and in PCC (all are <100 characters).

**Education:**

You've seen the alternative. Get vaccinated. [www.CountryMeadows.com/HOPE](http://www.CountryMeadows.com/HOPE)  
Vaccination questions? Visit [www.CountryMeadows.com/HOPE](http://www.CountryMeadows.com/HOPE)  
Your Choice. Everyone's Benefit. Vaccination info: [www.CountryMeadows.com/HOPE](http://www.CountryMeadows.com/HOPE)  
Choose our residents. Choose H.O.P.E. [www.CountryMeadows.com/HOPE](http://www.CountryMeadows.com/HOPE)  
Let's Choose H.O.P.E. Together. [www.CountryMeadows.com/HOPE](http://www.CountryMeadows.com/HOPE)  
Lives are at stake. Choose H.O.P.E. [www.CountryMeadows.com/HOPE](http://www.CountryMeadows.com/HOPE)

**Clinic Info:**

Choose H.O.P.E. Get vaccinated. 1<sup>st</sup> Clinic: XX/XX. XXam-XXpm  
The time is now. Don't wait. 1<sup>st</sup> Clinic: XX/XX. XXam-XXpm  
Our residents can't risk you to "wait & see." Act now! 1<sup>st</sup> Clinic: XX/XX. XXam-XXpm  
Choose to participate. Choose H.O.P.E. 1<sup>st</sup> Clinic: XX/XX. XXam-XXpm  
Choose H.O.P.E. Choose Now! 1<sup>st</sup> Clinic: XX/XX. XXam-XXpm  
You've been part of this fight. Don't stop now. 1<sup>st</sup> Clinic: XX/XX. XXam-XXpm

# Choose H.O.P.E

Helping to Overcome the Pandemic for Everyone

Wearing a mask and social distancing help reduce your chance of being exposed to COVID-19 or spreading it to others, but these measures are not enough.

By choosing to get vaccinated, you are choosing H.O.P.E.

(Helping to Overcome the Pandemic for Everyone).

Your individual choice gives us the chance to end this pandemic, together.

*Please choose to participate and choose H.O.P.E.*

We must have a completed consent form for you to participate.

**Clinic Date:** Month XX

**Times:** X am – X pm

**Location:** Staff: XXXXX

**Residents:** XXXXX

Please note: these clinic dates are set by CVS without our control. At this time, these are the only dates available to receive the vaccination. The current vaccine is administered in two doses. It is necessary for you to participate in person at the campus clinics to receive both doses. Receiving only one of the two doses decreases the response, and you will not get adequate coverage as intended.

**Still have questions? See our Wellness Office or visit**

*(for co-workers)* [www.CountryMeadows.com/HOPE](http://www.CountryMeadows.com/HOPE)

*(for residents)* [www.CountryMeadows.com/Vaccine](http://www.CountryMeadows.com/Vaccine)

or [www.EcumenicalRetirement.org/Vaccine](http://www.EcumenicalRetirement.org/Vaccine)



**Ecumenical Retirement**  
COMMUNITY



**COUNTRY MEADOWS**  
RETIREMENT COMMUNITIES



Choose  
H.O.P.E

Choose  
NOW

Helping to **O**vercome the **P**andemic for **E**veryone



**Choose  
H.O.P.E**

**Choose  
NOW**

**Helping to Overcome the  
Pandemic for Everyone**

# Choose our residents

# CHOOSE H.O.P.E



Helping to Overcome the Pandemic for Everyone

# Choose to be vaccinated

## CHOOSE H.O.P.E

Helping to **O**vercome the **P**andemic for **E**veryone



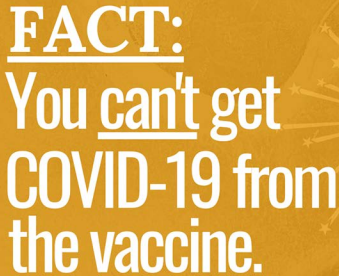


**FACT:**

**All staff are  
eligible to be  
vaccinated.**

More truths at  
[CountryMeadows.com/HOPE](https://CountryMeadows.com/HOPE).

Helping to **O**vercome the **P**andemic for **E**veryone

A dandelion seed head is shown in the upper right quadrant, with its seeds blowing away. In the background, a globe is visible, partially obscured by the dandelion. The entire upper section has a warm, golden-brown background.

FACT:  
You can't get  
COVID-19 from  
the vaccine.

More truths at  
[CountryMeadows.com/HOPE](https://CountryMeadows.com/HOPE).

Helping to **Overcome** the **Pandemic** for **Everyone**



**#ChooseHOPE**

**#SaveLives**

We've seen  
— the —  
alternative

CHOOSE  
H.O.P.E

Helping to Overcome the Pandemic for Everyone

