

Flash Poll Results: EMS Agency Mandatory Vaccines

1. Is your agency currently mandating COVID vaccines for your workforce?

● Yes	52
● No	195



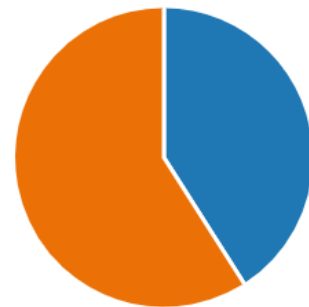
2. If you have implemented mandatory COVID vaccines, what was the reaction your workforce?

● No big deal, most/all got the ...	18
● Lots of teeth gnashing, but ev...	10
● We lost a few employees	27
● We lost a lot of employees	15
● Other	52



3. If not, is your agency considering mandating COVID vaccines for your workforce?

● Yes	86
● No	124



4. If you have ***NOT*** implemented mandatory vaccines, but are considering it, on a scale of 1-5, with 5 being most concerned, how concerned are you about your employees jumping ship if you mandate COVID vaccines?

186
Responses

4.11
Average Number

5. If you mandate COVID vaccines, and employees do not comply by the deadline, will you:

● Terminate their employment	22
● Consider their non-complianc...	42
● Place them on unpaid admin l...	42
● Do nothing	28
● Other	62



6. Are your area hospitals currently mandating COVID vaccines for EMS employees bringing patients into the hospital?

● Yes	60
● No	185



Responses by Agency Type:

Summary	Fire	Private	Public	Hospital	Canadian
Is your agency currently mandating COVID vaccines for your workforce?	34	63	72	10	6
Yes	5.9%	28.6%	11.1%	30.0%	66.7%
No	94.1%	71.4%	88.9%	70.0%	33.3%
If not, is your agency considering mandating COVID vaccines for your workforce?	34	52	67	8	4
Yes	52.9%	50.0%	32.8%	62.5%	75.0%
No	47.1%	50.0%	67.2%	37.5%	25.0%
If you have NOT implemented mandatory vaccines, but are considering it, on a scale of 1-5, with 5 being most concerned, how concerned are you about your employees jumping ship if you mandate COVID vaccines?	31	43	60	8	5
	3.9	4.1	4.1	4.6	2.4
If you mandate COVID vaccines, and employees do not comply by the deadline, will you:	31	52	54	9	6
Terminate their employment	9.7%	5.8%	9.3%	33.3%	0.0%
Consider their non-compliance as a resignation	16.1%	23.1%	27.8%	22.2%	0.0%
Place them on unpaid admin leave	22.6%	28.8%	18.5%	11.1%	100.0%
Do nothing	9.7%	9.6%	14.8%	0.0%	0.0%
Unknown/Other	41.9%	32.7%	29.6%	33.3%	0.0%
What % of your workforce has been fully vaccinated?	34	63	71	10	6
< 50%	26.5%	12.7%	28.2%	10.0%	0.0%
50 - 75%	35.3%	39.7%	31.0%	30.0%	0.0%
> 75%	32.4%	46.0%	39.4%	50.0%	100.0%
Unknown	5.9%	1.8%	1.4%	10.0%	0.0%
Are your area hospitals currently mandating COVID vaccines for EMS employees bringing patients into the hospital?	34	63	72	10	7
Yes	8.8%	36.5%	12.5%	30.0%	28.6%
No	91.2%	63.5%	87.5%	70.0%	71.4%
Would you be willing to share your policies and procedures related to COVID Vaccines?	33	57	63	9	6
Yes	57.6%	50.9%	44.4%	33.3%	100.0%
No	42.4%	49.1%	55.6%	66.7%	0%

If you are not mandating COVID vaccines, what are some ways you are incentivizing employees to receive a COVID vaccine?

Fire-Based

- First 36 hours of sick leave has to be PL before accessing short term leave. If they are vaccinated the department covers those 36 hours if COVID positive after the vaccine.
- Fully vaccinated employees receive \$1000
- We are trying to help them see the importance of protecting themselves and their families to maintain staff.
- In house administration- maximum availability.
- None. We have given all employees written notice of the potential mandates, but no drop date yet. We've also required all employees turn in their COVID vaccination record, if they have one, and have begun one-on-one discussions with the hold-outs.

Private

- Employees are paid for their time to get the vaccination, as well as paid for any missed time related to side effects from the vaccination
- They get to keep their jobs
- Those not vaccinated are to wear a N95 at all times and test twice per week.
- Education, pleading, biggest argument that we get back is "I've had it my immunity is fine...." If you consider natural immunity state, then we are at 98% "immunized".
- We have considered discounts toward health insurance costs or other things such as free gym membership.
- We have 2x a week town hall to educate about safety and efficacy. We are encouraging people to take the vaccine. We also had a drawing for \$\$
- Gift cards for proof of vaccination. Also drawing for additional PTO and larger prizes monthly.
- Drawings for cash award and designed a special shirt acknowledging receiving the C19 vaccine
- Less need to wear PPE at the stations. Non-vaccinated have to be swabbed 3 x per week.

Public, Non-Fire

- No incentives offered but seeing a co-worker spend 20 days in an ICU and nearly succumb to the virus was a motivator for a few that were on the fence.
- An unvaccinated employee would be put on unpaid administrative leave until they are vaccinated or the "COVID Crisis" is declared over by our state health department. The incentive is - they get to work and earn a living.
- If vaccinated, we are covering lost wages for quarantines, regardless of where the exposure took place.
- Paid time to get vaccine
- Free day off drawing

Hospital-Based

- 8 hours PTO when vaccinated
- We mandate, but did it simultaneously with \$500 bonus for vaccination and quarterly retention bonus paid over 2 years.