

An Important Update from the Infection Prevention Team

COVID-19 Vaccine: What We Do and Do Not Know, and What BAYADA is Doing

March 3, 2021

As part of BAYADA's commitment to providing the highest quality of clinical care to our clients, BAYADA is taking measures to ensure our employees and clients are protected from the COVID-19 virus.

The newest component of BAYADA's safety strategies is the COVID-19 vaccination. While there is still much to be discovered about the vaccines, we want to share the information we know—and do not know—at this time about these important vaccinations, as well as the actions BAYADA is taking regarding them.

What BAYADA is Doing

- **Each state has developed their own vaccination deployment plan**, meaning BAYADA needs to understand the prioritization of Home Health and Home Care clinicians in each state in which we practice, and how and when to access the administration sites. [Click here for COVID-19 vaccination information by state.](#)
- Our COVID-19 Vaccine Task Force is actively exploring options to provide the vaccine to **all BAYADA employees**.
- Interested BAYADA field employees and clinical leaders that go into clients' homes are our **first priority for vaccination**.
- BAYADA will **cover the cost** for all employees for the initial wave of vaccines.
- COVID-19 vaccination is **strongly recommended** and will not be mandatory at this time.
- **State-specific communication/requests for employee counts or names** requested for COVID vaccination planning are being centrally managed; inquiries sent to offices should be routed through COVID-19-Info@bayada.com. We are **providing employee names, birth date, and non-sensitive information** to the Department of Health (DOH) upon request to advocate for our employees' ability to be prioritized to receive the vaccination, if desired, as early as possible.
- COVID-19 vaccinations (dosage, vaccine type, and vaccination card copies) are being **tracked in Workday**. Field employee self-service functionality is available, or managers may track vaccinations on employees' behalf.

What We Do Know

The three vaccines available at this time are the Pfizer, Moderna, and Janssen (Johnson & Johnson) vaccines, for which the Food and Drug Administration (FDA) has issued an Emergency Use Authorization (EUA). The Pfizer vaccine is approved for those 16 years of age and older, and the Moderna and Janssen vaccines are approved for those 18 years of age and older.

Here are some facts about the three approved COVID-19 vaccines.

General:

- It is not a live vaccine.
- The vaccine cannot cause a COVID-19 infection.
- Once vaccinated, **employees will continue to need to social distance, wear masks, handwash in the community, and wear personal protective equipment (PPE) when providing clinical care to BAYADA clients** until the CDC relaxes those requirements, which occurs when a significant number of citizens have been vaccinated.
- Health care personnel (HCP) should continue to follow all current CDC infection prevention and control recommendations to protect themselves and others from SARS-CoV-2 infection, regardless of their vaccination status.
- Positive viral (nucleic acid or antigen) tests for SARS-CoV-2, if performed, should not be attributed to the COVID-19 vaccine, as vaccination does not influence the results of these tests.

To learn more about the similarities and differences among the three available COVID-19 vaccines, [click here](#).

What We Do Not Know

- We do not yet know **how long it will take to learn about sustained immunity from vaccination**.
 - We will not know how long immunity lasts until we have more data on how well the vaccines work.