



COVID-19 Vaccine Questions and Answers

February 23, 2021

Many HU employees have questions about the COVID-19 vaccine and its applicability to the HU Community. For answers to common questions regarding the vaccine, please review the frequently asked questions available below. Additional information is available on HU's HR SharePoint page and HU's COVID-19 website.

General information is available in the vaccine section of the [Department of Health's website](#) concerning eligibility, locations, safety and more.

1. When can I get the vaccine?

Your eligibility for vaccination will vary based on your job, age, or other health-related factors, as well as the availability of the vaccine in your area. Distribution of the COVID-19 vaccine to Pennsylvanians is being prioritized by the Department of Health (DOH) through its [interim vaccine plan](#). Please review the [Department of Health COVID-19 vaccine page](#)* for information about the vaccine distribution phases. You can use this information to determine your eligibility for the current phase and make a plan that best suits your situation. Currently, education workers are slated for Phase 1B distribution.

You should monitor DOH's website frequently for updates as the vaccine rollout continues.

*Note – Philadelphia County is a separate vaccine jurisdiction and has its own [information about vaccine distribution](#).

Employees living outside the Commonwealth of Pennsylvania should visit their home state's website for state specific COVID vaccination options.

2. Will the vaccine be offered at HU?

The COVID-19 vaccine will not be distributed by HU. As an employer, HU is encouraging its workforce to be vaccinated but it is not mandating it.

If you feel that you qualify for the vaccine based on your age and/or you have a health condition that puts you at high-risk for severe illness as determined by DOH's [interim vaccine plan](#)*, you are encouraged to obtain a vaccine when you are able.

*Note – Philadelphia County is a separate vaccine jurisdiction and has its own [information about vaccine distribution](#).

3. The eligibility quiz on pa.gov and the vaccine provider map on the DOH website do not work for me. Are they broken?

The [vaccine eligibility quiz](#) and the [vaccine provider map](#) are not compatible with the Internet Explorer web browser. Users with a HU-issued PC/laptop can use the Microsoft Edge browser available in the Start Menu. You can also try to access the quiz and map from another device with a compatible browser.

4. Will HU require me to get the COVID-19 vaccine?

As an employer, HU is encouraging its employees to follow the advice of their medical professional, and when recommended to get vaccinated. However, HU is not mandating it at this time. However, vaccination may be required for HU employees who visit external sites as part of their employment duties where the vaccine is required.

5. Do I need to pay for the COVID-19 vaccine? Is it covered under my health benefits?

There is no cost to you regardless of where you receive the vaccine.

6. Do I have to use PTO to get the vaccine during work hours?

No, HU employees do not need to use PTO in order to get the vaccine during work hours.

7. My vaccine provider is requesting proof of my job, what should I do?

Most employees will receive an employment verification sent to their HU email account for the purpose of obtaining a COVID-19 vaccine. Please note this letter can only be used for the purpose of obtaining a vaccine.

As a reminder, HU can only confirm your university employment. The vaccine provider has the discretion, based on the letter, your age, or other health factors, to determine whether you are eligible to receive the vaccine.

8. Will I be required to return to campus from telework because I got the COVID-19 vaccine?

The Governor's order for PA employers to allow their employees to telework, if operationally possible, remains in effect and should continue to be followed. However, regardless of whether you have received a COVID-19 vaccine, HU may require you to return to your worksite for operational reasons.

9. Should I keep working or return to work if I experience side effects from the COVID-19 vaccine?

The COVID-19 vaccine may cause mild side effects including pain and swelling at the site of the injection, chills, tiredness, and headache. These side effects should go away after a couple of days and most people are able to work while experiencing these side effects.

However, if you have a fever, the CDC recommends that you stay home and contact your health provider. You should not report to work when you are experiencing a fever.

If you are unable to work through the side effects of the vaccine or have a fever, you may use PTO or unpaid leave.

10. If I have a reaction to the vaccine or develop side effects, what type of leave can I use?

Employees may use PTO or take unpaid leave. You must show proof of vaccine from the provider and either a note from your doctor or statement written by you attesting to your side effects and inability to work.

11. Can I stop other preventive measures at work, such as social distancing and wearing masks, after I get both doses of the vaccine?

No. All COVID-19 mitigation requirements at HU worksites will continue and remain in effect for all employees and visitors, regardless of their vaccine status. Vaccines work with your immune system so your body will be ready to fight the virus if you are exposed. Other steps, like covering your nose and mouth with a mask and staying at least six feet away from others, reduce your chance of being exposed to the virus in the first place and spreading it to others.

12. If I receive both doses of the vaccine and identified as a close contact of a positive case, must I still quarantine?

Yes. Employees may continue to work remotely at this time if allowed operationally, or they may use PTO or unpaid leave if required to quarantine.