



MEMO TO: Emory University Faculty and Staff

FROM: Del King, Vice President, Human Resources
Theresa Milazzo, Vice President, Human Resources
Scott Henderson, Executive Medical Director, Occupational Health

SUBJECT: New Flu Vaccine Requirement for Emory University

DATE: November 18, 2020

We hope you are staying safe and well. As you know, flu season is here, and this year, with the ongoing COVID-19 pandemic, it is even more essential that everyone in the Emory community take steps now to avoid getting the flu to keep you, your family and our community as healthy as possible, avoid confusing flu with COVID-19 symptoms, and help reduce the burden on our healthcare systems.

Getting a flu vaccine is safe and prevents a significant amount of illnesses, hospitalizations and influenza-associated deaths. Flu vaccination has also been shown to reduce severity of illness in people who get vaccinated, but may still get sick. Getting vaccinated protects people around you, including those who are vulnerable to serious flu illness.

Emory University is now requiring that all students, faculty and staff who will be on campus for the spring semester get a flu vaccine no later than December 15, 2020. It takes about two weeks for the body to develop immunity from the vaccine so getting a flu vaccine prior to December 15, 2020 gives adequate time for you to develop flu antibodies prior to a being on campus for spring semester.

Here is how you can get a free flu shot through your health plan coverage:

- **OPTION 1 (Recommended):** Visit any in-network retail pharmacy such as CVS, Walgreens, Target, Publix, or Kroger. You will need to present your Emory CVS/Caremark prescription drug card (or other insurance card, if you are not covered by Emory's plan).
- **OPTION 2:** Get a flu shot as part of your preventive exam at your doctor's office (Tier 1 & Tier 2 Emory medical plan in-network doctors only). Note: if you've already had your annual preventive exam and make an appointment for a flu shot, you may be charged for the visit.

If you are not covered by an Emory medical plan, call the telephone number on the back of your medical plan's membership card. Or call your doctor, your local pharmacy, or go to www.vaccinefinder.org.

In order to receive clearance to be on campus for the spring semester (January-May), all faculty, staff and students will be required to go through the university's onboarding clearance process which will include the requirement of a flu shot. Individuals who need a medical, religious, or other exemption from the flu shot requirement will have the opportunity to note that when completing the onboarding process. Faculty, staff and students who do not adhere to the new requirement will be not be eligible to come to campus. More details about this process will be provided as part of the onboarding process. Please note that if you plan to be on campus between January and May for any length of time (even if only occasionally, to pick up mail, etc.), you must complete the onboarding process.

Even if you do not plan to come back to campus in the spring, we highly recommend you and your family get a flu vaccination this year to help keep your family and those in our community safe and healthy.

As a reminder, we ask employees who are able to do so, to continue to work from home through early 2021 while we develop guidelines for a moderated return to campus, keeping the density controlled and considering the needs of individual units. We do not expect that every staff member who has been working remotely will be back on campus full time in January. More details about Emory's moderated return to campus will be announced as it is available.

Thank you in advance for your commitment to helping Emory maintain a safe and healthy environment for our entire community. Please remember to wear a mask, keep your distance, and wash your hands.