

## FAQs: President's Announcement and Questions about Vaccination

*Originally posted: 9/14/21*

We have been receiving questions about the announcement the President made this past Thursday and how this might affect our work at MAREK.

### **Here is what we know so far:**

President Biden announced a plan to increase the number of fully vaccinated people in the U.S. and expand access to testing to better fight COVID-19.

### **How might this affect me at work?**

- 1) As it relates to companies like MAREK, the President stated OSHA is drafting a rule that will require employers with more than 100 employees to ensure:
  - a. their workforce is fully vaccinated *OR*
  - b. require anyone who remains unvaccinated to produce a negative test on at least a weekly basis before coming to work.

*UPDATE 1/6/22: OSHA issued an Emergency Temporary Standard (ETS) regarding COVID in late fall. It was challenged in federal court and is now being reviewed by the Supreme Court. We will update you as things progress.*

- 2) The President also stated federal government employees will be required to be vaccinated as well as all contractors who work with the federal government. He mentioned several major employers already requiring vaccinations and shared plans to increase production of COVID tests.

Based on this it is possible more MAREK customers may decide to go ahead and require vaccinations on jobsites sooner rather than later. Several MAREK customers are already requiring vaccinations or considering adding a requirement.

### **Will I now be required to get vaccinated or test weekly for COVID? And if so, by when?**

*UPDATE 1/6/22: OSHA issued an Emergency Temporary Standard (ETS) regarding COVID in late fall. It was challenged in federal court and is now being reviewed by the Supreme Court. We will update you as things progress.*

Regardless of an OSHA rule, we continue to strongly encourage vaccination unless you have a medical or religious reason.

*Our goal is to keep everyone safe and working!*

As a family, we are responsible to and for each other's safety every day. Our individual choices affect us and everyone working with or around us. In the last few months, we have seen a rise in COVID-19 cases which continue to impact our families, friends, colleagues, customers, and MAREK business operations.

To prevent the spread of COVID, meet our customers' requirements, and keep all of us working, we encourage all team members to be fully vaccinated.

### **What if I have concerns about getting vaccinated?**

While many MAREK and MEMCO employees are vaccinated, there are hesitations and concerns for others. We have attempted to address some of the questions we are hearing below based on MAREK's experience and point to available resources for more information.

Please reach out to your doctor to seek more specific answers about vaccination and discuss any medical history unique to you.

## **FAQs: Recent Questions about COVID-19 Prevention and Vaccination**

### **I've had a few symptoms, but I'm sure it's just allergies or a cold. May I come to work?**

*No, stay home.* If you report to work for a day or two and then discover you have COVID after all, you will have exposed other co-workers. Not only are they and their families and friends at increased risk of catching the virus after being exposed, but they will also have to self-quarantine, go get tested, and miss work.

*Has this happened at MAREK?* Yes. We understand team members have good intentions to be at work and genuinely believe they do not have COVID; however, it is not worth the risk to yourself or others. If you have any symptoms, stay home and get tested before reporting to work.

If you know you have been exposed to COVID-19 at home or work, please follow our [protocol](#) before returning to work. The protocol applies even if you are not having symptoms.

### **What do vaccines cost? What if I don't have insurance?**

*Getting vaccinated is FREE to everyone* and does not require insurance, proof of residency, or proof of citizenship.

### **Does everyone need to get the vaccine? I thought only older people or people with health conditions needed the vaccine.**

Vaccines are recommended for everyone 12 and over. Find out more information here or consult with your doctor to discuss your personal medical history and get your questions answered.

[COVID-19 Vaccination for Essential Workers](#)

[COVID-19 Vaccination for Specific Groups](#)

*Has MAREK had any younger, otherwise healthy team members have COVID or a serious case of COVID?*

Yes. MAREK has seen people of all ages, including those with no underlying health conditions catch COVID. Symptoms have varied by person from none to serious complications requiring hospitalizations. Yes, we have had younger team members who were otherwise healthy be hospitalized with COVID or otherwise seriously ill with COVID and unable to return to work for multiple weeks.

### **Is the vaccine safe? Is it approved for use by the FDA? What about potential long-term side effects?**

Millions of people have safely received a COVID-19 vaccine. Below are links to the CDC and FDA with more detailed information and we encourage you to research these and other reputable sources. One

of the vaccines is now fully approved by the FDA and the other two are approved by the FDA for emergency use. If you have any questions or concerns, please consult one-on-one with your doctor about your unique medical history.

### [Safety of COVID-19 Vaccines](#)

### [FDA Approves COVID-19 Vaccine](#)

### [Myths and Facts about COVID-19 Vaccines](#)

*What do MAREK team members report about vaccination side effects?*

Similar to what is [described by the CDC](#), many MAREK team members report mild side effects lasting 1-2 days such as a sore arm where the shot was administered. Some team members have reported no side effects. Some team members have reported more intense side effects for 1-2 days after their second shot, such as fever, chills, headache, and/or nausea.

*Has MAREK seen vaccinated team members catch COVID-19? What kind of symptoms did they experience?*

Yes, we have had team members report breakthrough cases in cities where a major COVID-19 outbreak was occurring. So far, everyone who has reported a breakthrough case has either indicated their symptoms were mild or if they had more extensive symptoms have expressed relief it did not escalate to hospitalization. To our knowledge, no vaccinated team members with a breakthrough case have required hospitalization. However, we have had unvaccinated team members who required hospitalization.

### **What if I've already had COVID? Do I still need to get vaccinated?**

It is recommended. Find out the answer to this and other [frequently asked questions about COVID-19 vaccination](#). And as always, call your doctor to ask more questions if you have them and discuss any concerns in more depth.

### **If I get vaccinated, will this reduce the amount of time I have to self-quarantine if exposed but I have no symptoms?**

Yes. If you have been fully vaccinated and are not experiencing symptoms, your quarantine requirements are minimal following an exposure once approved by HR.

### **Aside from vaccination, what about the toll this is taking on me and my family? I am tired of the pandemic and just want to return to normal.**

The impact of COVID-19 can take both a physical and emotional toll on all of us. You may be experiencing sadness, frustration, or anger. It is okay to feel this way and to talk to someone about it. Your local leaders and HR team are here if you need to talk to someone and we want to remind you of the confidential resources MAREK has available to help you as well. These services can be accessed 24 hours a day, 7 days a week. Bilingual assistance is available.

- Toll free Employee Assistance Program (EAP) hotline: 1-800-346-3549
- Texas Statewide COVID-19 Mental Health Support Line (24/7): 1-833-986-1919

- Georgia Statewide COVID-19 Emotional Support Line (8a-11p): 1-866-399-8938
- Tennessee Statewide Mental Health Crisis Hotline (24/7): 1-855-274-7471
- Texas Gulf Coast Center COVID-19 Support Line (M-F 8-5): 1-800-643-0967

**Other questions about MAREK and COVID-19?**

Email or text in English or Spanish:

- Email: [communication@marekbros.com](mailto:communication@marekbros.com)
- Text: 713-586-4107