



American Academy  
of Pediatrics



DEDICATED TO THE HEALTH OF ALL CHILDREN®

# Recommended Business Actions to Support Childhood Vaccinations

*Updated July 16, 2021*

The COVID-19 pandemic has been ongoing for more than a year and parents want to get back to work, but they also want to make sure their kids are safe, healthy and back in school. As employers, we can help working parents achieve those goals. Here are ways that your business can reduce barriers for working parents who choose to get their eligible children vaccinated for COVID-19 and catch up on other routine immunizations.

## **1 Offer paid time off or flexible scheduling for workers who choose to vaccinate eligible children against COVID-19 and other routine immunizations.**

For many parents, a major barrier to getting their children vaccinated are workplace policies that don't provide the flexibility they need to attend vaccine appointments or care for children recovering from vaccine side effects. Most COVID-19 vaccine sites limit appointments to one child at a time (who must be accompanied by a parent or guardian), so this is even more difficult for parents with two or more children who are eligible for vaccines.

As an employer, you can help by making sure that parents don't have to choose between a paycheck and the health of their children. Providing paid time off or flexible scheduling, especially to lower wage, hourly workers, will help parents have the time they need to get their eligible children vaccinated. Since many employers cover a portion of healthcare costs for workers and their dependents, offering paid time off for parents who take their children to get their recommended childhood vaccines will reduce your business expenditures over the long run.

Note: A new federal [Paid Leave Tax Credit](#) makes it easier than ever for smaller companies to support employees who need time off for COVID-19 vaccinations and recovery.





**2 Offer support to working parents who may need help scheduling vaccine appointments or accessing vaccines for eligible children.**

Significant barriers exist for many working parents who want to vaccinate eligible children for COVID-19 and catch up on other routine immunizations. For example, families with more than one child may benefit from support with free or discounted **child care** while they attend vaccine appointments. Working parents who don't live near vaccine sites or a pediatrician's office may also benefit from **transportation** support; here, an employer could offer a public transportation pass, or an Uber or Lyft gift card. Finally, employers can offer assistance in **scheduling appointments** for workers who don't have reliable internet access or who may have language barriers.

**3 Reinforce (and make sure) COVID-19 vaccines are free for your workers and their families.**

The federal government is providing COVID-19 vaccines free of charge to all people living in the United States, regardless of their immigration or health insurance status. Vaccination providers can be reimbursed for administration fees by the patient's public or private insurance company or, for uninsured patients, by the HRSA's [Provider Relief Fund](#). If you offer an employee health plan and have questions about whether administrative fees are a covered benefit, you should contact your plan administrator. No one should be denied a vaccine because they are unable to pay.

**4 Plan an onsite COVID-19 vaccine clinic open to all employees and their families.**

Hosting on-site vaccine clinics for families is a great way to improve access, boost morale and help protect your employees, their families and the community from COVID-19. And, your employees will appreciate your efforts to keep them and their families safe. CDC offers [guidelines and best practices](#) to determine if an onsite clinic is right for your business, and you can reach out to your [local public health department](#) to see if they would help organize an on-site vaccine clinic at your facility.

**5 Offer modest incentives to encourage working parents to vaccinate eligible children.**

Many businesses have incentivized workers to get vaccinated for COVID-19. Employers may want to consider similar prizes, rewards or other incentives (i.e., gift cards, coupons, tokens, etc.) to working parents who choose to vaccinate their children.

Public health guidance on COVID-19 is constantly evolving. Health Action Alliance is committed to regularly updating our materials once we've engaged public health, business and communications experts about the implications of new guidance from the public health community and effective business strategies that align with public health goals. Together, we can turn the tide against COVID-19 and build a stronger, healthier future.

