

- 4.5.2.5.1 The declination shall become part of the member's confidential health database
- 4.5.2.5.2 Members shall be allowed to recant a declination at any time and receive the offered immunizations.

In the event the state, provincial or local government or the fire department mandates the vaccine, members may be subject to penalization of workers' compensation, disability or Public Safety Officers' Benefit (PSOB). An exemption or preferred accommodation may be difficult to obtain through a lawsuit as employers are only required to offer a reasonable (not preferred) accommodation and will have little difficulty demonstrating that providing an exemption to a COVID-19 vaccination would cause an undue hardship given that public health and safety are at risk.

While vaccines present minimal side effects, no serious safety or health concerns have been reported at the time this position statement was written. The Pfizer and Moderna vaccines are molecular RNA based (not a live virus) and both vaccines have a 95% efficacy rate compared to a 40-60% efficacy rate of the influenza (flu) vaccine and provide antibodies and T-cell immunity against COVID-19.

Additionally, due to the public health crisis and state of emergency, the IAFF supports enlisting fire fighter and emergency medical personnel for vaccine distribution under the following conditions:

- Authorized by state, local or medical directors to provide immunizations
- Compensated at overtime rates as this would be in addition to regular shift work
- Assigning members to provide immunizations does not impact the department's staffing levels for responding to emergencies and performing other duties
- Remain covered through workers' compensation and disability
- Have been vaccinated
- Provided the proper training and education in vaccine handling, tracking and administration
- Provided the proper personal protective equipment (PPE) for vaccine distribution
- A safe environment to distribute the vaccine

The IAFF continues to remain engaged with the incoming Biden-Harris administration to ensure fire fighters are given priority access for PPE, testing and vaccinations at the federal level and seeks help from affiliate leaders in engaging governors and state, provincial and local health departments to ensure members remain a priority at the local level.

The IAFF will provide additional COVID-19 vaccination information developed internally and through the Centers for Disease Control and Prevention (CDC) to affiliate leaders to promote, educate and advocate for the COVID-19 vaccine for members and their families.



For more information, visit www.iaff.org/coronavirus