

Give Workplace Wellness **Your Best Shot**



Healthy employees are your business.
Offer flu shots to protect your employees —
and everyone wins.



health action council

Enhancing Business. Enlightening Lives. Enriching Communities.

Table of Contents

Why Offer the Flu Vaccine at Work?	2
Benefits of Workplace Flu Shots	3
Fight the Flu At Work - A Two-Step Strategy	4
Vetting Flu Shot Vendors – 10 Questions to Ask	5
Better for Everyone – Flu Shot Program Benefits	6
Flu Shot Program Comparison	7
Other Flu Shot Program Providers	8
Flu Financials	11
Take Action	12



Why Offer the Flu Vaccine at Work?

Employee wellbeing is your business.

Every year, up to 20% of the U.S. population gets the flu. As a result, approximately 111 million workdays are missed each year, according to the U.S. Chamber of Commerce Foundation. Individuals who get the flu “pass it on” before realizing they are sick, one day before and up to seven days after symptoms show.

Protect your people.

Flu can be a serious illness and even in healthy people, has been shown to cause serious complications, such as pneumonia. It is more dangerous for children under the age of two, women who are pregnant or actively planning to have children, adults 65 and older, and those with chronic conditions, such as asthma. The flu impacts everyone — and it’s highly contagious. Getting the flu shot may help prevent flu infections, reduce the flu’s severity and length of illness, and reduce the risk for a flu-associated hospitalization.

The cost of flu — workplace symptoms.

Every year in the U.S., the flu costs \$11.2 billion in direct and indirect costs! Across the country, days of lost productivity account for \$20.1 million. Healthcare out of pocket costs and absenteeism result in lost wages for individuals while employees experience lower productivity levels.

Flu-related illness really adds up for businesses. The National Foundation for Infectious Disease² reports:

- U.S. businesses lose \$7 billion per year in annually for medical expenses alone.
- U.S. businesses lose \$7 billion per year in sick days and lost productivity from the flu.
- 45% of sick days are because of the flu, adding up to 39% of workdays lost in a year.
- Flu accounts for 49% of all days with illness-related reduced productivity.

Offering the flu vaccine is smart for business and your employees.

During the **2023-2024** flu season, flu shots prevented approximately 9.8 million flu illnesses, 131,000 hospitalizations and 7,000 deaths.

¹ Economic burden of seasonal influenza in the United States, Wayan C.W.S. Putri a b, David J. Muscatello a, Melissa S. Stockwell c, Anthony T. Newall | <https://doi.org/10.1016/j.vaccine.2018.05.057>

² The National Foundation for Infectious Disease



Benefits of Workplace Flu Shots

Benefits of Workplace Flu Shots

A flu shot program can reduce doctor visits and hospitalizations leading to cost savings and greater employee productivity. Additionally, it supports a culture of health and wellbeing, which can result in greater loyalty, productivity, and job satisfaction. There are many different flu viruses and they are constantly changing. The composition of U.S. flu vaccines is reviewed annually and updated as needed to match circulating viruses. Flu vaccines protect against the three or four viruses (depending on the vaccine) that research suggests will be most common.

Benefits of Workplace Flu Shots

Benefits to Employers:

Reduces cost by decreasing time missed from work to get vaccinated

Reduces cost and absences related to illness.

Most employee health benefit plans cover flu shots

Improves morale

Benefits to Employees:

Reduces absences due to sickness and doctor visits

Improves health

Convenience

Improves morale

A flu shot costs on average \$25 to \$71 per injection — much less than flu-related lost time and direct healthcare expenses.



Fight the Flu At Work – A Two-Step Strategy

As an employer, you play a vital role in the wellbeing of your team. Their health impacts productivity, morale, profitability and even your ability to recruit other great people. When you support whole health, everyone wins. Offering flu shot clinics is an easy way to do this.

Here's a checklist to help you plan and promote flu shots at your workplace.

Plan It

- Get leadership on board with supporting a workplace flu clinic. Vaccination is a business priority.
- Set goals.
- Designate a flu shot champion or team to take on efforts including: contracting with a pharmacy or immunizer, gathering input from employees, and arranging the logistics.
- Schedule the flu clinic when the most employees can participate, ideally in October. Offer follow-up clinic times.
- Allow employees to attend flu clinics "on the clock."
- Consider opening the clinic to employees' families.
- Measure the number of employees who get flu shots, and each year try to improve on the percentage vaccinated.

Promote It

- Incentivize participation. Some ways include offering flu shots at no cost, offering refreshments, or holding a contest for the department with the most vaccinations.
- Publicize the flu clinic dates in company communications.
- Post flyers, send email reminders and ask your flu shot champion/team to spread the word.
- Share the flu clinic information on social media channels, and on your intranet.

Workplace flu shot clinics make it easy for employees to get vaccinated and stay healthy.



Vetting Flu Shot Vendors – 10 Questions to Ask

Before partnering with a flu shot provider, ask vendors these questions to be sure you're making the best choice for your business and employees.

Questions to ask a Flu Shot Provider

- Q1** What is the difference between three-component and four-component vaccines? Is there a cost difference?
- Q2** If we must distribute flu shot vouchers, how can we do this effectively?
- Q3** Are there upfront fees for vouchers? How do we handle collected fees for vouchers that are not redeemed?
- Q4** Will you assess travel fees for our onsite clinic?
- Q5** Will you send administrative personnel to help, or will the nurse handle check-in and paperwork?
- Q6** What reporting capabilities do you offer?
- Q7** Who is my point of contact?
- Q8** How were they trained, and how long have they been with your company?
- Q9** How can employees register for a flu shot? How will you handle walk-ins?
- Q10** How do you staff clinics? Do you have contingency plans if you experience staff shortages?

<https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/onsite-flu-shots.aspx>

<https://www.cdc.gov/flu/business/promoting-vaccines-workplace.htm>

<https://www.sciencedirect.com/science/article/pii/S0264410X18306777?via%3Dihub>

<https://www.vaccines.gov/find-vaccines/>



Better for Everyone – Endorsed Vendor Flu Shot Program Benefits

When your business offers a flu shot program, it's a win-win for employees and their families, and the health of your business.

Plenty of Resources

Flu shot clinics are available in markets across the country. You can enlist in services to manage the entire flu shot clinic, or can select the services needed, including program management, supply chain, data management, and clinical and administrative personnel.

Safe and Efficient

Health Action Council members benefit from safe, secure and efficient flu shot clinics in the workplace. Your flu shot program is turn-key—there's no administrative burden. And you can rest assured that your program will comply with immunization requirements, thanks to periodic reviews of mandates and regulations to Advisory Committee on Immunization Practices (ACIP) standards.

Dedicated Clinical and Admin Staff

Quest Diagnostics employs and manages professionals to handle assignments, payroll, training, performance management, and other functions. You benefit from quality clinical services through standardized screening, hiring, training and testing of clinical staff and RNs.

Flu Voucher Option

You can take advantage of a Flu Voucher Program Option that allows employees to receive flu shots through your program if they cannot get it during the workplace clinic dates/hours. Quest Diagnostics partners with Walgreens to bring you this benefit.

Turn-Key Program

You'll work with a single point of contact at Quest Diagnostics, which makes holding a flu shot workplace clinic a seamless, hands-off experience. They handle professional staffing, clinic setup, paperwork, administrative duties, bio-hazardous waste removal, cleanup, and periodic reporting.

Prevent illness, medical visits, hospitalizations and possible deaths by offering the flu shot in the workplace with a turnkey provider.



Flu Shot - Program Comparison

	 Quest Diagnostics®	 United Healthcare	 Walgreens	 giant eagle pharmacy
Program is perfect for an employer that...	is looking for a handsoff, turn-key solution	uses UnitedHealthcare for Medical Benefits	is looking for a locally based program at a national scale	is regionally located in specific areas
Organization is Primary Purchaser of the Vaccine	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Onsite Clinics Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Voucher Program Available	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Geographical Reach in all 50 States ZIP Code Reach	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Voucher Network	100%		100%	100%
Voucher Network	Walgreens		Walgreens	Giant Eagle Pharmacies
Voucher Administration Handled by Vendor	<input checked="" type="checkbox"/>			
Fee Charged Per Unused Voucher	<input checked="" type="checkbox"/>			
Direct Employees Rather Than Subcontractors	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>
IPAA & HITECH Compliant	HIPAA	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Onsite Clinics Available 24/7	<input checked="" type="checkbox"/>	Additional Fees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Customer Support Covered Languages	English & Spanish Translator line for other languages	240+ languages available	English & Spanish Translator line for other languages	All languages through translator service
Insurance Billing Available	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Biometric Screening	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



Endorsed Flu Shot Program Provider



Quest Diagnostics

Quest Diagnostics helps improve access to care and helps employees improve health. With best-in-class offerings built on insights to guide employees to act – and stick with it. Quest Diagnostics promotes a cohesive, long-term partnership. Vaccinations are available where and when needed (including hosting multiple events at the same site or time) and administered by W-2 highly skilled nurses.

Quest Diagnostics offers a full suite of program communication materials to prepare and educate employees about the value of the program as it relates to your company's culture, health risks, and healthcare costs. Quest Diagnostics also provides comprehensive program management, including event/logistics planning, a participant scheduling system (by either web or phone), the necessary supplies, set-up, and cleanup (including bio-hazardous waste removal), medical director oversight, program promotion, and participant status reporting.

WorkforceHealthSolutions.com | Contact: Barb Ludwig | barbara.l.ludwig@questdiagnostics.com



Other Flu Shot Program Providers



United Healthcare

For over 30 years, UnitedHealthcare has conducted flu shot clinics for thousands of customers, with a 98 percent satisfaction rating. Flu shot pricing is all-inclusive, which includes a program coordinator for end-to-end program planning for events, an online registration site, health professionals, all travel, supplies, and communications.

uhc.com | **Contact: John Elliot | john_elliott@uhc.com**



Walgreens

Walgreens is the nation's leading private sector provider of flu vaccinations. Immunizers are trained by the American Pharmacists Association (APhA) and maintain Cardiopulmonary Resuscitation (CPR), OHHA Bloodborne Pathogen requirements and OSHA training. Immunizations offered align with Advisory Committee on Immunization Practices (ACIP) and HEDIS measures for influenza, hepatitis B, meningitis, pneumonia, and Tdap. Your employees will receive personalized, coordinated, trustworthy care from healthcare professionals who adhere to a centurylong commitment to service. Walgreens will provide marketing materials to support employer communications.

walgreens.com | **Contact: Jaime Whited | jaime.whited@walgreens.com**



Other Flu Shot Program Providers



Giant Eagle

Keeping your employees healthy is easy & convenient with on-site clinics that come to you! Giant Eagle Pharmacy's programs offer custom pricing, volume discounts, insurance billing, and are built around your workplace needs. Giant Eagle offers an array of resources to support the program, including promotional materials and employee incentives to increase participation at on-site clinics; a scheduling tool to help clinics run smoothly; and a voucher program that allows employees to receive their vaccination if they are unable to attend the onsite clinic. As an added value to your employees, we offer an incentive to each employee that receives a vaccination.

gianteagle.com | Contact: Amy Amond | amy.amond2@gianteagle.com



Flu Financials — Calculating the Cost vs. Savings with Flu Clinics

We’ve talked about the cost of doing business when flu infects the workplace. But how much could you potentially save by offering flu clinics?

Let’s do the math.

An employee with a \$50,000 salary gets the flu.

Cost of a lost workday: **\$200**
 x Number of workdays lost: **5**
 = Total cost of lost workdays (per employee): **\$1000**

The company employs 30 people. On average up, to 20% of individuals get the flu annually. How much could flu lost-time cost in a given year?

Cost of a lost workday (per employee): **\$1000** x 20% of employees in a 30-person workforce sick: **6 people**
 = Cost of lost productivity because of the flu: **\$6000**

Now, let’s take a larger workplace of 500 people. The flu could represent a \$100,000 annual loss. But just because this number is larger doesn’t mean the bigger company is more negatively impacted. **Six employees out sick with flu for a week in a smaller organization puts a significant dent in profitability.**

Benefits of Workplace Flu Shots

Benefits to Employers:

- Reduces cost by decreasing time missed from work to get vaccinated
- Reduces cost by reducing absences due to illness, resulting in improved productivity
- Most employee health benefit plans cover flu shots
- Improves morale

Benefits to Employees:

- Reduces absences due to sickness and doctor visits
- Improves health
- Convenience
- Improves morale

Your Best Shot: A flu shot costs on average \$25 to \$71 per injection — much less than flu-related lost time and direct healthcare expenses.



Take Action – Your Workplace Flu Shot Clinic

Now you know the strong business case for offering flu shots in the workplace. Here's your toolkit for hosting flu shot clinics, promoting the benefits of getting the flu shot, and encouraging your employees to give it their best shot.

1

Offer a workplace flu clinic.

To minimize absenteeism, consider offering seasonal flu vaccines to employees at no cost or a low cost. This offering is seamless for employers with an on-site clinic, or by dedicating a flu shot space in a breakroom or conference area. Pharmacies and community vaccinators can be contracted to provide seasonal flu vaccinations at your workplace.

Need help finding a flu vaccination site near you?
[vaccines.gov/find-vaccines/](https://www.vaccines.gov/find-vaccines/)

2

Encourage employees to get the flu shot.

You can open your workplace flu clinic to employees' family members. Be sure they know where to get a flu shot by providing a list of local providers, pharmacies and clinics. Timing is important. Ideally, you should get a flu shot before the end of October, but don't stop then. Vaccination should continue through the winter.

Your Best Shot: Workplace flu shot clinics make it easy for employees to get vaccinated and stay healthy.

