



# Answers to Questions About COVID-19 and Work



**Q:** Why aren't we receiving Hazard pay now that COVID cases are on the rise?

**A:** The American Rescue Plan has money available for frontline workers, however, the states and local governments will make the decision on how to spend these funds. We have lobbied the Governor's office and met with city and county officials in efforts to get the well-deserved funds to our members.

---

**Q:** Why do we have to wear masks, but customers don't?

**A:** Our International President Mark Perrone has called on the Biden Administration to require masks worn by all people (customers and employees) in retail establishments.

---

**Q:** Can my Employer require I get vaccinated?

**A:** Employers across the nation are taking this position to help stop the spread of the COVID virus, however, your employer has not made vaccinations mandatory. Employers can legally require their employees to get vaccinated as a condition of working there, according to guidance issued by the Equal Employment Opportunity Commission (EEOC). Learn more at [www.eeoc.gov](http://www.eeoc.gov).

---

**Q:** Can I be disciplined if I am not fully vaccinated and I don't wear a mask while at work?

**A:** Yes

---

**Q:** How can my Employer ask me if I'm vaccinated?

**A:** The EEOC has clarified that asking employees whether they have received the COVID-19 vaccine is not a disability-related inquiry under the ADA. The Americans with Disabilities Act (ADA) prohibits employers from asking applicants questions that are likely to reveal the existence of a disability before making a job offers. So long as it pertains to workplace safety, an employer can ask an employee their vaccination status. The Health Insurance Portability and Accountability Act (HIPAA) only applies to healthcare providers, meaning doctors cannot release personal medical information without the patient's permission. HIPAA does not apply to employers.

---

**Q:** Do I get COVID sick pay if I'm not vaccinated?

**A:** Safeway has taken the position that you will not be eligible for COVID pay if you contract the virus.

Kroger will continue to pay COVID sick pay vaccinated or unvaccinated at this time.

**For more information, contact your Union Representative at 602-254-0099.**