



CPG Industry Vaccination Talking Points

CPG directly employs 2.3 million people — 1.7 of which are frontline, essential workers.

- CPG frontline employees make life-sustaining products that require them to work in close proximity to each other, whether on a factory floor, warehouse or loading dock.
- The industry's workers must remain healthy to continue to make the products that America needs to stay home and stay safe – from hand soap, disinfectants and toilet paper to food and beverages.
- Breakdown of the industry's frontline workforce:
 - 1.2 million manufacturing workers
 - 360,000 trucking and transportation workers (direct only, doesn't include contract services)
 - 142,000 facility maintenance workers

Companies are experiencing dramatic increases in absenteeism, impacting product availability for consumers.

- During surges in the pandemic, average absenteeism rates sit between 8% and 10%.
- For every one worker that contracts COVID-19 (mostly through community spread), contact tracing removes an average of four additional employees.
- High levels of absenteeism can cause delays in getting products to consumers at a time of heightened demand.

CPG companies are planning now for worker vaccination.

- Companies are weighing all options for vaccination — from using their own onsite medical facilities to collaborating with retail pharmacies.
- Companies are developing strategies to mitigate absenteeism around vaccine side effects, including Friday administration and staggered vaccination.
- Companies are preemptively prioritizing workers (age, length of employment, etc.) and asking who would like to receive the vaccine, knowing they may not get enough for the entire workforce at one time.
- The industry will look to Phase 1a for best practices on issues like handling quarantines for exposed employees who have received the vaccination.



CPG companies face myriad challenges based on the patchwork vaccination approach.

- There are 50 states with 50 different vaccination plans — some that align with current federal government guidance, and some that do not — all moving through phases at different speeds. That's a major challenge for companies with facilities in multiple states.
- There is not a uniform registration system. CDC has made its Vaccination Administration Management System (VAMS) available, but it's not universal across the states.
- Some companies want to vaccinate onsite, but licensing can vary by state and county.
- Companies know they may not be able to vaccinate all their employees at once and are planning for staggered vaccinations to ensure production consistency as workers potentially experience symptoms.

We don't expect the industry to mandate vaccinations.

- The industry's priority is to get as many people vaccinated as quickly as possible.
- Companies will likely use incentives, not mandates, to encourage vaccination.
- The EEOC is likely to allow vaccines to be mandated, but there's a minefield of issues under the ADA and possibly OSHA — and it's unlikely most companies will go that route.

Consumer Brands is a fierce advocate for the priority vaccination of the industry's frontline, essential workers

- From the beginning of the pandemic, the Consumer Brands Association has advocated to protect the industry's workers including priority access to personal protective equipment, critical hygiene and cleaning supplies, testing and vaccines.