

READY TO WORK, READY TO EARN

Over the recent months, several Federal and State mandates have been put in place in an attempt to protect people against the deadly COVID-19 and its highly contagious and deadly Delta variant.

Federal Mandate

On September 10, 2021 President Joseph R. Biden announced that all companies in the U.S. with:

- 100 or more employees must be fully vaccinated or submit to weekly testing.
- In addition, any company or contractor who does business with the Federal government must have all of its employees fully vaccinated, with no option for weekly testing.

State of Hawaii Mandate

On the same day Governor David Y. Ige announced that all contractors working, entering, or providing services in any State facility must attest that all its employees accessing State facilities are:

- Fully vaccinated;
- Partially vaccinated; AND
- Provide weekly verification that partially vaccinated or unvaccinated employees are being COVID-19 tested with a negative result once or twice a week, as determined by the state department/agency receiving the goods/services.

Private Owner/Developer Mandates

Private Owners and Developers can also require that all persons entering their projects must be fully vaccinated against COVID-19.

What does this mean to you?

This means that nearly all scopes of work within Local 368's jurisdictional scope could be covered under some sort of vaccine mandate as listed above.

What does this mean for you? It means that **if you are not "Ready to Work"** by being fully vaccinated **your ability to earn** a living to support yourself, family, and others could be severely impacted.

Therefore, we ask that you seriously consider getting vaccinated to not only protect yourself and your family from any possible negative effects of COVID-19, but so that you can continue to earn a decent living for you and your family. Remember, if you are **READY TO WORK**, then you are **READY TO EARN!**

What You Need to Know About Being Fully Vaccinated

FULLY VACCINATED: A person is not “fully vaccinated” until 14 days after their last required dose of the COVID-19 vaccination.

- **Pfizer (2 Doses):** Considered to be fully vaccinated 14 days **AFTER** the **second dose.**
- **Moderna (2 Doses):** Considered to be fully vaccinated 14 days **AFTER** the **second dose.**
- **Johnson & Johnson (1 Dose):** Considered to be fully vaccinated 14 days **AFTER** the first and only dose. (Limited availability, contact your Dr. or medical care provider for availability)

Timing is IMPORTANT!

Another thing to consider is the mandatory wait time between doses for multi-dose vaccine regimens like Pfizer and Moderna.

- **Pfizer:** 21 day wait time between the first and second dose, **PLUS** 14 days after the second dose to be considered “fully vaccinated.”
(Total time for Pfizer to be “fully vaccinated” = 35 days)
- **Moderna:** 28 day wait time between the first and second dose, **PLUS** 14 days after the second dose to be considered “fully vaccinated.”
(Total time for Moderna to be “fully vaccinated” = 42 days)

Different mandates have different requirements. Where “fully vaccinated” is required, the above timelines become critically important as to whether you will be **READY TO WORK** and **READY TO EARN** when it is your turn to go to a mandate covered project. If you wait until the last minute, you may be left behind!