



**The State Employees' Association  
Of New Hampshire, Inc.**

**Service Employees International Union, Local 1984, CTW, CLC**

## **SEA Principles on COVID-19 Vaccination**

SEA members are essential workers on the front lines of the fight against the pandemic that has ravaged our communities. As we confront the triple crises of the pandemic, the economic collapse, and ongoing racial injustice, we demand that corporations and elected leaders not just praise us but respect, protect, and pay us. Because we fight for safety, justice, and equity for ourselves, our families, the people we care for and provide service to, and for our communities as a whole, we commit to the following principles regarding the COVID-19 vaccine:

1. Vaccines are a proven technology to prevent the spread of disease. The COVID-19 vaccine is a critical tool to protect our families, ourselves, and our communities as we fight to put an end to this deadly virus. We encourage SEA members to take the vaccine.
2. We ask that vaccine distribution be equitable and transparent and prioritize communities hardest hit by the virus, including essential workers, people with underlying health conditions, and disproportionately impacted communities of color.
3. Workers should be provided with paid time off if the vaccination process requires them to miss work.
4. Employers must not use vaccines as a substitute for worker safety and infection control protocols nor for ensuring access to personal protective equipment.
5. Vaccine distribution plans must include education and outreach activities that involve essential workers and our communities.
6. Outreach and distribution plans must recognize the impact of structural racism in causing trauma and heightened levels of distrust about vaccination in cultural and ethnic communities.
7. The best approach to encouraging universal vaccination is through education and outreach, not making vaccination mandatory.