

Walmart Administration of COVID-19 Vaccinations: FAQ

Associate Questions

1. Are associates part of the priority group to receive the vaccine?

If an associate qualifies based on the states' priority for immunization, they will be eligible based on that prioritization. Look-up your state's information on [OneWalmart](#) for the most up-to-date information.

2. Is there an out-of-pocket cost for the vaccine?

No, there is no cost to associates.

3. What if an associate is uninsured?

There are no costs to uninsured individuals.

4. Will Walmart associates be prioritized before the general public?

Utilizing federal guidance, states will make the final determination as to when different populations of people are prioritized. Once those determinations are made, we will offer vaccinations according to those determinations.

5. Are you requiring associates to get the vaccine?

No, but we will educate our associates on the vaccine and encourage all eligible associates to get the vaccine.

6. Will associates be able to get the vaccine "on the clock," or do they have to get immunized while on break, lunch, day off, etc.?

As with other vaccines Walmart offers, associates who are interested in receiving the vaccine should plan to do so during their time off work.

7. Which vaccines will associates have access to?

Associates will have access to the approved vaccines that are being distributed by the federal government.

8. Are you pushing to receive the vaccines with the highest efficacy rate for associates?

All authorized vaccine have strong efficacy. The states and federal government will determine which vaccines are allocated to Walmart stores and Sam's Clubs.

9. How will you prioritize which associates get the vaccine first?

Walmart will not be determining who is prioritized to receive the vaccine. All prioritization is made by states based on an independent committee recommendation, and Walmart will follow those recommendations.

Unless directed otherwise by the states, we will allow access to the vaccine by our associates equally once they are eligible to receive the vaccine.

10. How will associates know when they are eligible to receive vaccination?

We will do our best to keep you informed once you are eligible via the OneWalmart site. We will provide resources to associates to help them find locations to receive the vaccine, including pharmacies at Walmart and Sam's Club if we receive an allotment of the vaccine.

11. Can associates get vaccinated through their individual health provider, or are they required to receive the vaccine from a Walmart/Sam's Club pharmacist?

Associates are not required to receive the vaccine from Walmart/Sam's Club pharmacist. If eligible, they can receive the vaccine from their health care provider or where they choose.

12. How do you plan to cover your business if associates have side effects?

As we've done throughout the pandemic, we are being thoughtful about plans for maintaining business operations during the various phases of the vaccine rollout.

13. Will associates be paid if they are off work from experiencing side effects?

Associates who receive the vaccine may receive up to three days paid time off in the event of an adverse reaction (per dose). Review the updated [COVID-19 Emergency Leave Policy](#) for guidelines related to leave options in case of adverse reactions to the vaccine.

For associates needing more time away, additional paid time off may be available per Walmart's COVID Emergency Leave policy, with supporting medical documentation.

14. How will Walmart's sick leave policy change once vaccines are widely available?

Associates who receive the vaccine may receive up to three days paid time off in the event of an adverse reaction (per dose).

For associates needing more time away, additional paid time off may be available per Walmart's [COVID-19 Emergency Leave Policy](#), with supporting medical documentation.

Walmart previously extended its COVID Emergency Leave policy to July 5, 2021. The policy provides full- and part-time associates with up to two weeks of pay should they need to stay home for COVID-related reasons, including mandated quarantines, symptoms or illness. If they're not able to return to work after that time, additional pay replacement may be provided for up to 26 weeks for associates with confirmed cases of COVID. Absences associated with an approved COVID-19 leave will not be counted against associates.

15. Why can't I get immunized?

Walmart is allocated doses based on people who are eligible as determined by federal and state governments. Walmart does not have any say on who is included in the priority levels by the state.

We will do our best to keep you informed once you are eligible via the OneWalmart site.

16. Are associates part of the priority group to receive the 1-A vaccine in selected locations?

If an associate qualifies based on the states' priority for immunization, they will be eligible based on that prioritization.

