



# Vaccine Update – Executive Summary

*Post-ACIP Meeting (Sept 18–19, 2025)*

The Advisory Committee on Immunization Practices (ACIP) issued recommendations that differ from the FDA, CDC, and major medical associations. These shifts may affect vaccine access, coverage, and employee perceptions.

## KEY UPDATES BY VACCINE

| VACCINE   | ACIP RECOMMENDATION   | OTHER GUIDANCE   |
|---|---|--|
| <b>COVID-19</b>                                     | Vaccination for ages 6 months+ based on shared clinical decision-making (risk highest in ≥65 and high-risk groups).                                     | FDA: Approves only ≥65, restricted approval for younger high-risk groups. CDC: Recommends for most ≥18, strong emphasis for ≥65, high-risk, and pregnant women. AMA/AAP/ACOG: Support vaccination for all ≥6 months; ACOG supports vaccination in pregnancy. |
| <b>Influenza</b>                                    | Annual flu shot for everyone ≥6 months.   | Aligned across FDA, CDC, and medical groups. All flu vaccines now thimerosal-free.   |
| <b>RSV</b>  | General agreement on approach (infants, pregnant women, older adults).  | <a href="#">CDC ACIP RSV Guidance</a>  |
| <b>MMRV</b><br>(Measles, Mumps, Rubella, Varicella) | No longer recommends combined MMRV for children <4; use separate MMR + Varicella.<br><i>(Note 85% MMR and Varicella doses already given separately)</i> | AAP: Parents should retain option for MMRV   |
| <b>Hepatitis B</b>                                  | Deferred vote on delaying first dose to 1 month (in HBV-negative mothers).  | AAP: Continue birth dose within 24 hours for all newborns.   |

## WHY IT MATTERS

### Public Health & Uptake

- Shifting to “shared decision-making” for COVID may lower uptake, especially among lower-risk groups or those with limited access to providers.
- Changes to childhood vaccines (e.g., MMRV vs. separate shots) could confuse parents and fuel hesitancy.

### Insurance & Coverage

- ACIP guidance drives insurer and government program coverage.
- Shifts from “universal” to “shared decision” could affect what’s covered or require more documentation. This [site](https://www.vaxassist.com/) (<https://www.vaxassist.com/>) helps locate pharmacies that can give respiratory vaccines at the ZIP code level (Note it is currently being updated to reflect the recent ACIP changes).

### Trust & Stability

- Rapid or politicized changes risk undermining confidence in vaccines and public health institutions.

### Operations & Logistics

- More separate shots = longer visits, higher costs, and supply shifts.
- Employers may see ripple effects in pediatric scheduling and vaccine access at pharmacies.

# Employer Action Checklist

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## 1. Coverage & Benefits

- ☐ Confirm all ACIP-recommended vaccines remain covered without copays (ACA requirement).
- ☐ Clarify coverage for “shared decision” vaccines (COVID, HPV).
- ☐ Prepare for pediatric visits requiring additional time/shots.

## 2. Employee Communication

- ☐ Share clear, science-based messaging: changes reflect evolving evidence, not safety concerns.
- ☐ Provide trusted sources (AMA, AAP, ACOG, Immunize.org, NEBGH guides).
- ☐ Target outreach to at-risk groups (pregnant employees, parents, immunocompromised).

## 3. Access & Convenience

- ☐ Offer onsite/near-site flu and COVID vaccines or retail pharmacy vouchers.
- ☐ Allow time off for pediatric vaccine visits.
- ☐ Add vaccine education/administration to wellness events.

## 4. Risk & Compliance

- ☐ Track school-entry requirements (affects working parents).
- ☐ Monitor OSHA/EEOC guidance on vaccine policies.
- ☐ Watch absenteeism trends from preventable illness.

## 5. Equity & Inclusion

- ☐ Provide multilingual, culturally tailored education.
- ☐ Encourage nurse lines/telehealth to support shared decision-making.

## 6. Strategic Positioning

- ☐ Reinforce culture of health: “We follow science, not politics.”
- ☐ Partner with NEBGH for updates and resources.
- ☐ Anticipate operational impacts in pediatrics and pharmacies.

## BOTTOM LINE FOR EMPLOYERS

**Stay ahead of the confusion. Confirm coverage, communicate clearly, make access easy, and position your organization as a trusted source of health information for employees and families.**

