



Vaccine Policy FAQs – U.S. ONLY

Required Vaccinations – General Questions

1. Why has the mandate been implemented?

Experts tell us managing COVID-19 variants and the flare-ups will likely be with us for years. We've recently seen a surge in the Delta variant that has impacted our employee population the same way it's impacted the country at large. And because of this, it's now necessary we take additional steps to help ensure the safety of our employees, our customers and provide for effective business continuity.

2. Which employees are required to be fully vaccinated?

U.S.-based management and CWA-represented employees are required to be fully vaccinated as outlined in the policy that applies to them. Refer to the policy that applies to you to understand if you are required to be fully vaccinated:

- [COVID-19 Vaccine Policy for Management Employees](#)
- [COVID-19 Vaccine Policy for CWA Mobility Employees](#)
- [COVID-19 Vaccine Policy for CWA Wireline Employees](#)

Employees who are not currently covered by one of these three policies are not required to be fully vaccinated at this time. We continue to STRONGLY ENCOURAGE all employees to get vaccinated against COVID-19.

3. When are employees required to be fully vaccinated?

The required vaccination dates for AT&T employees at this time are outlined in the chart below.

October 11, 2021	<ul style="list-style-type: none"> • Management Employees who enter an AT&T work location or attend an in-person, company event who are not exempt from the October 11, 2021, deadline
February 1, 2022	<ul style="list-style-type: none"> • CWA-represented Employees • L1 and L2 Supervisors of Union-Represented Employees • Management Employees who enter a client or customer site • Non-Management, Non-Union Employees • Management Employees in specific roles provided a temporary exception to the 10/11 vaccination date by their Business Unit
Exceptions	<ul style="list-style-type: none"> • Where prohibited by law • IBEW- or Teamsters-represented Employees • Employees with an accommodation approved through the Job Accommodation Group.

4. What do you mean by fully vaccinated?

Fully vaccinated means two weeks following the final dose of a COVID-19 vaccine that has received final approval or approval under an emergency use authorization from the U.S. Food and Drug Administration (FDA) or the World Health Organization (WHO). At this time, that includes the Pfizer, Moderna, Johnson & Johnson and Oxford- AstraZeneca COVID-19 vaccines. The definition of fully vaccinated will include future measures authorized by the FDA and recommended by the CDC, e.g., booster shots if so authorized and recommended.

5. Do I have to get vaccinated if I had COVID-19?

Yes. The CDC recommends you get vaccinated regardless of whether you already had COVID-19. If you are unable to get a COVID-19 vaccine for medical reasons, you will need to apply and be approved for a reasonable accommodation. To request an accommodation, go to the [Job Accommodation Portal](#) and click VACCINATION then follow the submission process. [Step-by-step instructions to create a new job accommodation request are available here](#). Job accommodations are not available for personal objections to vaccination.

Updated 9/28/2021

6. If I was recently treated with monoclonal antibodies for COVID-19 and cannot be fully vaccinated before my required vaccination date, will I get additional time?

The CDC recommends people who have received monoclonal antibodies defer vaccination for at least 90 days following treatment. If you recently had COVID-19 and were treated with monoclonal antibodies, you must request a reasonable accommodation for medical reasons using the Job Accommodation Portal to receive an extension to the vaccination deadline that applies to you. To request an accommodation, go to the [Job Accommodation Portal](#) and click VACCINATION then follow the submission process. [Step-by-step instructions to create a new job accommodation request are available here.](#)

7. Do visitors need to be vaccinated to enter an AT&T work location?

Yes. Visitors must be fully vaccinated to enter an AT&T work location and are expected to follow all [Workplace Behavior & Face Covering Guidelines](#).

8. Do interns need to be fully vaccinated?

Yes. Interns must be fully vaccinated by their start date if they will enter an AT&T work location or client or customer site or attend a company event (onsite or offsite).

9. Are non-management, non-union employees required to be vaccinated?

Non-management, non-union employees are required to be fully vaccinated by February 1, 2022.

10. Can an unvaccinated employee choose to take a COVID test before entering a work location or attending an event instead of getting fully vaccinated?

No. Employees required to be fully vaccinated under the COVID-19 Vaccine Policy do not have the option to do testing instead of getting fully vaccinated.

11. Do Business Units have the flexibility to provide exemptions from the vaccine requirement?

No. Business Units were able to provide a temporary exception to the October 11, 2021, required vaccination date for management employees in specific roles, but they are not able to provide exceptions to the COVID-19 Vaccine Policy in its entirety. Any employee in a role provided a temporary exception to the Oct. 11, 2021, vaccination date must be fully vaccinated by February 1, 2022, unless they have an approved job accommodation.

12. Am I required to get a booster shot after I am fully vaccinated?

We will continue to closely monitor the FDA's guidance on vaccine boosters before making any decisions. The definition of fully vaccinated will include future measures authorized by the FDA and recommended by the CDC, e.g., booster shots if so authorized and recommended.

13. Where can I learn more about COVID-19 vaccines?

We understand some employees may be concerned about getting the vaccine and encourage employees to consult with their healthcare provider and [review the resources on the CDC website](#) to learn more.

14. How should employees experiencing post-COVID-19 Vaccine symptoms respond to the COVID-19 Workplace Entry Assessment questions?

You may experience some side effects after getting a COVID-19 vaccination, which are normal signs that your body is building protection. However, none of the COVID-19 vaccines currently available can make you sick with COVID-19. Therefore, if you have symptoms that you know are due to a recent vaccination, you can truthfully answer "no" to the Assessment questions asking about new or unexplained symptoms of COVID-19 unless you were experiencing symptoms of COVID-19 prior to getting the vaccine.

15. Are employees who are on Short-Term Disability, a Leave of Absence or FMLA required to get vaccinated?

Employees required to be fully vaccinated under a COVID-19 Vaccine Policy who are on a leave of absence, FMLA and/or disability should be notified of the updated vaccine policy upon their return to work and create a vaccination plan with their supervisor to become vaccinated within 60 days of their return to work or file for an accommodation as soon as possible. Employees who are unable to get a COVID-19 vaccine for medical or religious reasons must apply and be approved for a reasonable accommodation. To request an accommodation, go to the [Job Accommodation Portal](#) and



click VACCINATION then follow the submission process. [Step-by-step instructions to create a new job accommodation request are available here](#). Job accommodations are not available for personal objections to vaccination.

16. I have an employee on my team who does not plan to get vaccinated, but due to job responsibilities, they need to enter an AT&T work location or attend a company event. What should I do?

Send a note to the [ERM Vaccine Policy Mailbox](#); they'll help you navigate next steps.

Required Vaccinations – Management Employees

1. What changed in the COVID-19 Vaccine Policy effective October 1, 2021?

The COVID-19 Vaccine Policy effective October 1, 2021, requires additional management employees to be fully vaccinated against COVID-19 by February 1, 2022. Those groups include:

- Management employees who enter/visit a client or customer site.
- Level 1 and Level 2 management employees who supervise union-represented employees at AT&T work locations, client or customer sites or who attend an in-person company event.
- Non-management, Non-union employees at AT&T work locations, client or customer sites or who attend an in-person, company event.
- Management employees in roles specifically identified by the Business Unit as exempt from the October 11, 2021 vaccination date when they enter an AT&T work location, client or customer site or attend an in-person, company event.

2. If I was required to be fully vaccinated against COVID-19 by October 11, 2021, do I get additional time under the new policy?

No. If you were required to be fully vaccinated against COVID-19 by October 11, 2021, you do not get additional time to comply with the policy.

3. Do I have to get vaccinated if I am a virtual management employee?

The Vaccine Policy specifically applies when you enter an AT&T work location or client or customer site, attend a company event, or you are in a role where you are reasonably expected to do those things as part of your job duties. If you are in a management job that does not require you do any of these things, you do not need to be fully vaccinated at this time. However, job requirements can and do change. If your job may require an onsite presence or attendance at a company event (onsite or offsite) on or after the required vaccination date that applies to you, you must be either fully vaccinated or have an approved job accommodation or you will be subject to discipline under the Code of Business Conduct up to and including termination.

4. What happens if I don't get vaccinated?

Management employees who do not have an approved accommodation and are required to be fully vaccinated who do not (1) attest that they are fully vaccinated, (2) upload a copy of their vaccination card to the [Vaccine Attestation Tool](#) (available via MyWorkLife or YesOkay), and (3) enable Vaccine Perks are subject to discipline under the Code of Business Conduct up to and including termination if they enter an AT&T work location or client or customer site or attend a non-public company event on or after the vaccination date that applies to them.

5. I am management employee who is required to get vaccinated under the policy because my job requires me to enter an AT&T work location or client or customer site and/or attend a company event. Do I need to work from home until I am vaccinated?

If you are a manager who is covered under the vaccine requirement and is not yet vaccinated and you are able to do your job from home temporarily, you will need to do the following: 1) make plans to get vaccinated by the required vaccination date that applies to you; 2) work from home until you are fully vaccinated or have an approved job accommodation. If you are an employee whose job requires you to be in the workplace or at a client or customer site, you will have an essential employee exception to continue to come into the workplace or client or customer site, but you will need to be fully vaccinated or have an approved accommodation by the required vaccination date that applies to you.



6. What happens if I am not fully vaccinated by the vaccination deadline that applies to me and I try to enter an AT&T work location or client or customer site or attend an event?

You will fail the Daily Screening in the MyWorkLife App and receive a message that says **Facility Access Restricted**. If you attempt to enter or enter an AT&T work location or client or customer site or event, you will be in violation of Company Policy and subject to discipline up to and including termination.

7. Are new hires or employees moving to new roles in the company required to be vaccinated? And if so, how much time will they have to become compliant if they are not?

Employees entering management roles covered by the Vaccine Policy will need to be fully vaccinated if they enter an AT&T work location or client or customer site and/or attend an in-person company event (onsite or offsite) unless they have an approved job accommodation. Those employees should create a vaccination plan with their supervisor to get vaccinated within 60 days of their start date or file an accommodation as soon as possible. Until an employee is fully vaccinated or has an approved job accommodation, they will need to work from home. If the employee's job requires them to be in the workplace or at a client or customer site, they will be provided an essential employee exception to come into the office, but they will need to be fully vaccinated or have an approved job accommodation within 60 days of their start date. This includes employees who were not required to be vaccinated in their previous job but may be required to be vaccinated in their new role.

Required Vaccinations – CWA-Represented Employees

1. Do I have to get fully vaccinated if I am temporarily working from home due to COVID-19?

Employees temporarily working from home are reasonably expected to enter an AT&T work location and required to be fully vaccinated against COVID-19. Employees who are unable to get a COVID-19 vaccine for medical or religious reasons must apply and be approved for a reasonable accommodation.

2. Do I have to get vaccinated if I am a Virtual Mobility Employee in a permanent work from home title?

If you are a Virtual Mobility Employee in a permanent work from home title who does not enter an AT&T work location or attend company events and are not reasonably expected to do so as part of your job at AT&T, you are not required to be fully vaccinated under the policy.

3. If I am not in full compliance with the Policy (i.e., not fully vaccinated, haven't uploaded my vaccine card, or haven't enabled vaccine perks) by February 1, 2022 what happens to me?

Any employee failing to comply with the Policy, including but not limited to the vaccination and attestation requirements, by February 1, 2022, will be immediately suspended without pay for sixty (60) days to give them a final chance to come into compliance with the Policy ("Reconsideration Period"). An employee who becomes fully compliant with the terms and conditions of the Policy during the 60-day Reconsideration Period may return to work at that time. Failure to do so by the end of the Reconsideration Period will result in termination for misconduct for a Code of Business Conduct Violation. Noncompliance with the Policy in any manner following the expiration of the 60-day unpaid Reconsideration Period (i.e., by April 2, 2022) will result in that employee's termination from the Company.

4. If I am terminated, will my rehire indicator be marked as "no"?

An employee will not have their rehire indicator marked as "no" because of not becoming fully compliant with the Policy by the required deadline (i.e., becoming fully vaccinated, uploading their vaccine cards, and enabling vaccine perks).

5. Are new hires or employees moving to new roles in the company required to be vaccinated? And if so, how much time will they have to become compliant if they are not?

Employees entering union-represented roles covered by the Vaccine Policy will need to be fully vaccinated as outlined in the COVID-19 Vaccine Policy applicable to their new role. New hires should create a vaccination plan with their supervisor to get vaccinated within 60 days of their start date or file an accommodation as soon as possible. Until an employee is fully vaccinated or has an approved job accommodation, they will need to work from home. If the employee's job requires them to be in the workplace or at a client or customer site, they will be provided an essential employee exception to come into the office, but they will need to be fully vaccinated or have an approved job accommodation within 60 days of their start date. This includes employees who were not required to be vaccinated in their previous job



but may be required to be vaccinated in their new role.

Note: Should any union-represented employees in permanent work from home titles covered by the [Virtual Workforce Policy for Mobility Employees](#) move to, transfer to, or accept another job offer for a different position or job title within the Company they must come into compliance with all terms of the Policy within 60 days and prior to starting that role.

Employees Who Cannot Get the Vaccine

1. What if I cannot get a COVID-19 vaccine?

Employees who are unable to get a COVID-19 vaccine for medical or religious reasons must apply and be approved for a reasonable accommodation. Detailed information on the Job Accommodation process is available in the [Job Accommodation section of HR OneStop](#). To request an accommodation, go to the [Job Accommodation Portal](#) and click VACCINATION then follow the submission process. [Step-by-step instructions to create a new job accommodation request are available here](#).

2. When should I submit a job accommodation request?

Employees who cannot get a COVID-19 vaccination for medical or religious reasons are strongly encouraged to submit their job accommodation request as soon as possible since a job accommodation takes approximately 2-3 weeks to complete.

3. How is my religious accommodation request reviewed and/or approved?

All religious accommodations must be submitted under the VACCINATION tab on the [Job Accommodation Portal](#). The Job Accommodation team will review each request and determine if it qualifies for a religious accommodation. If it qualifies, a notification is sent to the supervisor to care for the next steps. The supervisor is the final decision maker for all accommodations. At any time, the supervisor may use the link in the Job Accommodation notification letter to request help.

4. If my job accommodation is denied, do I have to be vaccinated?

If an employee's job accommodation request is denied, the employee will be given a reasonable amount of time to become fully vaccinated if they cannot be fully vaccinated by the required vaccination date that applies to them. The employee should plan to become fully vaccinated to comply with the policy as soon as possible.

5. How long will my vaccination accommodation be in place and will I get a reminder before it expires?

Vaccination accommodations must be recertified after six months. Some accommodations may be shorter in nature depending upon Health Care Provider input. A reminder will be sent to the supervisor and employee before the accommodation expires.

6. Does a job accommodation move with me if I change jobs?

If you change jobs/supervisors you should review your accommodation to ensure the accommodation fits the essential functions of your new job. If a change to the accommodation is needed, your supervisor should reach out to the [Job Accommodation Group](#) for next steps.

Suppliers & Supplier Personnel (including NPWs, Vendors and Contractors)

1. Are Non-Payroll Workers (NPWs), contractors and vendors required to be vaccinated?

Effective October 11, 2021, NPWs, contractors and vendors who enter U.S.-based AT&T facilities and worksites or who are in attendance at an AT&T company event are required to be fully vaccinated. Suppliers are responsible for ensuring personnel are fully vaccinated and following all [Workplace Behavior & Face Covering Guidelines](#). Refer to the [COVID-19 Vaccine Protocols for Suppliers](#) for more information.

2. How were Suppliers notified of AT&T's vaccine requirements?

Suppliers were sent notifications about AT&T's vaccine requirements and the information is posted on [AT&T's Supplier Portal](#).



3. How do Supplier personnel (including NPWs) notify us of their vaccination status?

Complete AT&T Workplace Entry Assessment (Supplier personnel with AT&T credentials) or Passcard (Supplier personnel without AT&T credentials) daily and follow the steps provided.

4. What if a Supplier's personnel cannot be vaccinated for religious or medical reasons?

The Supplier are responsible for reviewing and approving accommodations for their personnel in accordance with the Supplier's internal job accommodation process.

5. What if a Supplier needs more time to comply with the vaccine requirement?

- Suppliers with Union represented employees who need to negotiate AT&T's vaccine requirements will have until December 31, 2021 to comply with AT&T's vaccine requirements. Please email [AT&T Global Connections & Supply Chain](#) if you have Union represented personnel that will need this extension.
- If a Supplier without Union represented employees needs additional time to comply with AT&T's vaccine requirements, please email [AT&T Global Connections & Supply Chain](#). Extension will be reviewed and granted on a case-by-case basis.
- Suppliers with an approved extension must have their employees follow the process for Supplier Personnel with a job accommodation when entering an AT&T facility or worksite until they are fully vaccinated.

Vaccine Attestation & Vaccine Perks

1. How do I prove I have been fully vaccinated?

Employees required to be fully vaccinated must attest they have received all prescribed doses, upload a copy of their vaccination card to the [Vaccine Attestation Tool](#) (available via MyWorkLife or YesOkay) and enable Vaccine Perks. To protect the privacy of our employees, each employee's vaccination data is securely encrypted.

2. How do I confirm I have completed the attestation process?

You can confirm you've completed the attestation process in the [Vaccine Attestation Tool](#) (available via MyWorkLife or YesOkay). You will see COMPLETED under Log My Vaccine and Upload Images.

3. How do I enable Vaccine Perks?

You can enable Vaccine Perks in the Vaccine Attestation Tool. [This guide includes step-by-step instructions.](#)

4. Will supervisors have access to a list of their employees and their attestation status?

Supervisors will have access to reports of Policy non-compliance prior to the vaccination deadline. In addition, supervisors have access to their team's assessment summary in the workplace entry app, and will continue to receive automated emails if a team member attempts fails the workplace entry assessment.

5. Do I need to upload a copy of my vaccination card if I did not provide one when I attested to my vaccination status?

Yes. Employees required to be fully vaccinated must attest they have received all prescribed doses, upload a copy of their vaccination card to the [Vaccine Attestation Tool](#) (available via MyWorkLife or YesOkay) and enable Vaccine Perks. If you did not upload a copy of your vaccination card when you attested to your vaccination status, you must do so to be in compliance with this policy.

6. Is AT&T asking for my vaccination status or requiring me to provide my vaccine card a HIPAA (Health Insurance Portability and Accountability Act) violation?

No. HIPAA does not apply to an employer's direct queries about an employee's vaccination status.



7. Once you have the uploaded vaccination cards, is AT&T doing anything to verify them?

Individual vaccination cards are not reviewed when they are uploaded to the Vaccine Attestation Tool unless there is concern of a violation of the Code of Business Conduct. To protect the privacy of our employees, each employee's vaccination data and card is securely encrypted when it is provided. Individual employee vaccination cards are not reviewed by AT&T unless there is reasonable cause to believe an employee has falsified their vaccination card or there is another valid business justification. Falsification of records, including but not limited to proof of vaccination, is a Code of Business Conduct violation subject to discipline, up to and including termination of employment.

8. Do I have to upload a copy of my vaccination card to the app if I am concerned about privacy?

Employees required to be vaccinated under the COVID-19 Vaccine Policy are required to attest they have received all prescribed doses, upload a copy of their vaccination card to the [Vaccine Attestation Tool](#) (available via MyWorkLife or YesOkay), and enable Vaccine Perks to be compliant with the policy. To protect the privacy of our employees, each employee's vaccination data is securely encrypted when it is provided. Individual employee vaccination cards are not reviewed by AT&T unless there is reasonable cause to believe an employee has falsified their vaccination card. Falsification of records, including but not limited to proof of vaccination, is a Code of Business Conduct violation subject to discipline, up to and including termination of employment.

9. Can a supervisor ask to see an employee's vaccination card?

Supervisors should not ask to see the employee's vaccination card and/or proof of vaccination. A supervisor may ask for vaccination status by asking to see the employee's passcard.

10. What is the process to reset my passcard if I did not enable vaccine perks?

It depends on the results of your Health Entry Assessment:

- **Failed assessment/red passcard:** 1) You need to attest and enable your vaccine perks, 2) Your supervisor needs to reset your attestation, and 3) You need to retake the Health Entry Assessment.
- **Passed assessment/green passcard:** 1) You need to attest and enable your vaccine perks, and 2) retake the Health Entry Assessment.

11. What happens if I lost my vaccination card?

You will need to get a replacement. The CDC provides contact information for each state's immunization information system on its [website](#). How to access those immunization records differs by state.

Company Events

1. What is considered a company event?

A company event is a non-public event you are attending because you are an AT&T employee. For example, a trade show where AT&T is a vendor, or a recognition event would be a non-public event vs. an American Heart Walk which is a public event.

2. Do vendors working or attending an AT&T event need to be fully vaccinated?

Yes. Effective Oct. 11, 2021, all Supplier personnel (including NPWs, contractors, vendors, etc.) are required to be fully vaccinated to attend a company event (onsite or offsite). Vendors should send only vaccinated employees to AT&T company events. If the only vendor personnel who can attend has a valid job accommodation through their employer, they must comply with all enhanced safety protocols outlined in the [COVID-19 Vaccine Protocols for Suppliers](#) for the duration of the event.

3. Are retirement and service recognition events considered company events?

Yes. Recognition and retirement events offered by the myService Program are subject to the Vaccine Policy since they are company events.

4. Do I have to fully vaccinated to attend a recognition event for a service milestone or retirement?

Yes. Employees must be fully vaccinated to attend an in-person milestone or retirement events when at least one other employee is present. Employees do not have to be fully vaccinated to attend a virtual or family only event.



5. If I am not required to be vaccinated under the COVID-19 Vaccine Policy, do I have to be fully vaccinated to attend a recognition or retirement event?

Yes. All employees are required to be fully vaccinated to attend a service recognition or retirement event – regardless of whether or not they are required to be a vaccinated under the COVID-19 Vaccine Policy.

6. Can employees with an approved job accommodation attend a retirement or recognition event?

No. While an employee who cannot be vaccinated for medical or religious reasons can request a job accommodation to allow them to continue performing essential functions of their job, this accommodation does not apply to retirement or recognition events because they are not essential job functions.

7. If a retirement or recognition event is held offsite, does the supervisor need to verify if employees and guests attending the event are vaccinated?

No. Employees are responsible for knowing AT&T's vaccine requirements and that they are subject to discipline under the Code of Business Conduct, up to and including termination, if they choose to attend an event without being vaccinated. Supervisors are not expected to verify those in attendance at the event are fully vaccinated.

8. Are family members and other guests required to be vaccinated if they are not AT&T employees?

Yes. The employee whose service or retirement is being recognized is responsible for ensuring any guests they invite are vaccinated if more than one AT&T employee will be present, and would be subject to discipline under the Code of Business Conduct, up to and include termination, if they are not vaccinated.

9. If I am having a virtual or family-only event do I need to be fully vaccinated?

No. If the event is virtual (not held in person) or is a family-only event, you do not have to be fully vaccinated and your family does not need to be fully vaccinated to attend.

Time Off and Pay Treatment for Vaccination

1. Is AT&T providing paid time for vaccinations?

Mandatory Vaccinations

- Non-exempt management and CWA-represented employees will be paid for the time spent obtaining the vaccination required by the COVID-19 Vaccination Policy.
- Employees should schedule and receive their vaccination during regular work hours.
- Employees should notify their supervisor of the date/time of their vaccine appointment as soon as possible and work with them to ensure appropriate work coverage while they are at their vaccine appointment.

Voluntary Vaccinations

- Employees exempt from mandatory vaccination who are unable to get vaccinated during non-work hours or at an appointment sponsored/arranged by the company will be provided up to 4 hours of paid time off to receive a single-dose vaccination or up to 8 hours of paid time off to receive a vaccine that requires two doses.
- Employees must schedule the time off to get vaccinated in accordance with normal vacation/PTO scheduling processes and availability will be based on needs of the business.
- Every employee that uses company time to get vaccinated must *attest* to receiving the vaccine. Even if you are not a part of the mandatory vaccination group.



2. How do employees code time off to get vaccinated?

Use the following time codes time off for vaccination.

Employees Subject to COVID-19 Vaccination Policy

	Absence Code	Reason Code
Exempt Managers	No Coding Needed	
Non-Exempt Managers	No Coding Needed If Scheduled During Regular Working Hours Code as Hours Worked if not Scheduled During Regular Working Hours	
Non-Management/Union-Represented	Code as Hours Worked	

3. How should employees code time if they experience symptoms after receiving a vaccine dose?

- **Management employees** who experience symptoms after receiving the vaccination can take sick time as outlined in the [Management Sick Time Guidelines](#).
- **Bargained employees** who experience symptoms after receiving the vaccination can take sick time as outlined in their [Collective Bargaining Agreement](#), as applicable.
- **Supervisors** should refer to Time Off Requests for COVID-19 Situations and Time Reporting Codes Related to COVID-19 sections of the COVID-19 Supervisor Playbook available on the [HR OneStop COVID-19 Resources Page](#) for more information on time off for bargained employees experiencing symptoms.

Vaccination Cost(s)

1. Will the AT&T Medical Plans cover the cost of the vaccine?

Yes. The cost of the vaccine will be covered under the AT&T Medical Plans. Employees may need to present their health insurance information to the vaccine provider(s) to cover the cost of the vaccine.

2. Do I have to pay for the vaccine if I am not covered by an AT&T Medical Plan?

Vaccines are available free of charge to all people living in the U.S. regardless of health insurance status.

