

## U.S. Federal COVID-19 Vaccine Mandate Augmented Workforce - Frequently Asked Questions (FAQs)

### Federal Mandate Background

**Q: Why is 3M mandating COVID-19 vaccines?**

A: Although 3M strongly encourages its employees to be vaccinated against COVID-19, 3M has not instituted a COVID-19 vaccine mandate. Instead, the federal government recently announced two mandates, both of which 3M is required to comply with.

One was a directive to the Occupational Safety and Health Administration (OSHA) to establish an emergency temporary standard that requires companies with more than 100 employees to ensure all of their U.S. employees are vaccinated or tested weekly. The other was an Executive Order that requires federal government contractors to ensure their U.S. employees working on federal contracts or working at locations where any employees are working on or in connection with federal contracts, are vaccinated, without the option to test individuals who are not vaccinated. 3M is both a federal contractor and an employer with more than 100 employees.

**Q: Is 3M a federal contractor?**

A: Yes, 3M has been a federal contractor for decades, and we support the U.S. federal government in a number of areas, including the Department of Defense and Government R&D, as well as in aerospace, dental and other markets.

**Q: Why does the mandate not apply to all 3M locations?**

A: 3M is required to comply with both federal mandates – but the impact to employees and contingent and contract workers will vary based on location. As defined by federal guidelines issued pursuant to the federal contractor mandate, a location where employees and contingent and contract workers are working on or in connection with federal contracts is a “covered contractor workplace,” and **anyone who works at such a location must be vaccinated**. Workers at other 3M U.S. sites where no federal contract work is performed — that is, sites that are not “covered contractor workplaces” — will be required to comply with the OSHA emergency temporary standard, once it is issued and effective, which is likely to mean those workers will be either required to be vaccinated or subjected to weekly testing.

**Q: What defines a ‘contracted’ supplier of non-employee workers or services?**

A: A ‘contracted’ supplier is a vendor that 3M has signed a contract with, which also includes contract-like instruments such as a cooperative agreement, provider agreement, service agreement, or purchase agreement for services, as examples.

### Who Needs to be Vaccinated

**Q: How does the federal contractor vaccine mandate apply to contingent and contract workers who support one or more 3M locations?**

A: Contingent and contract workers must be vaccinated if they perform work at or provide remote support to a 3M location that is covered by the federal contractor mandate. If a worker supports

more than one 3M location, is based out of a location that is not covered by the federal contractor mandate but supports one or more other locations that are covered, the worker will need to be vaccinated.

**Q: Does the vaccine mandate apply to all employees of the contingent or contract worker company, or just those assigned to 3M?**

A: Contingent or contract workers who are assigned to, or work at a 3M site to perform contracted services must comply with the vaccine mandate. 3M will flow the federal vaccine mandate contract clause down as applicable to covered contractors who must manage the application of the clause within their organizations as appropriate.

**Q: How does the vaccine mandate apply to contingent and contractor workers who periodically visit a 3M location?**

A: Contingent and contract workers who periodically visit a 3M location for less than 4 hours per week would be considered visitors and must follow 3M COVID-19 workplace safety protocols for that 3M location. If however, they work at a covered 3M site on a more regular basis, work with 3Mers more than 4 hours per week, they must follow the vaccine guidance for that site.

**Q: Are non-employee workers who come on-property but don't go into buildings included in the federal vaccine mandate?**

A: 3M non-employee workers periodically visiting a 3M covered site providing services, who are on site less than 4 hours per week, are not working directly with 3M employees, and their work does not directly support a federal contract are required to follow all local site COVID-19 safety protocols. Examples include: lawn service, waste pick up, and truck drivers (unless directly supporting a federal contract).

**Q: Are non-employee workers who are assigned to a 3M site that is covered by the federal COVID-19 vaccine mandate, but work 100% remotely, included?**

A: Workers supporting a covered direct federal contract who provide services as a **subcontractor** need to be vaccinated. Service workers that are **not subcontractors** who work 100% remotely, are not covered by the clause. Examples include: remote contingent workers, remote consultants, remote service providers.

**Q: Does the vaccine mandate flow down to 3M suppliers who package output from a plant that is included in the mandate (i.e.: flexible packagers and converters)?**

A: If the supplier is providing 3M a service, for example, packaging a product that is made in our plant, then they are included in the mandate. If they are providing 3M with product, then the clause will not be flowed down to them.

**Q: Does the federal COVID-19 vaccine mandate apply to outsourced manufacturing locations?**

A: No, as subcontractors of products, they are not included in the guidance. If the outsourced manufacturer is also a subcontractor of services in support of a 3M federal contract, the non-employee workers who are working under that contract are included in the vaccine mandate.

**Q: Are our large corporate suppliers i.e.: Pepsi, Fastenal, etc. included in the federal mandate?**

A: Suppliers of contracted services to 3M covered contractor workplaces are included in the mandate if they support a government contract. **Suppliers of products delivered to a 3M contractor covered workplace are not included in the mandate.** Pepsi is an example of a worker coming to a site to deliver a product and must comply with local COVID-19 safety protocols. Fastenal is a mixed example: if a Fastenal worker is simply delivering product to a covered site, they are not included in the vaccine mandate. If a Fastenal worker is providing services to the covered site such as vendor managed inventory of product or project support, the worker is included in the vaccine mandate.

**Q: How are non-employee visitors impacted by the federal vaccine mandate?**

A: Non-employee visitors are individuals or augmented workers coming to a 3M covered site for less than 4 hours per week, who are not providing 3M contracted services in support of a federal contract. Examples include a 3M retiree, interviewee, vendor sales rep, local inspector, Uber or truck driver, waste pickup, pest control, lawn service, etc. Non-employee visitors coming to 3M sites must be authorized by local site management. All non-employee visitors must comply with 3M's COVID-19 safety protocols for the site they are visiting, which may include different controls for fully vaccinated and not fully vaccinated individuals.

**Q: Does the mandate extend to non-employees doing 3M work in leased warehouses or office spaces that are shared with a building owner and/or other tenants?**

A: Yes, if the non-employee workers are working under contract in support of a 3M federal contract then the mandate will apply to them. 3M does not have responsibility for the building owner and other tenants. If they are a contract manufacturer delivering products, the mandate will not pertain to them.

**Q: If a supplier has resources that are in India, are those workers required to get the vaccine if the 3M team they report to is under the federal mandate?**

A: The federal COVID-19 vaccine mandate only applies to employees and non-employee workers who live or work in the U.S.

## **Vaccine Requirements**

**Q: What COVID-19 vaccines will 3M accept for non-employee workers?**

A: 3M will accept the COVID-19 vaccines that are on the Emergency Use List (EUL) from the World Health Organization (WHO). This list includes COVID-19 vaccines that are approved for use in other countries. Some non-employees may have been vaccinated in other countries.

Vaccines include the following:

Moderna, Pfizer, J&J (Janssen), Astra Zeneca, Covishield, Sinopharm, Sinovac

Below is the link to the EUL for a complete list of vaccines:

[Coronavirus Disease \(COVID-19\) | WHO - Prequalification of Medical Products \(IVDs, Medicines, Vaccines and Immunization Devices, Vector Control\)](#)

3M will not be collecting medical information pertaining to vaccine status from non-employee workers. Non-employee workers should follow their company's processes as needed for their 3M assignment and to comply with the federal COVID-19 vaccine mandate and/or any applicable OSHA guidelines.