



COVID-19 FAQ's for Building Trades Union Members

The safety of Building Trades members is our top priority. The Minnesota Building and Construction Trades continues to monitor the impacts of the coronavirus and the disease COVID-19 on the Minnesota Construction Industry. We have developed the following questions and answers to help union members better understand their rights during the COVID-19 pandemic.

COVID-19 VACCINATION

When will construction workers be able to be vaccinated?

While construction is included as a critical industry for purposes of COVID-19 response, for purposes of vaccine roll-out there will be many tiers of "essential" workers.

Currently, the plan for rolling out the vaccine in Minnesota is:

- Phase 1a, which has started, includes people working in health care settings who are at the highest risk for COVID-19 exposure and residents of long-term care facilities. People eligible for COVID-19 vaccine in phase 1a will be contacted by their employer or the facility where they live to let them know when vaccine is available to them.
- We do not yet know when people in phase 1b and 1c will be able to get the vaccine in Minnesota.
 - Phase 1b, includes "frontline essential workers" and adults 75 years and older.
 - Phase 1c, includes adults ages 65-74 years, people ages 16 to 64 years with high-risk medical conditions, and "other essential workers."

Some construction workers will receive the vaccine as part of Phase I based on the facilities where they are working. However, it is not expected that the construction workforce will be offered vaccination until Phases 2 or 3 when the vaccine will be administered through health care providers.

Can I be required to get the vaccine?

- A construction project **owner** can require vaccinations as a condition of coming on site. A member that chooses not to be vaccinated will not be able to work on that project.
- The Equal Employment Opportunity Commission (EEOC) has said that employers may require vaccination with some limitations. **If your contractor requires that you get vaccinated as a condition of employment, please contact your union.** Unions can bargain about such issues as timing, location, and provider of vaccinations and whether employees will be compensated for time spent being vaccinated.

Additional Resources:

[Minnesota Vaccination Planning and Phases](#)
[EEOC COVID FAQs](#)