



## The Delta Variant – What it Means for Your Workforce Now and in the Future

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July 29, 2021

\* Although we will be providing legal information during this webinar, we will not be providing legal advice.

# Agenda

- **Introduction**
- **The Delta Variant**
- **New CDC Guidelines for Fully Vaccinated Individuals**
- **Health Screeners**
- **How States and Localities Are Reacting**
- **What's Next?**
- **Questions & Answers**

# Delta Variant



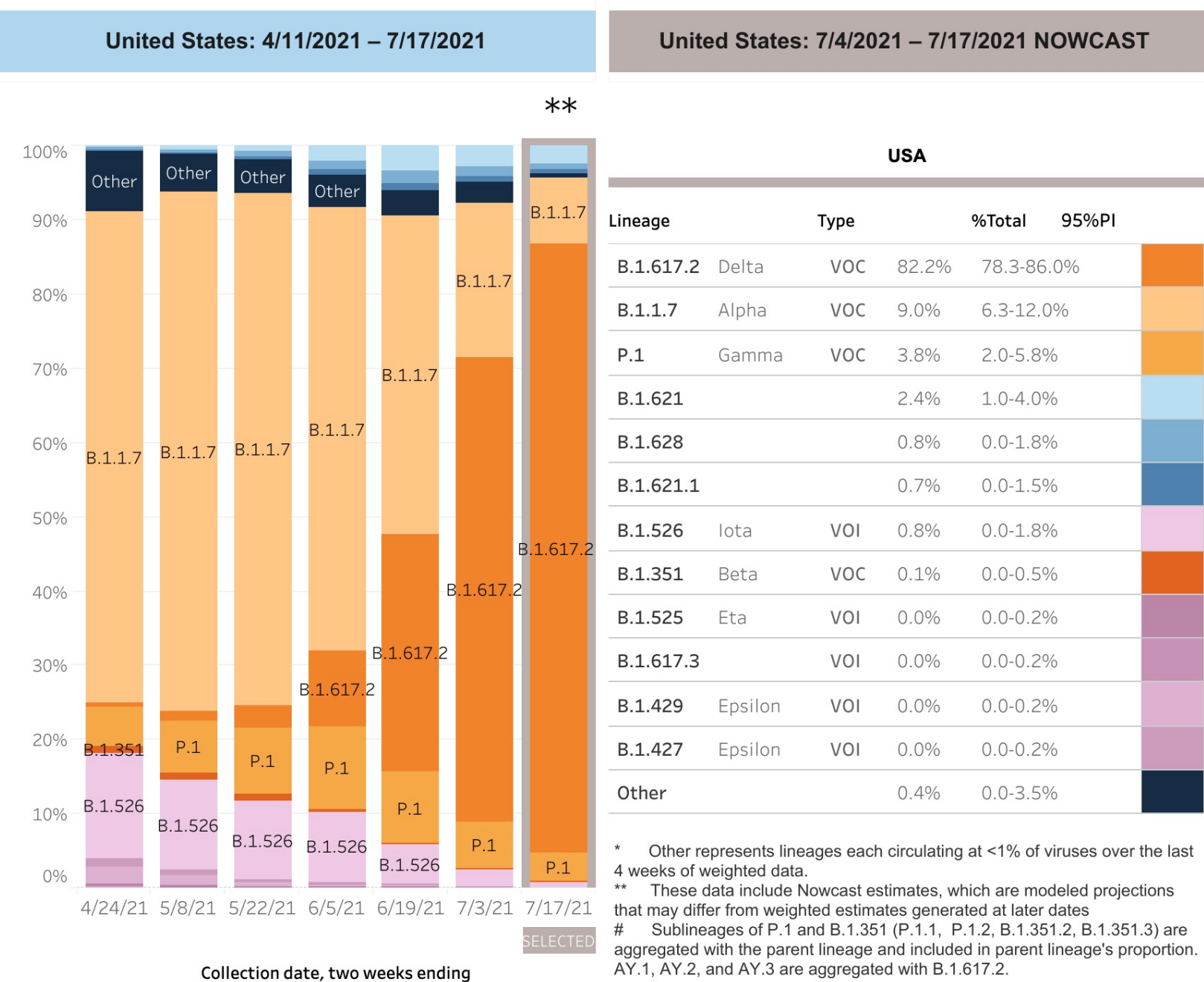
- B.1.617.2, a highly contagious SARS-CoV-2 virus strain
- First identified in India, December 2020
- First US case diagnosed in March 2021
- Now the dominant US strain (over 80% in July)
- Who is at most risk:
  - Unvaccinated Individuals
  - Children & Young People
- More Contagious than other virus strains
  - “Fastest and fittest” – WHO
  - Variant of concern – WHO

# Delta Variant



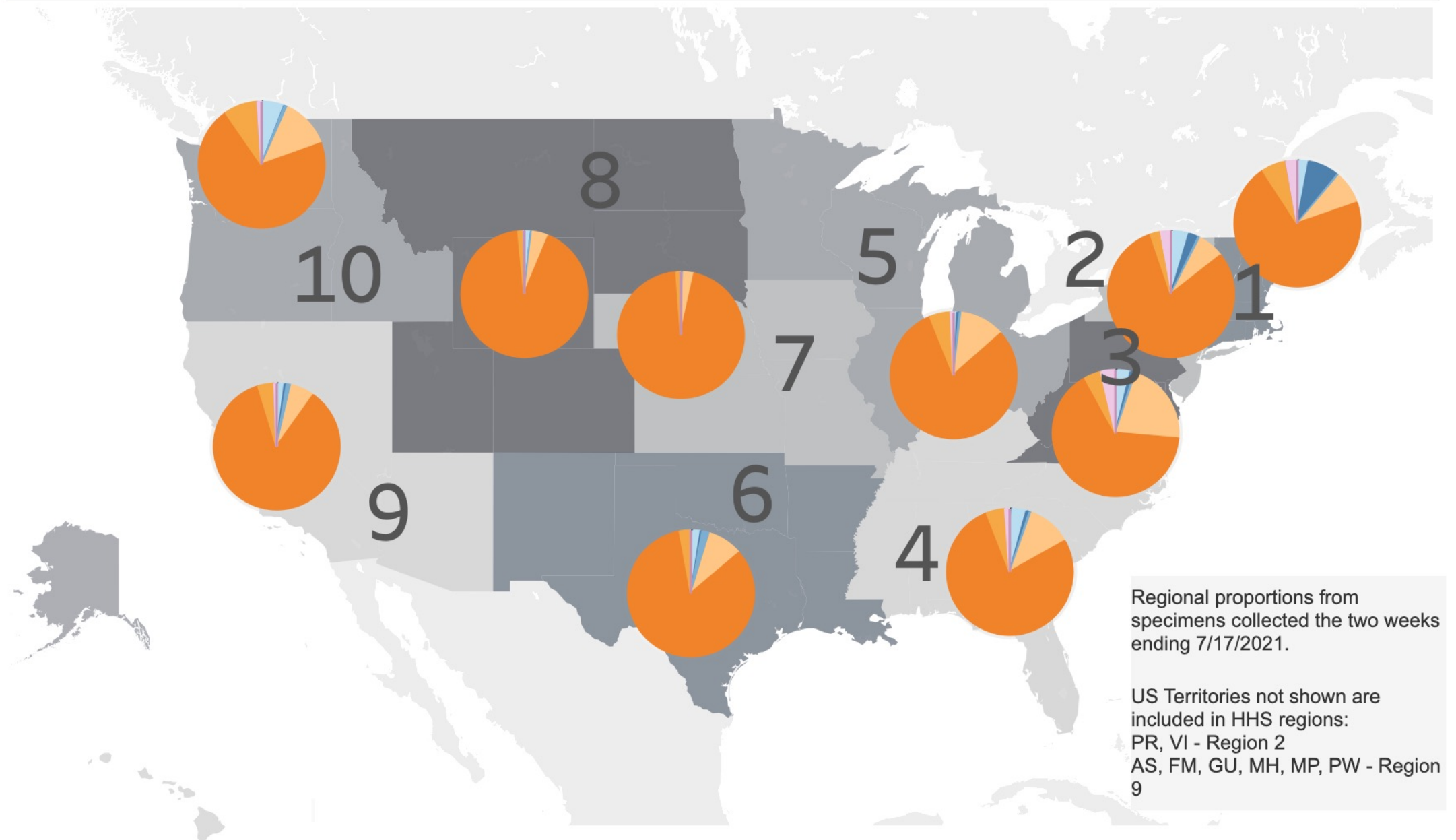
- 1,000 times more copies of the virus in their respiratory tract
- Become infectious on Day 4 compared to Day 6
- Symptoms may be slightly different
  - Headache
  - Sore throat
  - Runny nose
  - Fever

# COVID Strains in the United States





## United States: 7/4/2021 – 7/17/2021 NOWCAST



### US COVID-19 Hospitalizations

**2,338,869**  
**Total New**  
**Admissions**

**3,521**  
**Current 7-Day**  
**Average**

**2,663**  
**Prior 7-Day**  
**Average**

**+32.2%**  
**Change in 7-Day**  
**Average**

### US COVID-19 Deaths

**607,684**  
**Total Deaths**  
**Reported**

**223**  
**Current 7-Day**  
**Average\***

**204**  
**Prior 7-Day**  
**Average**

**+9.3%**  
**Change in 7-Day**  
**Average Since Prior**  
**Week**

# Vaccination & Delta



- You can get COVID-19 if you are vaccinated
  - Your case will likely be milder
  - UK study shows Pfizer vaccine 96% effective against COVID-19 hospitalizations
- New data shows similar viral loads in unvaccinated and breakthrough cases
  - This means vaccinated individuals, even if asymptomatic, may be transmitting COVID-19 at rates similar to unvaccinated individuals
  - Vaccination cuts risk of COVID-19 sevenfold
  - Vaccination cuts risk of COVID-19 hospitalization twentyfold



# CDC's Updated Guidance for Fully Vaccinated Individuals - Part 1

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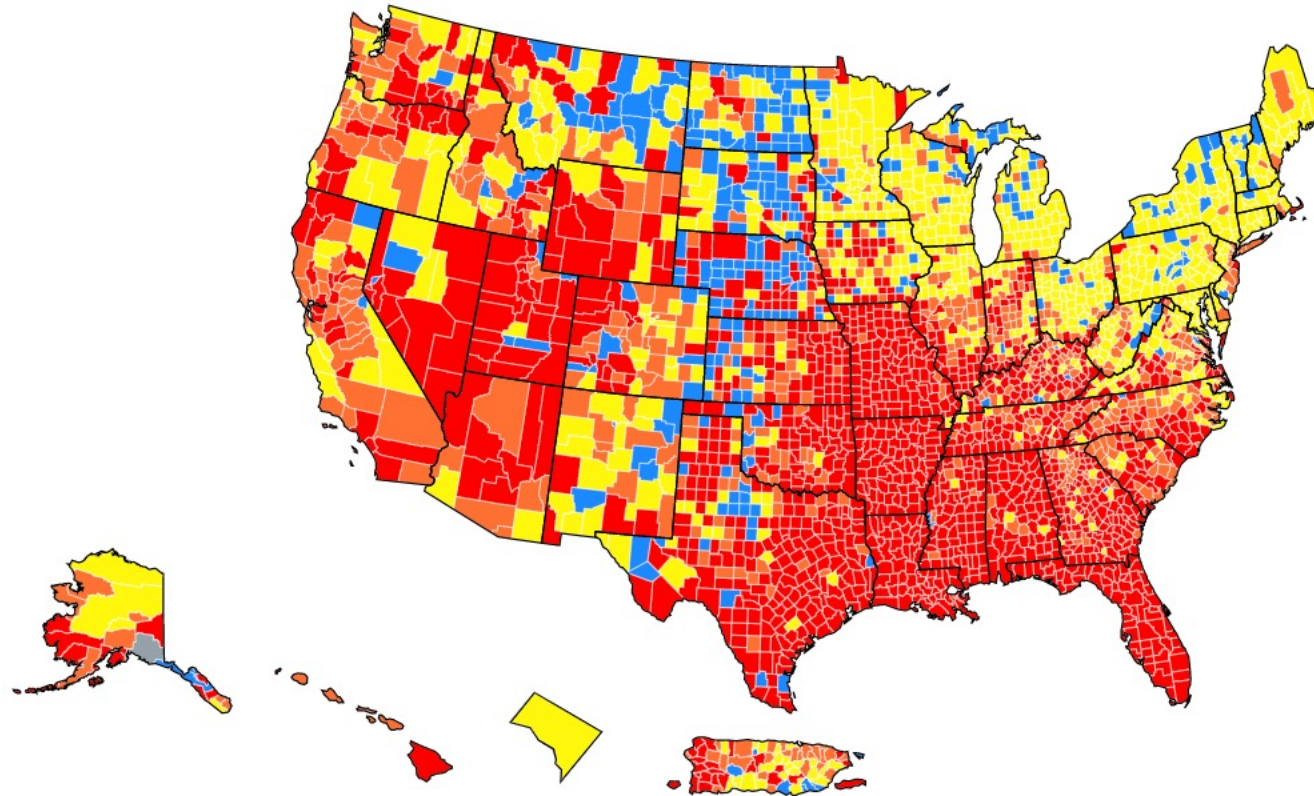
- [Updated on June 27, 2021](#)
- Fully vaccinated individuals should “wear a mask indoors in public if you are in an area of substantial or high transmission.”
- The CDC has provided an [online tool](#) for determining on a county-by-county basis whether an area is experiencing a substantial or high level of COVID-19 transmission.





## Level of Community Transmission of COVID-19

Time Period: Mon Jul 19, 2021 - Sun Jul 25, 2021



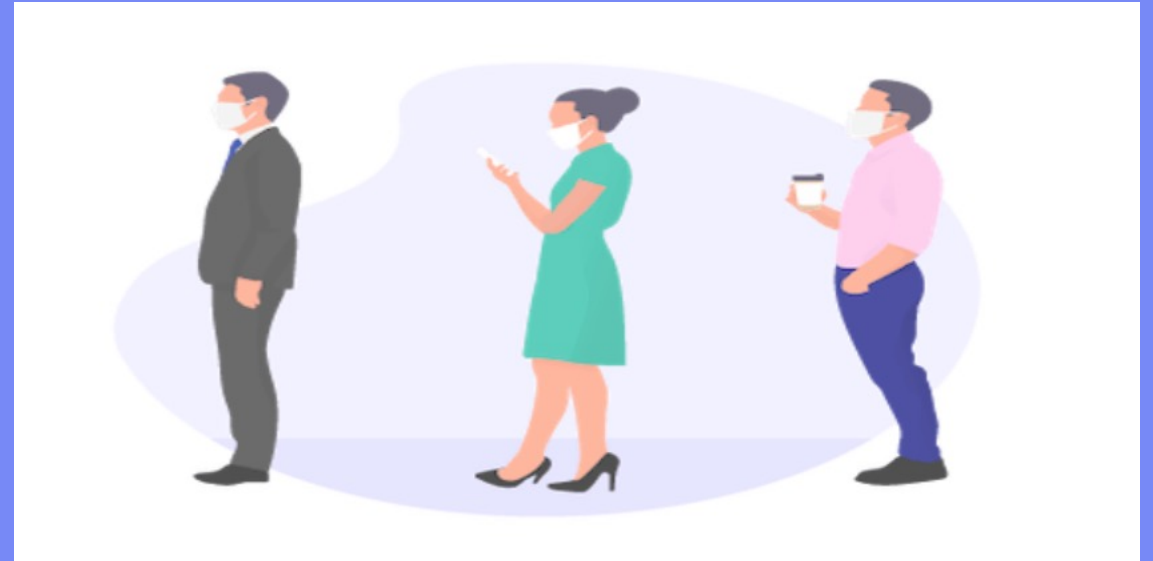
Graphic available at: <https://covid.cdc.gov/covid-data-tracker/#county-view>

● High   ● Substantial   ● Moderate   ● Low   ● No Data

# CDC's Updated Guidance – Part 2

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- The CDC also updated its guidance for fully vaccinated individuals who come into close contact with someone who has COVID-19.
- “If you’ve been around someone who has COVID-19, you should get tested 3-5 days after your exposure, even if you don’t have symptoms. You should also wear a mask indoors in public for 14 days following exposure or until your test result is negative. You should isolate for 10 days if your test result is positive.”



# CDC's Updated Guidance – Part 3



- “CDC recommends universal indoor masking for all teachers, staff, students, and visitors to schools, regardless of vaccination status.”
- CDC also “[a]dded information that fully vaccinated people might choose to wear a mask regardless of the level of transmission, particularly if they are immunocompromised or at increased risk for severe disease from COVID-19, or if they have someone in their household who is immunocompromised, at increased risk of severe disease or not fully vaccinated.”



## Employee Health Screening

- California still requires daily health screeners
- Many other jurisdictions relaxed screening requirements with their masking rules
- New CDC guidance does not require screening, but indicates desirability
- Many workplaces will have individuals who cannot receive the vaccine for medical reasons
- Vaccinated individuals can still get COVID-19
- Tracking close contacts if there is a COVID case at your worksite is easier if you have screeners



# How States and Localities Are Reacting



## Pre CDC's Updated Guidance for Fully Vaccinated individuals

July 18 – Los Angeles County reinstated its [mask mandate](#), requiring individuals to wear masks in indoor public places regardless of their vaccination status.

## Following the CDC's Updated Guidance

- Nevada – A mask mandate incorporating CDC guidance takes effect on July 30, and covers 12 of Nevada's 16 counties including Clark County, home to Las Vegas.
- Yolo County, California; St Louis County, Missouri; and the City of St. Louis have issued similar mask mandates incorporating the CDC's updated guidance.

# What's Next?

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- More states and localities are likely to adopt the CDC's new guidelines.
- More employers are likely to require vaccinations to return to the worksite.
  - President Biden is considering a vaccine or testing mandate for federal employees.
- Some employers are likely to keep or reinstate health screeners.
- More changes in federal, state and local COVID guidance are still to come.

