



# End of the COVID-19 Emergency: What Employers Should Know

The federal government's COVID-19 public health emergency and national emergency will end on May 11, 2023. These emergency declarations made accessing COVID-19 services easier for the public. So, the end of the emergency may complicate the way your employees access COVID-19 tests, boosters and treatments.

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## COVID-19 TESTS



## COVID-19 VACCINES



## COVID-19 TREATMENTS

### WHAT WILL CHANGE

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| <ul style="list-style-type: none"><li>• Employers' healthcare plans will no longer be required to cover the full cost of at-home COVID-19 tests (currently up to 8 tests per month).</li><li>• For many employees, changes in coverage could mean COVID-19 testing will only be covered if a doctor has ordered a test.</li></ul> | <ul style="list-style-type: none"><li>• Employers' healthcare plans will no longer be required to cover the full cost of COVID-19 vaccines offered by out-of-network providers. At the moment, the federal government still has millions of booster and vaccine doses, and it has pledged to continue providing them for free while supplies last.</li><li>• About 4 million people are likely to become completely uninsured, which may impact their uptake of vaccines and testing when those services are no longer universally free.</li></ul> | <ul style="list-style-type: none"><li>• Under most plans, employees will likely have to share costs (e.g. co-pays, deductibles or co-insurance) for COVID-19 treatments—the prescription medication currently provided for free by the federal government. For now, the federal government still has millions of treatment doses and will continue to make that current supply available for free.</li></ul> |
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### WHAT WON'T CHANGE

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| <ul style="list-style-type: none"><li>• COVID-19 tests currently authorized on an emergency-use basis by the Food and Drug Administration (FDA) will remain available for use until further notice by the FDA.</li></ul> | <ul style="list-style-type: none"><li>• COVID-19 vaccines and boosters will remain free from in-network providers.</li><li>• Moderna has pledged that its vaccines will continue to be available at no cost for uninsured and underinsured people.</li><li>• COVID-19 vaccines currently authorized on an emergency-use basis by the FDA will remain available for use until further notice.</li></ul> | <ul style="list-style-type: none"><li>• The federal government will continue providing free COVID-19 vaccines and treatments as long as its current supplies last.</li><li>• COVID-19 treatments currently authorized on an emergency-use basis by the FDA will remain available for use until further notice.</li></ul> |
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## 5 ACTIONS FOR EMPLOYERS

### ☐ **Work with your insurance provider to offer coverage that will protect your people.**

The end of the COVID-19 emergency removes certain coverage requirements from health insurance plans, but you can maintain testing coverage or limit cost-sharing in your employer-sponsored plan. Consider how changes to coverage might affect worker health. For example, maintaining coverage of over-the-counter tests may help keep COVID-19 out of the workplace, as infectious employees may be more likely to stay home if they know they have COVID-19 from a positive test.

### ☐ **Communicate the changes that employees will see in their health plans.**

For many employees, the emergency declarations have meant they haven't had to consider costs of COVID-19 tests, vaccines and treatment. This will now get a little more complex. Employers should alert employees to changes to coverage, which could include no longer covering vaccination, testing and treatment from out-of-plan providers and applying cost-sharing requirements to COVID-19 testing or treatment.

### ☐ **Encourage employees to make use of free supplies.**

Every U.S. household is still entitled to 4 free at-home COVID-19 tests through [COVIDtests.gov](https://www.covidtests.gov). And up to 8 tests a month are still reimbursable through group insurance through May 11. Promote these resources to ensure employees have steady access to tests even after the emergency ends.

### ☐ **Reinforce what works.**

COVID-19 is no longer the emergency it once was, thanks to vaccines, boosters, treatment and testing. Remind employees that the best ways to protect ourselves from getting sick haven't changed—they should keep their vaccinations up to date, get tested and stay home if they're feeling sick. Support employees who want to wear masks. And be sure that you're maximizing indoor ventilation to reduce the risk of workplace transmission.

### ☐ **Use deadlines to your advantage.**

Deadlines can be strong motivators. Encourage employees to get boosted now (and ahead of May 11) while vaccines remain universally free and easily accessible, regardless of who is providing them.