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Director and State Public Health Officer

Gavin Newsom
Governor

September 24, 2025

Dear Dairy Farm Owner/Manager:

Protect Your Staff from the Flu – Offer Seasonal Flu Vaccine

Flu vaccine can keep your workers healthy, help stop the spread of flu and keep them on the job. **Please consider offering on-site flu vaccine clinics for all of your employees and contractors, especially those who work with dairy cattle.**

Seasonal flu vaccination benefits your workers:

Each year, millions of people in the U.S. get the flu. This results in missed work, lost wages, healthcare bills, hospitalizations, and sometimes death.

In the 2022-2023 flu season, people who were vaccinated were less likely to miss work or be hospitalized with flu.^{1,2} **By preventing flu, employers can help protect employees' health and reduce losses in productivity and revenue.**

Although seasonal flu vaccination is not intended to directly protect against bird flu (avian influenza A(H5N1)), it can reduce the risk of being infected with both seasonal flu and bird flu at the same time. Being infected with both viruses at the same time could lead to the creation and spread of new, more dangerous flu viruses³:

- Since 2022, avian influenza (H5N1), “bird flu” viruses have been detected in wild birds and wild mammals, and in backyard and commercial poultry flocks. In 2024, bird flu was also first found in dairy cattle across the United States.
- As of September 8, 2025, 24 workers in the United States have been infected with bird flu after they were exposed to poultry that had the virus.⁴
- As of September 8, 2025, 38 people have been infected with avian influenza viruses in California. All but two of these infections were in workers that had exposure to infected dairy cattle.⁵

Consider offering worksite flu clinics. Hosting a flu shot clinic can help your company to:

- Protect the health of your employees.

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- Reduce employee absenteeism.
- Reduce time away from the job to go to another location for the shot.
- Enhance your relationship with your employees.

Other options to prevent flu and getting your workers vaccinated include:

- Partnering with your local health department, occupational health provider or pharmacy to host community flu clinics. Some [local health departments](#) may offer low- or no-cost flu vaccines.
- Providing vouchers for staff to get vaccinated at a retail pharmacy or local clinic for free. Workers can find clinics and schedule a flu vaccine on [MyTurn](#).
- Supporting paid time off from work for employees to receive flu vaccine.

For more information about worksite flu clinics or how to prevent flu, please contact your [local health department](#). Thank you for protecting your business and staff from flu this season.

Sincerely,

A handwritten signature in blue ink, appearing to read 'KJ Cummings', with a stylized flourish at the end.

Kristin J. Cummings, MD, MPH, Chief
Occupational Health Branch
California Department of Public Health

Resources for planning a worksite flu clinic:

- California Department of Public Health (CDPH) [Influenza, Flu Campaign Tools](#)
- CDPH [“Protect Yourself from Flu”](#)

Information for training and protecting workers before and during an outbreak of avian influenza:

- California Department of Public Health (CDPH), [Communications Toolkit, “Protect Yourself from Bird Flu”](#) (PDF) (guidance for personal protective equipment in multiple languages)
- Cal/OSHA Regulation, [“Aerosol Transmissible Diseases – Zoonotic”](#) 8CCR §5199.1
- Centers for Disease Control and Prevention (CDC), “About Influenza”: <https://www.cdc.gov/flu/about/>
- CDC, [Reducing Exposure for Workers to Avian Influenza A Viruses](#)
- CDC, [Highly Pathogenic Avian Influenza A\(H5N1\) Virus in Animals: Interim Recommendations for Prevention, Monitoring, and Public Health Investigations](#)
- CDC, Bird Flu: Causes and How It Spreads: <https://www.cdc.gov/bird-flu/virus-transmission/>

Other resources to monitor updates on avian influenza in CA:

- CDPH, Bird Flu, [Current Bird Flu Situation](#)
- Schedule your flu vaccine today on [MyTurn](#). Pharmacies usually accept most insurance, including Medi-Cal.
- CDFA - [Animal Health - Avian Influenza](#) (ca.gov)
- United States Department of Agriculture (USDA), [Avian Influenza](#)

References:

1. Centers for Disease Control and Prevention (CDC), New Study Suggests Flu Vaccination Likely to Have a Substantial Public Health Impact, Prevent Millions of Medical Visits: <https://www.cdc.gov/flu/whats-new/2023-2024-study-prevent-medical-visits.html>
2. Molinari NA, Ortega-Sanchez IR, Messonnier ML, Thompson WW, Wortley PM, Weintraub E, Bridges CB. The annual impact of seasonal influenza in the US: measuring disease burden and costs. *Vaccine* 2007; 25(27):5086–5096. www.ncbi.nlm.nih.gov/pubmed/17544181
3. Centers for Disease Control and Prevention (CDC), Preventing Bird Flu Infections: <https://www.cdc.gov/bird-flu/prevention/index.html>
4. Centers for Disease Control and Prevention (CDC), [H5 Bird Flu: Current Situation](#)
5. CDPH, Bird Flu, [Current Bird Flu Situation](#)