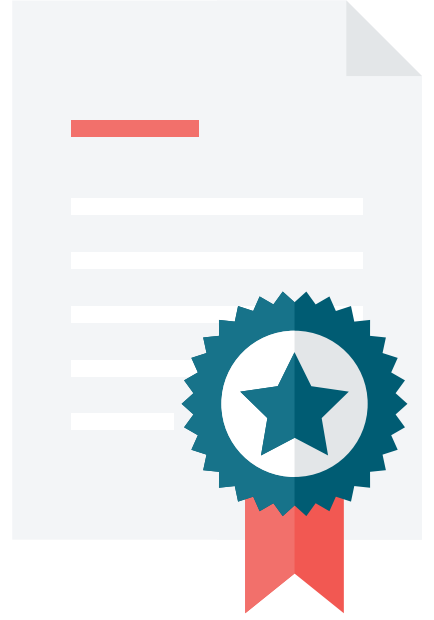


Preparing for Vaccine Mandates

On the heels of the FDA's approval of the Pfizer-BioNTech COVID-19 vaccine, President Joe Biden's latest COVID-19 vaccination and testing mandate is one of the federal government's most aggressive efforts yet. What's more, it will directly impact many private sector workforces as well as federal employees and contractors.



So, what do employers need to know about the mandate?

To whom does it apply?	What does it mean?
Employers with 100 or more employees	Employees must be vaccinated or test negative for COVID-19 at least weekly. Employers must provide paid time off for employees to get vaccinated and recover from side effects. The Occupational Safety and Health Administration is drafting employer guidance.
Federal workers and employees of federal contractors	All employees are required to be vaccinated.
Health care workers in Medicare- and Medicaid-certified facilities	Health care workers must be vaccinated in most health care settings that receive Medicare or Medicaid reimbursement.

Expect to see further federal guidance in the coming weeks. In the meantime, employers subject to the mandate should begin thinking about the following topics:



Qualification—Does the mandate apply to your organization?



Vaccination status—How will you track employee vaccination status?



Accommodation requests—How will you handle employee requests for an accommodation?



COVID-19 testing—How will testing be administered? Where will testing be done?



Employee communication—Is your proactive communication strategy thorough, transparent and engaging?



Manager training—Are managers prepared to carry out requirements and discuss questions or concerns with employees?

Reach out to **Chittenden Group** for additional vaccine resources and workplace guidance.



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