

Legal News for Your Business

FROM CHARLOTTE, NORTH CAROLINA'S

Litigation, Employment, Healthcare & Tax Law

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URGENT UPDATE

Mandatory Vaccines Are Coming

On Thursday, September 9, 2021, President Biden announced a new plan to combat Covid-19. It mandates the Covid-19 vaccine for a select group of employers/employees, but the specific rules are forthcoming. Here's the breakdown:

Employers with 100+ employees

The U.S. Department of Labor's (DOL) Occupational Safety and Health Administration (OSHA) will announce a rule that will require all employers with 100 or more employees to vaccinate their workforce, or require any unvaccinated employees to produce a negative Covid-19 test once a week.

OSHA will create a separate rule requiring employers with 100 or more employees to provide paid time off for workers to get vaccinated or to recover if they suffer from vaccine side effects.

Healthcare Workers

The Center for Medicare and Medicaid Services (CMS) will require the vaccine for workers in most healthcare facilities that receive Medicare or Medicaid reimbursement, including: hospitals, ambulatory surgical settings, dialysis centers, nursing homes, and home health agencies.

Federal Contractors

All federal contractors seeking to do business with the federal government must fully vaccinate their workforce.

Schools

The Department of Health and Human Services (DHHS) will require all teachers and staff in Head Start Programs, Department of Defense schools, and Bureau of Indian Education-operation schools be vaccinated.

President Biden is also calling on each state to adopt vaccine requirements for all school employees.

Large Gatherings

In his plan, President Biden is calling on entertainment venues (i.e., sports arenas, large concert halls) to require patrons be vaccinated or show a negative Covid-19 test in order to enter.

*Although these rules are forthcoming, employers should start preparing now. For assistance, contact **Nicole Gardner, Heather Skelton, or Erin Ball.***



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