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## **Employment Update: Potential Upcoming Federal Vaccination Mandate for Employers**

Today, President Biden announced upcoming vaccination rules for large employers, and issued executive orders that will require federal workers, federal contractors and health care staff to be vaccinated. The new rules are estimated to impact about two-thirds of the American work force and are aimed to increase the vaccination rate among the roughly 80 million Americans who are eligible to get vaccinated but have not yet done so.

The Department of Labor is preparing a mandate that all businesses with 100 or more workers must require their employees to be fully vaccinated or undergo mandatory weekly testing. The federal Occupational Safety and Health Administration (OSHA) is drafting an emergency temporary standard, similar to Cal/OSHA's ETS, to implement the requirement. The new standards will require large employers to give workers paid time off to get vaccinated and would include substantial fines up to nearly \$14,000 per violation for businesses that don't comply with the rules. President Biden also issued executive orders, effective immediately, that require all federal employees, federal contractors, and most health care workers to be fully vaccinated within the next few months or face harsh penalties.

While the employer mandate is not in effect yet, and employer groups will likely lobby against the implementation, all employers with 100 or more workers should be prepared to implement a mandatory vaccination policy within the coming weeks.

We have worked with many of you to create a mandatory vaccination policy and have provided you with a model policy for convenience. Please reach out to us directly with any questions.