

Welcome

NAVIGATING THE NEW FEDERAL VACCINE MANDATE FOR EMPLOYERS

Friday, September 24 | 8:30 - 9:30 AM



Navigating the New Federal Vaccine Mandate for Employers



President Biden's September 9, 2021 Announcement



President Biden's 9.9.21 Announcement

Requiring all employers with 100+ employees to ensure their workers are vaccinated or tested weekly

Requiring vaccinations for all federal workers and for millions of contractors that do business with the federal government

Requiring COVID-19 vaccinations for 17 million health care workers at Medicare and Medicaid participating hospitals and other health care settings

Calling on large entertainment venues to require proof of vaccination or testing for entry

Requiring employers to provide paid time off to get vaccinated



Navigating the New Federal Vaccine Mandate for Employers



Jose Santiago, Esq.
General Counsel &
HR Compliance Officer



COVID-19 RESOURCES & IMPACTS

UPDATES FOR BUFFALO NIAGARA BUSINESSES

www.thepartnership.org

BNP BUSINESS
LINK 

Have Questions About COVID-19?

We Have Answers.



VACCINE AND TESTING



Testing

Erie County: [Searchable Map of Testing Sites](#)

Vaccine Access

ECMC: [COVID-19 Vaccine Center](#)

Vaccine Education

Niagara County: [List of Testing Centers](#)

Vaccine Policy & Plan

New York State: [COVID-19 Testing](#)

Vaccine Communication

New York State: [DOH COVID-19 Tracker \(persons tested positive by county\)](#)

CDC & U.S. HHS

New York State: [Vaccinate New York Site](#)

CDC: [Testing for COVID-19 Overview](#)

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VACCINE AND TESTING

Testing

New York State: [Available State-run COVID-19 Vaccination Sites](#)

Vaccine Access

New York State: [COVID-19 Vaccine Tracker](#)

Vaccine Education

New York State: [Sign up for COVID-19 and Vaccine Updates](#)

Vaccine Policy & Plan

Highmark Blue Cross Blue Shield: [COVID-19 Vaccine FAQ](#)

Vaccine Communication

Independent Health: [COVID-19 Coronavirus Update](#)

CDC & U.S. HHS

Univera Healthcare: [COVID-19 Vaccine Coverage](#)

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VACCINE AND TESTING



Testing

US Chamber of Commerce: [The Best Ways for Employers to Promote COVID-19 Vaccines](#)

Vaccine Access

Health Action Alliance: [Communicating about COVID-19 Vaccines](#)

Vaccine Education

Institute for Public Relations: [A Communicator's Guide to COVID-19 Vaccination](#)

Vaccine Policy & Plan

Health Action Alliance: [Responding to Sensitive Issues and Questions](#)

Vaccine Communication

Health Action Alliance: [COVID-19 Vaccine Social Media Toolkit](#)

CDC & U.S. HHS

Health Action Alliance: [Sample CEO Email to Employees](#)

For more information, please review online resources from the [Health Action Alliance](#) and the [US Chamber of Commerce](#).

www.thepartnership.org/covid19



PREPARING YOUR BUSINESS FOR COVID-19 VACCINES

Special 3-Part Webisode Series

- #1 Considerations for HR, Opps & Sr. Leaders - 4/16
- #2 Creating a Vaccine Policy & Plan - 4/23
- #3 Communicating with Employees & Customers - 4/30

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Jose Santiago, Esq.
General Counsel



Legal Disclaimer

This information is intended to provide general best practices employment guidance. Alcott HR does not render legal advice, and the content of this presentation does not constitute the provision of legal counsel.



First and Foremost...

Mark Brnovich, Attorney General of Arizona v. Biden et al.,

21-CV-1568(MTL) U.S.D.C. AZ, 9/14/2021

- Asking Court to declare mandate unconstitutional; and
- Asking Court to issue preliminary injunction



Frequently Asked Questions

- When can we realistically expect the new OSHA rule to be announced and implemented?
- What constitutes 100 employees?
 - P/T v. F/T?
 - Remote?
 - Per location or collectively?
- How frequent must non-vaccinated Employees be tested?



Frequently Asked Questions

- Is moving an employee to 100% remote work a viable solution?
- Do employees on leave need to be vaccinated/tested?
- Are employers responsible for administering tests?
 - How should the employer store test information?



Frequently Asked Questions

- Will employers be required to offer paid time off for vaccination or testing?
- What if an employee can't get vaccinated because of a disability or religious belief?



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Question and Answer

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Thank You for Attending

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End

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