

# AT-A-GLANCE

## Preparing for Biden Vaccine Mandates

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, we know it will directly impact many private sector workforces as well as federal employees and contractors.

### Get prepared. What employers need to know about the mandate?

To whom does it apply?	What does it mean?
<b>Employers with 100 or more employees</b>	<b>Employees must be vaccinated or test negative for COVID-19 at least weekly.</b> <b>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.</b>
<b>Federal workers and employees of federal contractors</b>	<b>All employees are required to be vaccinated.</b>
<b>Health care workers in Medicare- and Medicaid-certified facilities</b>	<b>Health care workers must be vaccinated in most health care settings that receive Medicare or Medicaid reimbursement.</b>

**Note: We 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:**

### Other Ways To Be Prepared:

#### Do You Qualify?:

#### Vaccination status tracking:

#### Prepare For Accommodation requests:

#### COVID-19 testing:

#### Employee communication:

#### Manager training:

Does the mandate apply to your organization?

How will you track employee vaccination status?

How will you handle employee requests for an accommodation?

How will testing be administered?  
Where will testing be done?

Is your proactive communication strategy thorough, transparent and engaging?

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

To learn more about HR support and current HR topics contact us at 1-855-538-6947 ext.108 or email [ccooley@myhrconcierge.com](mailto:ccooley@myhrconcierge.com)

[www.myhrconcierge.com](http://www.myhrconcierge.com)

**myHRconcierge®**

WE PUT THE HUMAN IN HR™