

The Employment Counselor

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Employers Should Have A COVID-19 Vaccine Policy

Now that COVID-19 vaccines are becoming available, employers may be considering whether or not to ask, or even require, employees to be vaccinated. It's important for employers to consider what makes the most sense for their business, based on contact with the public, level of risk, and other factors, and then institute a clear policy. The EEOC previously issued guidance about employee and employer rights regarding COVID-19 vaccines, which we discussed in a recent blog, but it's still critical to consult with an attorney to ensure policies comply with applicable laws.

Can Employers Require Employees to Receive COVID-19 Vaccinations?

Yes, employers can require employees to receive COVID-19 vaccinations, with some exceptions. Mandatory vaccine policies must be job-related and consistent with business necessity. If employers believe that unvaccinated employees would create a direct threat because unvaccinated individuals may expose others to the virus at the workplace, they may require employee vaccinations. However, exceptions must be made for employees with disabilities or...[read more](#)].

If General Counsel, P.C. can help you with a COVID-19 Policy, please contact us at mgreen@gcpc.com.

**Learn More About Why Employers Should Have A
COVID-19 Vaccine Policy**

The [Employment Counselor](#) is an e-newsletter providing updates and counsel related to employment law/human resources.

If you would like any further information/assistance on the topics discussed herein, please contact [Merritt J. Green](#), the Chair of [General Counsel's Employment Law Group](#) at mgreen@gcpc.com or [703-556-6505](tel:703-556-6505).

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