

Vaccine Mandates in the Workplace

Vaccines in the workplace may be a trending topic, but this issue has been one employers have dealt with for years. While the rhetoric around vaccines in the workplace has certainly become divisive (to say the least!) the laws surrounding enforcement of vaccine mandates are not new. Amundsen Davis's employment counsel have been helping employers develop and implement vaccine policies and protocols for vaccines in the workplace for decades.

We cannot deny though that today's environment does bring vaccine mandates straight out of the handbook and into the public eye. Whether you're dealing with putting into place a first-ever vaccine mandate or following federal or local guidelines to ensure your employees are vaccinated, wading through the variety of rules and regulations across the country can be daunting. That's where our team of exceptional attorneys can help.

Our services include providing the following:

- Drafting and reviewing vaccine policies, including ensuring the client is following applicable federal or state regulations, especially when those are conflicting
- Counsel on exemption requests (religious and medical, including pregnancy-related)
- Counsel on employee discipline as needed
- Assistance with employee handbook and policy updates
- Ensuring appropriate policies apply employer-wide (i.e. when an employer has employees working in multiple jurisdictions)
- Creating a consent process for appropriately sharing vaccination information with clients/vendors (i.e. when your business is a vendor to another business requiring vaccinations for all employees and third party operators)
- Counsel on wage and hour issues
- Counsel on collective bargaining issues
- Assistance with implementing requirements that are specific to a client's industry
- Counsel federal contractors on their changing obligations

PROFESSIONALS

Beverly P. Alfon
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Jeffrey A. Risch
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Timm W. Schowalter
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Sara Zorich
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Experience

Secured Dismissal With Prejudice in COVID-19 Vaccine Mandate Religious Exemption Case

Firm News

Amundsen Davis Promotes Three Attorneys to Partner
Firm News, February 21, 2023

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising Stars List
Firm News, *Amundsen Davis*, January 23, 2023

37 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2023
Firm News, August 18, 2022

Heather Bailey Recognized as a Top Author of 2021 by JD Supra for Employer Liability Issues
Firm News, *Automatic Merchandiser*, June 20, 2022

Amundsen Davis Promotes Five Attorneys to Partner
Firm News, March 14, 2022

Amundsen Davis Welcomes Labor & Employment Attorney Timm W. Schowalter as Partner in St. Louis
December 27, 2021

In the Media

Timm Schowalter Quoted in the *St. Louis Business Journal*
Media Mention, *St. Louis Business Journal*, August 20, 2021

How Employment Regulation Might Shift Under the Biden Administration, and What Businesses and Workers Need to Know -- *Business Insider* Interviews and Quotes Beverly Alfon
Media Mention, *Business Insider*, January 21, 2021

Alerts

COVID-19 Employer Updates – Where Do We Stand Now?
Article, *Amundsen Davis Labor & Employment Alert*, February 10, 2022

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?
Article, *Amundsen Davis COVID-19 Alert*, January 25, 2022

Federal Contractors' Alert: Your Vaccine Mandate Has Been Halted....Again
Article, *Amundsen Davis COVID-19 Alert*, January 24, 2022

Vaccine Mandates in the Workplace

Vaccine Mandates in the Workplace

CMS Health Care Vaccine Mandate Allowed by U.S. Supreme Court
Article, *Amundsen Davis Health Care Alert & COVID-19 Alert*, January 13, 2022

OSHA'S Emergency COVID-19 Vaccination and Testing Standard Reinstated
Amundsen Davis OSHA Alert, December 20, 2021

OSHA'S COVID-19 Vaccine Mandate is Back on!
Amundsen Davis Labor & Employment Alert, December 20, 2021

CMS Vaccine Mandate – On Again (Sort Of)?
Amundsen Davis Health Care Alert & COVID-19 Alert, December 16, 2021

CMS Vaccine Mandate Enjoined Nationwide
Amundsen Davis Health Care Alert and COVID-19 Alert, December 1, 2021

Judge Temporarily Blocks CMS Vaccine Mandate in 10 States
Amundsen Davis Health Care Alert and COVID-19 Alert, November 30, 2021

How are Businesses to Navigate the Conflicting Federal Vaccine Mandates and
State Bans on Such Mandates?
Amundsen Davis COVID-19 Alert, November 4, 2021

Courts Allow Employers to Enforce Vaccine Mandates
Amundsen Davis Covid-19 Alert, October 4, 2021

Federal Contractors' Alert: What We Know and Still Don't Know About Biden's
Vaccination Mandate
Amundsen Davis COVID-19 Alert, September 27, 2021

Wage and Hour Questions on the Vaccine Mandate: Pitfalls for Illinois Employers
Covered by the Executive Order
Amundsen Davis COVID-19 Alert, September 16, 2021

Who is a Federal Contractor for Purposes of the Biden Vaccine Mandate?
Article, *Amundsen Davis COVID-19 Alert*, September 13, 2021

What to Consider Before Implementing a Health Insurance Surcharge for
Unvaccinated Employees
Article, *Amundsen Davis COVID-19 Alert*, September 7, 2021

Events

Trump 2.0 – What Employers Must Recognize and Know in 2025 and Beyond
Speaking Engagement, Connor & Gallagher OneSource; Webcast, March 6, 2025

Human Resources- Legal Updates
Speaking Engagement, Valley Industrial Association (VIA), Webcast, December 11,
2024

Vaccine Mandates in the Workplace

Hot Topics in Labor & Employment

Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, December 4, 2024

11th Annual New Laws Forum

Speaking Engagement, Illinois Chamber of Commerce, Seminar; Lisle, IL, December 4, 2024

Amundsen Davis's Leadership & Management 2024 Certification Training Series Event, Webcast, September - November 2024

Overview to Stay Compliant Within Employment Laws

Speaking Engagement, Lorman, Webcast, November 4, 2024

Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar

Event, Amundsen Davis, Livestream, September 4, 2024

ABC Illinois Regional Meeting

Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar; Quincy, IL, July 10, 2024

ABCIL Northwest Regional Luncheon Meeting

Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar, July 9, 2024

What HR Issues Keep Operators Up At Night?

Speaking Engagement, The NAMA Show 2024, Seminar; Dallas, TX, May 7, 2024

Employee Benefits in 2024 — Innovative Trends Shaping Our Future

Speaking Engagement, Brown & Brown, Seminar; Oak Brook, IL, February 28, 2024

2024 Labor & Employment Law Update

Speaking Engagement, Illinois Lumber & Material Dealers Association, ILMDA Expo; Bloomington, IL, February 15, 2024

2024 State and Federal Employment Law Update

Speaking Engagement, Illinois Chamber of Commerce, Seminar; Springfield, IL, February 13, 2024

10th Annual New Laws Forum

Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL, December 5, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 2023

Addressing Mental Health Issues in the Workplace

Event, Amundsen Davis Webcast, August 8, 2023

Vaccine Mandates in the Workplace

Illinois, Wisconsin, and Federal Employment Law Update
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Eighth Annual Labor & Employment Fall Seminar
Event, Amundsen Davis, Live-stream, September 21, 2022

L&E Legal Updates + Business Succession Planning
Independent Pharmacy Cooperative Conference 2022, Seminar; San Diego, CA,
April 14, 2022

How to be the Employer Everyone Wants to Work for in 2022: Recruitment,
Retention and More
Event, Amundsen Davis's Complimentary Indiana Labor & Employment
Conference; Indianapolis, IN, March 3, 2022

COVID-19 Testing: What Employers Need to Know
Event, Amundsen Davis, Webcast, January 10, 2022

The Very Latest on Vaccine Mandates for the Illinois Employer: Focusing on Small
and Large Businesses
Illinois Chamber of Commerce; Webcast, December 15, 2021

The Very Latest on Vaccine Mandates for the Illinois Employer: Focusing on the
Manufacturing Industry
Illinois Chamber of Commerce, Webcast, December 8, 2021

Operating Under a "New Normal" While Mandating COVID Vaccinations
Chicago Healthcare Risk Management Society; Chicago, IL, November 19, 2021

OSHA's Vaccine Mandate: What Does It Really Mean For Private Employers?
Valley Industrial Association; Webcast, November 17, 2021

OSHA's Emergency COVID-19 Vaccination and Testing Standard
Event, Amundsen Davis, Webcast, November 17, 2021

New COVID-19 Vaccine Mandates & Related Developments
The Horton Group; Webcast, November 16, 2021

Vaccine Mandates- Their Impact on Your Business and What to Expect
2021 NAMA Fly-In NE VOICE Advocacy Summit, Seminar; Washington, DC,
November 16, 2021

Rules, Tools, and Q&A - COVID Vaccine & Testing Mandate for the Workplace
Connor & Gallagher OneSource; Webcast, November 11, 2021

Vaccine Mandates for Businesses and Health Care Workers
Event, Amundsen Davis, Webcast, November 11, 2021

Biden Vaccine Mandates: What Employers Need to Know
Illinois Chamber of Commerce, Webcast, October 28, 2021

Vaccine Mandates in the Workplace

To Mandate Vaccines or Not: What Employers Need to Know
Illinois Chamber of Commerce, Webcast, October 7, 2021

Seventh Annual Labor & Employment Fall Seminar
Event, Amundsen Davis, Seminar; Oak Brook, IL, September 29, 2021

New COVID-19 Vaccine Mandates & Related Developments
The Horton Group; Webcast, September 17, 2021

Vaccines, Testing, and Reopening the Economy. What Do You Need to Know?
Speaking Engagement, BizTimes Media and Novir, Webcast, March 18, 2021

Vaccination Policy Considerations and Other Trending Employer Challenges for
2021
Event, Webcast, February 9, 2021

Published Works

To Mandate COVID-19 Vaccines or Not... That is the Question!
Article, *InTouch Magazine – NAMA*, Winter 2022

Employee Protests Over Vaccine Mandates: Be Aware of the NLRA
Publication, *Hoosier Banker*, January/February 2022

Planning for the COVID-19 Vaccination Mandate
Article, *InTouch Magazine – NAMA*, Winter 2022

Navigating Employer Vaccine Mandates: Incentives and Penalties
The Illinois Manufacturer Magazine, November 2021

Mandatory Vaccines and Vaccine Incentives – Guidance Issued by the EEOC
Publication, *Hoosier Banker*, July/August 2021

Blog Posts

Register Now! Amundsen Davis's Tenth Annual Labor & Employment Fall
Seminar; September 4 @ Noon CT
Labor & Employment Law Update

Local and State Employment Law Update
Labor & Employment Law Update, June 6, 2024

State and Local Employment Law Update – Family Leave, Fair Labor Standards
Act, Religious Accommodations and More
Labor & Employment Law Update, May 2, 2024

Time is Running Out on Illinois Employers --- Better Have Your PAID LEAVE Policy
in Place by 12-31-23!
Labor & Employment Law Update, December 18, 2023

Vaccine Mandates in the Workplace

Local and State Employment Law Updates: Wage Posters
Labor & Employment Law Update, March 11, 2022

Local and State Employment Law Updates: A Mass Issuance of New
Labor Posters
Labor & Employment Law Update, March 7, 2022

Local and State Law Updates: From Minimum Wage to Medical Marijuana
Labor & Employment Law Update, February 23, 2022

Local and State Law Updates: New Posters and Revised Legislation
Labor & Employment Law Update, January 27, 2022

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?
Labor & Employment Law Update, January 25, 2022

Federal Contractors' Alert: Your Vaccine Mandate Has Been Halted....Again
Labor & Employment Law Update, January 24, 2022

Local and State Law Updates: California and Oregon Issue New Posters
Labor & Employment Law Update, January 21, 2022

Updated Deadlines for COVID-19 Vaccine Mandate for Health Care Workers
Labor & Employment Law Update, January 17, 2022

CMS Health Care Vaccine Mandate Allowed by U.S. Supreme Court
Labor & Employment Law Update, January 13, 2022

OSHA's Emergency COVID-19 Vaccination and Testing Standard Blocked
Labor & Employment Law Update, January 13, 2022

OSHA'S COVID-19 Vaccine Mandate is Back on!
Labor & Employment Law Update, December 20, 2021

CMS Vaccine Mandate – On Again (Sort Of)?
Labor & Employment Law Update, December 16, 2021

Federal Contractors' Alert: COVID-19 Vaccination Mandate Is Halted — For Now
Labor & Employment Law Update, December 7, 2021

CMS Vaccine Mandate Enjoined Nationwide
Labor & Employment Law Update, December 1, 2021

How are Businesses to Navigate the Conflicting Federal Vaccine Mandates and
State Bans on Such Mandates?
Labor & Employment Law Update, November 21, 2021

OSHA Suspends Emergency COVID-19 Vaccination and Testing Standard
Labor & Employment Law Update, November 18, 2021

Vaccine Mandates in the Workplace

CMS Releases Interim Final Rule Requiring COVID-19 Vaccination for Employees and Suppliers

Labor & Employment Law Update, November 4, 2021

OSHA Releases COVID-19 Vaccination and Testing Rule for Private-Sector Workers

Labor & Employment Law Update, November 4, 2021

EEOC Offers Some Help in Navigating the Murky Waters for Religious Exemptions From COVID-19 Vaccines

Labor & Employment Law Update, October 27, 2021

Courts Allow Employers to Enforce Vaccine Mandates

Labor & Employment Law Update, October 4, 2021

Budget Bill Increases OSHA Fines Five-Fold

Labor & Employment Law Update, September 30, 2021

Federal Contractors' Alert: What We Know and Still Don't Know About Biden's Vaccination Mandate

Labor & Employment Law Update, September 27, 2021

Wage and Hour Questions on the Vaccine Mandate: Pitfalls for Illinois Employers Covered by the Executive Order

Labor & Employment Law Update, September 16, 2021

Who is a Federal Contractor for Purposes of the Biden Vaccine Mandate?

Labor & Employment Law Update, September 13, 2021

What to Consider Before Implementing a Health Insurance Surcharge for Unvaccinated Employees

Labor & Employment Law Update, September 7, 2021

Mandating Vaccines in the Workplace: How to Implement a COVID-19 Vaccine Policy

Labor & Employment Law Update, August 26, 2021

Yes, Your Employer Can Require You To Be Vaccinated, According to a Federal Judge in Texas

Labor & Employment Law Update, June 14, 2021

EEOC Issues Updated Guidance Addressing COVID-19 Vaccine Incentives Among Other Issues

Labor & Employment Law Update, May 28, 2021

Update: EEOC Issues Guidance Regarding COVID-19 Vaccines in the Workplace

Labor & Employment Law Update, December 16, 2020

Can I Require My Employees to Get the COVID -19 Vaccine?

Labor & Employment Law Update, November 12, 2020

Navigating the Legal Risks of a Mandatory Vaccine Program for Employees
Labor & Employment Law Update, November 12, 2019

Mandatory Vaccine and Health Screens: Employers Should Ensure that Such
Actions are Job-Related and Consistent with Business Necessity
Labor & Employment Law Update, January 3, 2019

Vaccine Mandates in the Workplace