

COVID-19 Vaccine: Start Planning Now...and Implications for Your Employees

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Littler

DRC
DALLAS REGIONAL CHAMBER

Presented by



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1. Can we mandate vaccination? What happens if an employee refuses? If employees protest the vaccine mandate with other employees, is that “protected concerted activity”?

2. If a client requests an employee who's been vaccinated, is it legal for us to only staff or hire a vaccinated employee?

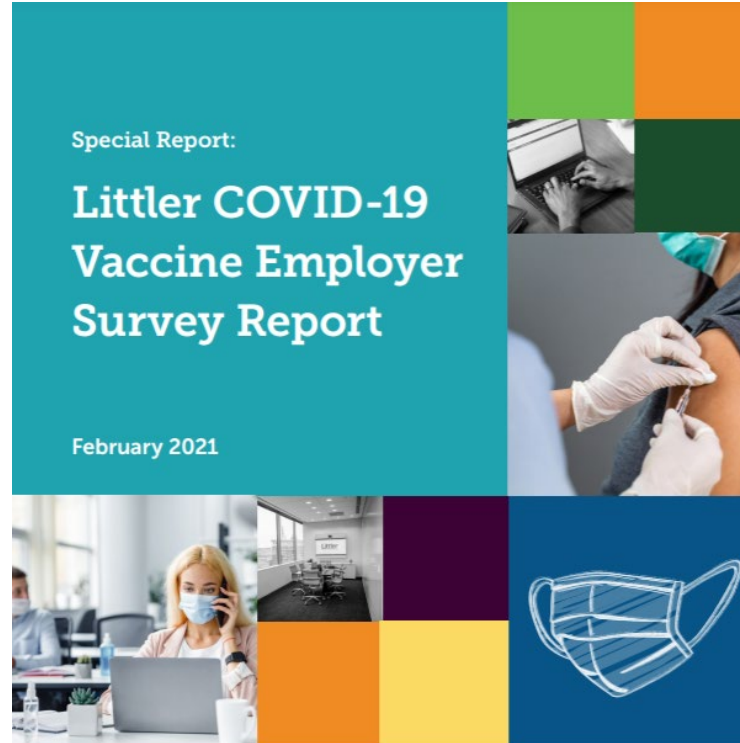
3. Can we put a vaccination requirement in our job descriptions? Can we advertise for employees who've taken the vaccine? Can we give them preference in hiring?

4. Can we give employees incentives to get vaccinated? What incentives, if any, can we provide? Can we pay our employees to be vaccinated?

5. If we require or encourage vaccination, are we liable if an employee suffers an adverse reaction to the vaccine?

6. Can we separate, discipline or reassign an employee based on their unwillingness to be vaccinated?

The Littler COVID-19 Vaccine Employer Survey Report



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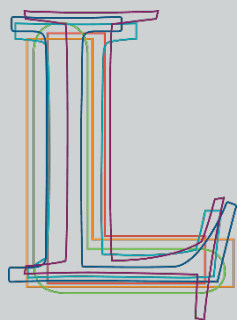
Fueled by ingenuity.
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www.littler.com/files/littler_vaccine_employer_survey_report.pdf

Employer Solutions for Timely COVID-19-Related Workplace Issues

- COVID-19 Vaccination Toolkit
- Safely Returning Employees to Work: COVID-19 Guidance, Policies, and Forms
- COVID-19 Temperature & Screening Package
- Remote Work Package for Employers
- FFCRA Forms & Policies
- COVID-19 Testing Collection





Questions?

This information provided by Littler is not a substitute for experienced legal counsel and does not provide legal advice or attempt to address the numerous factual issues that inevitably arise in any employment-related dispute. Although this information attempts to cover some major recent developments, it is not all-inclusive, and the current status of any decision or principle of law should be verified by counsel.



Thank You!

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