



Below please find the link to the Tuesday, October 12<sup>th</sup>, 2021 UBA Employer Webinar Series

## “Considerations for Employers Handling COVID Vaccine Mandates”

<https://www.youtube.com/watch?v=gOdQk2LZVTY>

### DESCRIPTION

President Biden’s administration recently announced its Path Out of the Pandemic action plan. The action plan calls for employers with 100 or more employees to require employees to be vaccinated or submit to weekly tests, as well as requiring vaccinations for federal employees, contractors, and hospitals receiving federal financial assistance. OSHA is required to issue vaccine/testing rules as part of an Emergency Temporary Standard (ETS). Until OSHA issues the ETS, many employers are scrambling to understand how the mandates will affect them, what employers should know if considering a surcharge, and how they might prepare for compliance.

This webinar will address the best practices for handling the mandate and surcharge issues, including:

- Who is subject to the vaccine mandate and how employees will be counted
- Recommendations on creating policies and procedures
- Concerns surrounding testing requirements, such as cost and timing
- Considerations for surcharges as a wellness program, implementation, and potential ACA affordability issues
- Reasonable accommodations and exemptions
- HIPAA considerations

This 60-minute intermediate-level webinar will help employers understand how the mandates may affect their workforces and what they can do to prepare for ETS rollout.

Please note: the webinar reflects the most recent guidance reasonably available at time of presentation; in the event the ETS is issued, or other developments arise that have an impact on this topic, adjustments will be made where possible.

### PRESENTER

Micah Dickie is a litigator in Fisher Phillips’ Atlanta office. As a member of the firm’s Workplace Safety and Catastrophe Management Practice Group, Micah represents clients during safety and health inspections by the Occupational Safety and Health Administration (OSHA) and defends them during contested OSHA matters. As part of the firm’s COVID-19 Taskforce and Vaccine Subcommittee, Micah advises employers on the many workplace law aspects of COVID-19.

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*Please feel free to watch/listen to this whenever it is convenient for you and your staff. It will be available for you to view for the next 11 months.*