COVID-19 Vaccine Mandates
As of January 12, 2022

HIDA created the following resource to keep members up to date on the latest vaccine mandate developments for federal contractors, healthcare workers, and employers with 100+ employees. On Friday, January 7, the United States Supreme Court heard oral arguments on whether to allow the Centers for Medicare & Medicaid Services’ vaccine mandate and Occupational Safety and Health Administration’s vaccine-or-test mandate to go into effect. We will update the resource once the Supreme Court makes its ruling.

<table>
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<th>IMPACTED GROUP</th>
<th>REQUIRES</th>
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</table>
| Federal Contractors | • Vaccination of all employees  
• Masks and physical distancing  
• Designation of person(s) to coordinate COVID-19 workplace safety efforts | No      | Individual Agencies | • The federal contractor mandate is set to take effect January 18 but is currently tied up by litigation |
| Healthcare Workers | • Any staff with patient interaction must be vaccinated                  | No      | Centers for Medicare & Medicaid Services (CMS) | • The U.S. Supreme Court heard oral arguments on January 7  
• Two federal courts paused rule implementation nationwide  
• On December 15, the 5th circuit paused the rule in 24 states. The ruling allowed the rule to go into effect in the other 26 states  
• The rule is on hold in Texas under a separately filed lawsuit |
| Employers with 100+ Employees | • Employees must be vaccinated or tested (at least) weekly if not fully vaccinated  
• Paid time off for vaccination  
• Unvaccinated employees must be masked | Yes     | Occupational Safety and Health Administration (OSHA) | • The U.S. Supreme Court heard oral arguments on January 7  
• On December 17, the 6th circuit court of appeals ruled the OSHA emergency temporary standard (ETS) legal, allowing implementation |