

# COVID-19 Vaccine Mandates

As of January 25, 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.

IMPACTED GROUP	REQUIRES	TESTING	GOVERNING AGENCIES	STATUS
Federal Contractors	<ul style="list-style-type: none"> <li>Vaccination of all employees</li> <li>Masks and physical distancing</li> <li>Designation of person(s) to coordinate COVID-19 workplace safety efforts</li> </ul>	No	Individual Agencies	<ul style="list-style-type: none"> <li><b>On Jan. 21, a Texas court issued a nationwide injunction blocking the COVID-19 vaccination mandate for federal workers</b></li> <li>The federal contractor mandate was set to take effect Jan. 18 but was tied up by litigation</li> </ul>
Health-care Workers	<ul style="list-style-type: none"> <li>Any staff with patient interaction must be vaccinated</li> </ul>	No	Centers for Medicare & Medicaid Services (CMS)	<ul style="list-style-type: none"> <li><b>On Jan. 13, the U.S. Supreme Court upheld the mandate for healthcare workers nationwide. Healthcare employees in facilities participating in Medicare and Medicaid have until Jan. 27 to receive their first shot and must be fully vaccinated by Feb. 28</b></li> <li>The U.S. Supreme Court heard oral arguments on Jan. 7</li> <li>Two federal courts paused rule implementation nationwide</li> <li>On Dec. 15, the 5th circuit paused the rule in 24 states. The ruling allowed the rule to go into effect in the other 26 states</li> </ul>
Employers with 100+ Employees	<ul style="list-style-type: none"> <li>Rule withdrawn</li> <li>Would have required vaccination; with alternative for masking and weekly testing for unvaccinated workers</li> </ul>	Yes	Occupational Safety and Health Administration (OSHA)	<ul style="list-style-type: none"> <li><b>Withdrawn by OSHA on Jan. 25. The Labor Dept. will pursue other avenues to regulate COVID-19 in the workplace</b></li> <li><b>On Jan. 13, the U.S. Supreme Court issued a ruling temporarily blocking the mandate as written</b></li> <li>The U.S. Supreme Court heard oral arguments on Jan. 7</li> <li>On Dec. 17, the 6th circuit court of appeals ruled the OSHA emergency temporary standard (ETS) legal</li> </ul>

