

## Employers Who Have Non-Mandated Employees

<b>Can employers mandate a vaccine for their employees?</b>
Yes. BOLI and the EEOC have been clear that employers <u>may</u> require vaccines for their employees. It is important to be aware that this is an important and potentially challenging decision with possible significant impacts on your organization. A decision to require vaccination should be made in consult with your legal and human resources tools.
<b>If an employer mandates the vaccine, are there still exemptions that employees may utilize?</b>
Yes. Employers are still required to comply with their legal obligations, including allowing exemptions for religious beliefs and medical conditions.
<b>Is it possible to encourage, but not mandate, employees to get vaccinated?</b>
Yes. The employer can allow, or offer, incentives including pay or time out of the office as a benefit for obtaining the vaccine.
<b>If an employer mandates the vaccine, what issues might arise?</b>
An employer mandate of the vaccine may trigger other employment options or issues, such as disability or religious accommodation, workers' compensation, employee discipline or others. It is important to cautiously navigate issues that might arise with guidance from your legal counsel and human resources tools.
<b>What does the employer do if they feel that the religious or medical exemption form submitted by the employee is inaccurate or untruthful?</b>
Consult immediately with your legal advisors to make sure appropriate steps are being taken to address the employer's concerns.
<b>What will the effects be on my SDIS insurance coverages?</b>
Please visit <a href="#">this link</a> for information from SDIS regarding this topic.
<b>Where can I obtain additional resources or information on vaccine issues?</b>
<ul style="list-style-type: none"> <li>a. BOLI: <a href="#">BOLI : COVID Vaccinations and the Workplace : For Workers : State of Oregon</a></li> <li>b. EEOC: <a href="#">What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws   U.S. Equal Employment Opportunity Commission (eoc.gov)</a></li> <li>c. <a href="#">OHA 3879 Healthcare Provider and Healthcare Staff Vaccine Rule FAQs (state.or.us)</a></li> </ul>

### Questions?

Please contact SDAO at [help@sdao.com](mailto:help@sdao.com) or 800-285-5461.