

What New EEOC Vaccine Incentive Guidance Means for HR Leaders

Jessica Summers and Scott Mirsky provided commentary in an article titled: "What new EEOC vaccine incentive guidance means for HR leaders," by Kathryn Mayer on June 1, 2021.

The EEOC's latest vaccine guidance officially allows employers to give employees incentives if they choose to receive the COVID-19 vaccine. While some employers were already providing incentives to their workforce, many HR leaders were reluctant to do so in fear they may be violating state and federal statutes. Employment law attorney, Jessica Summers and Scott Mirsky, say the new EEOC guidance "resolves a lot of guessing" in their latest interview with HRExecutive.com

"Now companies and states can continue on the road to reopening and help more workers to become vaccinated."

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"Businesses have been waiting for the EEOC to weigh in on this. There is now clarity that if an employee receives their vaccine from a third party—someone other than the employer—then the employer is generally permitted to provide the employee with an incentive. Many of our clients are offering gift cards to employees who receive the vaccine. Now we know that this is permissible."

The full article, "What new EEOC vaccine incentive guidance means for HR leaders," can be found on HRExecutive.com (subscription may be required).