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U.S. Department of Labor to Mandate Vaccination or Weekly Testing

This update is part of Pavia & Harcourt LLP's effort to inform clients and colleagues of new laws and regulations issued in response to the COVID-19 pandemic. Due to the extremely fast-paced changes taking place at the federal, state and local levels, please consult with counsel before taking any action related to the subject of this alert so that all up-to-date information can be considered.

On September 9, President Biden announced that he has directed the U.S. Department of Labor to issue a rule mandating that all businesses with 100 or more employees require their employees either to get vaccinated against COVID-19 or submit to weekly testing. Businesses that fail to comply could face fines of up to \$14,000 per violation.

The specifics of the rule, including when it will take effect and how it will be enforced, have not yet been announced. However, companies with more than 100 employees should begin to consider how they will comply. In addition, smaller employers may choose to adopt policies that are consistent with the Department of Labor rules, even though they are not required to do so.

We are available to assist in understanding and complying with these and other legal developments related to COVID-19 in the workplace.

Contacting Pavia & Harcourt LLP

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About Pavia & Harcourt LLP

Established in 1951, Pavia & Harcourt LLP is a business law firm concentrating in international commercial and corporate transactions, banking, media and entertainment, real estate, litigation and arbitration, intellectual property, estate planning and administration, and matrimonial law. We are based in New York City.

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