

## Can you require employees to get the COVID-19 vaccine?

As businesses start to reopen, you may be considering mandating COVID-19 vaccinations before workers return on-site. It's a tricky decision. While the short answer is yes, you technically can require your team to get vaccinated, there are both legal and business factors to consider before you implement a requirement:

### Legal considerations:

- Are you complying with both federal and state OSHA standards?
- Do you have state or local laws on vaccine programs?
- Will wage and hour requirements come into play?
- How will you handle situations where an employee has an adverse reaction to a vaccine?
- How will you ensure non-discrimination?

### Business considerations:

- How practical is a vaccine requirement based on local availability?
- Would certain roles require vaccination and not others?
- How might you collect and store information on whether someone is vaccinated?
- How long is proof of vaccination good for?
- What are the cultural implications for your business?

## SMB Tax Credit Series, Part 4: Vaccine Tax Credit

Recently, President Biden made headlines when he announced expanded tax credits for employers who provide employees with time off:

- to get vaccinated for COVID-19
- if they've been vaccinated and are experiencing side effects

This measure expands the paid leave and tax credits created under the Families First Coronavirus Response Act (FFCRA) for time off due to COVID-19 diagnosis or symptoms. Employees still get up to 10 days of leave, or 80 hours for part-time employees, at 100% of their pay or \$511 per day (whichever is lower).

**How much is the credit for?** Employers can receive a refundable tax credit equivalent to the amount of leave taken, up to \$5,110 per employee.

**How long do you have to claim it?** This program applies to leave taken from April 1 through September 30, 2021.

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