



## US MEMBER ALERT

September 14, 2021

President Biden has announced [new federal vaccine requirements](#) which will impact federal workers, healthcare workers, federal contractors, **and employers with 100 or more employees**. There are several provisions that will impact US IAAPA members.

The first is a provision requiring all employers with over 100 employees to mandate vaccinations or weekly testing. Employers will be required to provide paid time off for workers to get vaccinated. Noncompliance will result in fines. We are fully engaging on the following questions and concerns; 1) who will be responsible for paying for testing, 2) will an organization be required to test if they already mandate vaccinations, and 3) does OSHA's definition of "100+ employees" include seasonal and part-time employees.

The second is a provision calling on large venues to require proof of vaccination or negative test results from customers. IAAPA is working with other national trade groups to mitigate any definition of "large venues" that could negatively impact IAAPA members.

In addition to the questions above, we will also ask how employers will receive timely guidance and have questions answered.

OSHA will release rules in the coming weeks. They will become effective immediately in 28 states that do not currently have a [state plan](#). The 22 states that do have a [state plan](#) have 30 days to adopt an equally protective policy or they will be required to adopt the federal rules. The 60-day public comment period will commence when the rules are released. A permanent ruling will be published within 6 months. We remain fully engaged in this process on your behalf.

We will keep you up to date as new information becomes available. If you have any questions, please contact the [IAAPA North America Public Affairs](#) office.

Thank you,

[Keith Stephenson](#)  
Director, Public Affairs  
IAAPA North America