

NEW YORK

New York City Mandates COVID-19 Vaccine for Private Employers

As of Dec. 27, 2021, nearly all employers in New York City must ensure that all employees who work in person are vaccinated against COVID-19. The [mandate](#), issued on Dec. 13, 2021, requires employers with one or more employees working in the city to obtain proof of vaccination before allowing an employee to enter the workplace.

NYC Mandate

Under the mandate, employers must obtain proof that each employee who works in person or interacts with the public in the city has received a least one COVID-19 vaccine dose by Dec. 27, 2021. Employees who received the Pfizer or Moderna vaccine must provide proof of a second dose within 45 days after providing proof of the first.

Employers must also fill out and [post a sign](#) attesting to compliance with the mandate in a conspicuous location in the workplace.

Exceptions

The mandate allows employees to request exceptions for religious reasons or documented medical reasons. Employers are generally required to provide reasonable accommodations for these reasons, unless it would cause undue hardship. The city provides a [checklist](#) that employers can use to process these types of requests.

The mandate also provides an exception for employees who only ever enter a workplace “for a quick and limited purpose.”

Employer Impact

Employers with employees working in NYC should become familiar with both the mandate itself and the [related guidance](#). Employers should also review their policies and procedures to ensure compliance.

Important Dates

Dec. 13, 2021

The NYC Commission of Health and Mental Hygiene issued an order that requires all in-person workers to be vaccinated against COVID-19.

Dec. 27, 2021

The new COVID-19 vaccination mandate went into effect. In-person workers were required to provide proof of at least one vaccine dose by this date.

All employers in NYC must ensure that employees are vaccinated against COVID-19 or excluded from the workplace.

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