COVID-vaccines are finally here, and hope for returning to some semblance of business as usual is higher than ever, with government and health organizations planning for vaccination programs in most jurisdictions. While regulatory approvals remain pending in many countries, and there is still significant uncertainty about the viability and availability of vaccines, now is the time for US multinational companies to formulate their vaccine policies and procedures so they are prepared to protect their workforces when vaccines become available. The political climate, highly personal views of the benefits and risk of vaccination, and ever changing regulatory regimes further complicate the issue, but we are here to help. We are ready to partner with you to devise a compliant global vaccination program that mitigates risks related to medical and religious objections, wage and hour concerns, health and safety risks, data privacy considerations, personal injury claims and more.

This is a quickly evolving area. Here’s how we can provide timely support:

- Provide best practices and key consideration checklists, covering a range of topics and outlining practical, simple steps for companies to consider as they think through vaccines;
- Provide multijurisdictional Vaccination Analysis Matrices to manage a global program;
- Draft related policies, notices and employee consents;
- Monitor any new relevant federal, state and local guidance, and help to modify policies and protocols as applicable guidance is issued;
- Advise on litigation avoidance strategies, including rollout of policies and implementation processes.

5 Key Considerations for US Multinationals

1. The availability of national health programs providing the vaccine;
2. The ability to require vaccination of employees and third parties;
3. The permissibility of requiring proof of vaccination of employees;
4. How to practically implement vaccination policies;
5. Potential risks and liabilities.
Key Thought Leadership

- EEOC Issues Much-Anticipated Q&A Guidance on COVID-19 Vaccinations
- Coronavirus Vaccines are Coming in the US: What Should US Employers Do Next?
- Mandatory Vaccinations in the Workplace – What US Employers Should Consider Now
- HR Trend Watch: Vaccinating the Workforce – Challenges for Multinational Employers
- UK government announces temporary authorisation for COVID-19 vaccine
- Hong Kong: COVID-19 - Vaccinating the workforce – Key considerations for employers

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