

# Back to the Office Dilemmas: How Employers and Insurers are Addressing Evolving Risks Around Mandatory Vaccines

January 11, 2022

**Mag Bickford** (New Orleans) will moderate a panel on how employers and insurers are addressing evolving risks around mandatory vaccines on January 25, 2022, during the [ACI's 30th Annual Employment Practices Liability Insurance Conference](#).

The panel will discuss:

- The continuing impact of the pandemic and the outlook on associated risks for 2022
- Managing discrimination cases brought by employees refusing to get vaccinated based on disability, religion or political views
  - What constitutes “reasonable accommodation” for employees under EEOC rules?
  - Examples of “undue hardship” to the employer
- Recent retaliation claims around providing accommodation for employees who do not/can't get vaccinated due to a medical disability
  - What are reasonable accommodations for employees suffering from “long-haul” COVID-19?
  - “At Risk Workers”: Reasonable accommodations for those with weakened immune systems who are at risk if vaccinated and cannot use face coverings
- Employee data privacy: New claims relating to vaccination verification or contact tracing efforts
  - State data privacy laws that differ from federal rules and guidelines
- OSHA compliance:
  - State of OSHA's ETS rule and associated compliance planning

- NY HERO Act compliance – what are the differences between the NY HERO Act and IL, ME, CT, and NJ workplace safety laws?
- Recent whistleblower complaints

[Learn more.](#)

McGlinchey is pleased to be a Supporting Sponsor of this conference, a one-stop, must-attend meeting place for employment law experts to discuss and debate the latest, most effective defense strategies and emerging trends.

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Magdalen Blessey Bickford