

How Much Vaccine Information Should You Demand From Employees?

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David Barron was quoted in Inc. discussing how employers can handle their employees receiving the COVID-19 vaccine. Generally, yes: You can ask employees if they've received a vaccine. Though if you do request information, tread lightly and make sure there's a legitimate business reason for doing so such as resigning a lease or hiring more people. Asking for additional information could get you in more trouble than it's worth, says David. Instead of asking what day and month an employee got the vaccine, he suggests asking a broader question. For instance, "Has it been at least two weeks since you've received a vaccine?" That question elicits an answer without asking an employee to provide the exact date. It's also acceptable to ask if an employee has received a second booster shot or whether they plan on getting one, but again, avoid an exact time frame.

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