

# Tips for Fine-Tuning Workplace Vaccination Policies During Pandemic

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Carlton Fields labor and employment attorneys Rae Vann and Amanda Brahm authored a *HR Daily Advisor* article, “Tips for Fine-Tuning Workplace Vaccination Policies During Pandemic,” discussing how to handle influenza and COVID-19 inoculation requirements. The two attorneys advise that though vaccination policies are legally permissible, they aren’t absolute. Employers should still conduct their own internal assessments and consider what makes sense for their specific company. They also discuss that employers should consider all available exemptions (i.e., medical exemptions, religious reasons, etc.) and how these exemptions may or may not trigger reasonable accommodation or undue hardship. Companies can additionally consult with local counsel to maintain compliance with state or local laws. [Read the article.](#)

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