

# HANDLING VACCINE EXEMPTIONS

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# DISCLAIMER

This presentation is based on the most current information available at this time. Given the fluid nature of the COVID-19 mandates, please refer to resources cited throughout this presentation for the latest guidance from federal and state agencies.

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The information provided in this presentation does not, and is not intended to, constitute legal advice; instead, all information, content, and materials available. are for general informational purposes only. Readers of this website should contact their attorney to obtain advice with respect to any particular legal matter

# HISTORY OF MANDATES

- Leicester, UK
- US
  - Jacobson
  - CMS

# EXEMPTIONS

- Medical
- Religious

# MEDICAL EXEMPTIONS

- Elements
- Informed Consent
  - Nuremberg Code
  - Federal & State Law
- Immunity

# ADA

- Disabilities making Vaccine a threat to employee
- Reasonable Accommodation
- Determination

# RELIGIOUS EXEMPTIONS

- Elements
- Title VII
- Texas Labor Act
- Liability



A red graphic element consisting of a horizontal bar at the top, a larger rectangular box below it, and a small downward-pointing triangle at the bottom center. The letters 'CMS' are centered in white within the larger box.

CMS

- Compliance Requirements
- Role of Exemptions

# POTENTIAL LIABILITY?

- EUA/Prep Act
- Texas
- Risks
  - Health
  - Legal liability
  - Regulatory Liability
  - Worker's Compensation

A red speech bubble graphic with a white outline, containing the text 'PENDING CASES'.

**PENDING  
CASES**

Northshore Settlement  
Other Cases