

# University of Pennsylvania Health System makes rare move to require COVID-19 vaccines for employees

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Michael Schmidt spoke to the *Philadelphia Inquirer* about the University of Pennsylvania Health System requiring all employees to be vaccinated against COVID-19 by September 1. The Equal Employment Opportunity Commission in December said that companies may require employees to be vaccinated. But they still have to accommodate employees who exercise an exemption to the vaccine mandate under the ADA, said Mike. That's one of the two big reasons many employers are hesitant to mandate vaccines. "I think companies don't want to deal with the accommodation issue and drawing lines and dealing with the legal nuance and then the inevitable lawsuits that will come from that," he said. Another reason most companies are reluctant to impose a vaccine requirement is that it could paint them into a corner, he said. "If you have this mandatory policy, and let's say 30% of your workforce doesn't want to get vaccinated, are you prepared to enforce your policy and terminate 30% of your workforce?"

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