

Jason Habinsky in HR Magazine: 'Managing Workplace Mask Requirements as Restrictions Are Lifted'

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PRACTICES Labor and Employment

Haynes Boone Partner [Jason Habinsky](#) talked with *HR Magazine* about employers' best response to the recently updated CDC guidelines on proper COVID-19 precautions for employees who are fully vaccinated.

Below is an excerpt:

According to the CDC, fully vaccinated employees can safely work indoors in many situations without wearing masks, social distancing or undergoing COVID-19 screening procedures...

Notably, the guidance does not apply in every industry. People must cover their faces and practice physical distancing when they go to a doctor, hospital or long-term-care facility; when they travel by bus, plane, train or another mode of public transportation; while they are in transportation hubs, such as airports and bus stations; and when they are at a prison, jail or homeless shelter...

Jason Habinsky, an attorney with Haynes Boone in New York City, said the safest approach for an employer—particularly a business operating in multiple jurisdictions—is to apply the most restrictive and protective guidelines across the board.

"As the directives become more clear and more consistent across the board, an employer can then relax protocols more uniformly."

...Habinsky recommended that employers only seek the bare minimum of supporting documentation—such as a vaccination card or a survey response—so they avoid seeking or receiving unnecessary medical or personal information.

"It is also crucial that employers train managers on how to communicate with employees about vaccination status issues," he noted.

To read the full article, click [here](#). (Subscription required)