

# NEW YORK

## NYC Sets End of COVID-19 Vaccine Mandate for Private Employers

As of **Nov. 1, 2022**, private employers in New York City (NYC) no longer have to ensure that their employees are either vaccinated against COVID-19 or excluded from the workplace, the city [announced](#) on Sept. 20, 2022. The announcement, which came as part of a citywide [campaign](#) to promote COVID-19 boosters, encourages employers to implement their own vaccine policies in place of the mandate.

### NYC Vaccine Mandate

On Dec. 13, 2021, the NYC Commission of Health and Mental Hygiene (CHMH) issued an [order that went into effect on Dec. 27, 2021](#). Under that order and [related guidance](#), employers with one or more employees working in NYC must obtain proof of vaccination before allowing an employee to enter the workplace to work in person or interact with the public. Employers must also fill out and [post a sign](#) attesting to compliance with the mandate in a conspicuous location in the workplace.

### End of NYC Vaccine Mandate

The CHMH's COVID-19 vaccine website indicates that the city is "ending" the private sector workplace vaccine mandate and making it "optional" for employers to require vaccines as of Nov. 1. It also indicates that the city is encouraging employers to put their own vaccine policies in place.

### Employer Impact

Employers with employees working in NYC should continue complying with the current mandate until Nov. 1 and, in the meantime, monitor the CHMH's website for additional guidance about end of the mandate. Employers should also review their workplace policies and procedures to determine whether any changes may be appropriate once the vaccine mandate ends.

### Important Dates

#### Dec. 27, 2021

A COVID-19 vaccination mandate for private employers issued by the NYC Commission of Health and Mental Hygiene (CHMH) went into effect.

#### Sept. 20, 2022

The CHMH and NYC mayor announced that the vaccine mandate will be optional as of Nov. 1.

#### Nov. 1, 2022

First day on which private employers may choose not to require COVID-19 vaccines for in-person workers.

***As of Nov. 1, 2022, employers in NYC are no longer required to exclude unvaccinated employees from the workplace.***



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