

NEW JERSEY AND FEDERAL COVID-19 VACCINE-RELATED MANDATES

RULE/ORDER	VACCINE MANDATE	EFFECTIVE DATE	TEST OUT OPTION?	RELIGIOUS/MEDICAL EXEMPTION ALLOWED?	COVERED EMPLOYERS	MANDATED TIME OFF FOR VACCINATION AND RECOVERY TIME
OSHA EMERGENCY TEMPORARY STANDARD	YES	<i>STAYED PENDING LITIGATION</i>	YES	YES	100 OR MORE EMPLOYEES ¹	YES
FEDERAL CONTRACTOR RULE (E.O. 14042)	YES	<i>STAYED PENDING LITIGATION</i>	NO	YES	FEDERAL CONTRACTORS AND SUBCONTRACTORS	NO
GOV. MURPHY ORDER RE SCHOOL DISTRICTS (E.O. 253)	YES	18-Oct-21	YES	YES	SCHOOL DISTRICTS EMPLOYEES INCLUDING CONTRACTORS AND VENDORS WHO VISIT THE SCHOOL	NO
GOV MURPHY ORDER RE PUBLIC WORKS (E.O. 271)	YES	20-Oct-21	YES	YES	ALL STATE CONTRACTORS AND SUB CONTRACTORS ENTERING INTO AGREEMENTS WITH THE STATE OF NEW JERSEY ²	NO
GOV MURPHY ORDER RE HEALTH CARE FACILITIES (E.O. 252)	YES	7-Sep-21	YES	YES	ANYONE WORKING IN A HEALTHCARE SETTING, INCLUDING CONTRACTORS AND VENDORS	NO

¹ The OSHA Emergency Temporary Standard defines a covered employer as all employers with a total of 100 or more employees at any time this mandate is in effect.

² E.O. 271 does not apply to contracts or subcontracts whose value is less than the State bid advertising threshold under N.J.S.A. 52:34-7 (\$71,000); employees who perform work outside of the State; or contracts solely for the provision of goods.

Additional Notes

Fully vaccinated means two weeks after the second shot of the Moderna or Pfizer vaccine or the one shot Johnson and Johnson vaccine.

For purposes of the New Jersey and Federal mandates antigen and molecular tests are acceptable. Self administered and self reported test are not acceptable.

An exemption request should lead to an "interactive process" between the employer and employee.

Non-CBA employees may be entitled to that per NJ paid family leave law. Contractors can require vaccinated workers as a condition of assignment to a project.

For purposes of the above mandates (except EO 14042), remote employees need to be vaccinated or tested within 7 days from when they will be around co-employees or on premises.