



CDC Vaccine Recommendations

On March 8, 2021, the U.S. Centers for Disease Control and Prevention issued interim recommendations regarding individuals who have been fully vaccinated against COVID-19. These new recommendations address how to manage vaccinated individuals with respect to social gatherings, contact tracing, and other mitigation matters in non-healthcare settings. The following are the key points employers will want to know and may want to incorporate into your company procedures:

- CDC recommendations apply only to “fully vaccinated” persons, whom the CDC defines as those who are more than two weeks from having received the second dose of the Pfizer-BioNTech or Moderna vaccines or the single-dose Johnson & Johnson vaccine.
- The recommendations ease face covering requirement for people who have been fully vaccinated. CDC advises that fully vaccinated people need not wear masks or observe social distancing during indoor visits with other fully vaccinated people. The CDC continues to recommend that all people wear face coverings and observe social distancing when around unvaccinated individuals outside of a single household.
- Vaccinated people should continue to be isolated when experiencing COVID-19 symptoms. The CDC states that vaccinated people with no symptoms “do not need to quarantine or be tested following an exposure to someone with suspected or confirmed COVID-19, as their risk of infection is low”, though such persons still should monitor for symptoms for 14 days following the exposure and isolate if they begin to experience symptoms.
- CDC emphasizes that fully vaccinated people should continue to take precautions in public and when around unvaccinated people outside of their own households, such as by wearing face coverings and physical distancing. The CDC notes that vaccinated people also “should continue to follow guidance issued by individual employers”.
- The CDC is not altering its guidance with respect to travel for vaccinated people at this time.

Employers may want to consider whether and how to track which employees have been vaccinated. Also employers may want to revisit the extent to which they encourage or incentivize employees to be vaccinated.