

Legal Alert: New Mask & Vaccine Mandates for New York City & New York State

December 20, 2021

New York City Mandates

On December 17, 2021, New York City Mayor de Blasio announced that all city businesses must comply with the NYC Department of Health and Mental Hygiene's employee vaccination mandate by December 27, 2021. This will require the following, as of December 27, 2021:

1. NYC workers to provide proof of full vaccination against COVID-19 (not yet defined to include a booster) as a condition of "entering the workplace." Any worker who cannot provide such proof must be "excluded from the work place," absent a bona fide medical or religious exemption;
2. NYC employers must "maintain a copy of each worker's proof of vaccination" or a secondary record thereof (including all significant details) as confidential employee health records, subject to inspection "upon request by a City agency;" and,
3. NYC employers must affirm compliance with all of the above on [the official DOHMH form](#), which must be posted by the employer in a "conspicuous" and "public-facing" location by December 27, 2021.

For more information, see the DOHMH commissioner's [official list of FAQ's](#) for further details on the [NYC workplace vaccination mandate](#).

New York State Mandates

As of December 13, 2021, Governor Hochul issued a mandate requiring that all New York State property owners have a face-masking policy for the common areas of multiple dwelling buildings for all individuals over age two. This policy is in effect through January 15, 2022, but will likely be extended.

Property owners of multiple dwellings in New York State may mandate the COVID-19 vaccination for all on-site employees, or may mandate face-masking everywhere in the workplace, regardless of an employee's vaccination status.

Should you have any questions about the information contained herein, feel free to contact any of our attorneys.