

ADDENDUM

**Links to Applicable State Orders and
Guidance Documents on COVID-19 Vaccine Mandates
for Private-sector Healthcare Employees**

STATE	STATUS	SOURCES
Alabama	No vaccine mandate for healthcare workers as of November 10, 2021	EO No. 724 (Oct. 25, 2021) https://perma.cc/NEC6-RQ9N
Alaska	No vaccine mandate for healthcare workers as of November 10, 2021	Administrative Order No. 325 (Nov. 2, 2021) https://perma.cc/PTG2-CHQV
Arizona	No vaccine mandate for healthcare employees but permits healthcare institutions to require vaccination as of November 10, 2021; state law permits religious exemptions	EO No. 2021-19 (Oct. 7, 2021) https://perma.cc/9R37-3HHR (noting that “a health care institution ... may require the institution’s employees to be vaccinated”) Ariz. Rev. Stat. § 23-206 https://perma.cc/7BCU-Q3R8 (allowing religious exemptions)
Arkansas	No vaccine mandate for healthcare workers as of November 10, 2021	EO No. 21-14 (July 29, 2021) https://perma.cc/5YQK-VLMW (containing no vaccine mandate for private-sector healthcare employees) H.B. 1547 (Apr. 28, 2021) https://perma.cc/KG29-RP2P (“The state, a state agency or entity, a political subdivision of the state, or a state or local official shall not mandate or require an individual to receive a vaccine or immunization for coronavirus 2019 (COVID-19).”) H.B. 1977 (Oct. 13, 2021) https://perma.cc/4QCQ-WQQP (allowing negative test and proof of immunity as alternative to vaccination)
California	Allows religious exemptions	Department of Public Health, Adult Care Facilities & Direct Care Worker Vaccine Requirement (Sept. 28, 2021) https://bit.ly/3n3q2UV (permitting religious exemptions for workers who provide the employer with a signed declination form “declining vaccination based on the Religious Beliefs”)
Colorado	Allows religious exemptions	6 Colo. Code Regs. § 1011-1, Chapter 2 https://perma.cc/64DP-GS6B (allowing healthcare

		facilities to “seek a waiver of the 100% vaccination requirement ... on the basis that one or more individuals have claimed a religious exemption”)
Connecticut	Allows religious exemptions	EO No. 13F (Sept. 3, 2021) https://perma.cc/7ZSY-3NDC (granting exemptions for healthcare workers who object to vaccination “on the basis of a sincerely held religious or spiritual belief” and “is able to perform his or her essential job functions with a reasonable accommodation that is not an undue burden”)
Delaware	Allows “regular testing” as an alternative to vaccination	Emergency Secretary’s Order (16 DE Admin. Code 4407 Hospital Standards) (Sept. 10, 2021) https://perma.cc/TL4C-EP4H
District of Columbia	Allows religious exemptions	Mayor’s Order 2021-099 (Aug. 10, 2021) https://perma.cc/EH26-3S4Q Executive Office of the Mayor, News (Aug. 16, 2021) https://perma.cc/XL5D-SEUR (noting that “Health care professionals may be exempt due to religious beliefs or medical conditions”)
Florida	No vaccine mandate as of November 10, 2021	Office of the Governor, Proclamation (Oct. 29, 2021) https://perma.cc/U252-V6CD (urging the state legislature to “[p]rotect current and prospective employees against unfair discrimination on the basis of COVID-19 vaccination status”)
Georgia	No vaccine mandate as of November 10, 2021	EO No. 06.30.21.01 (Oct. 21, 2021) https://perma.cc/34UA-88NR Office of the Governor, Press Release (Nov. 5, 2021) https://perma.cc/8S4H-7ENC (describing the federal vaccine mandate as “unlawful”) EO No. 03.14.20.01 (May 25, 2021) https://perma.cc/V84S-T8M2 (prohibiting state agencies, providers of state services, and state properties from requiring “an individual to provide proof of COVID-19 vaccination as a condition to ... enjoy any other rights or privileges provided by the State”)

Hawaii	No vaccine mandate for private healthcare workers As of November 10, 2021	EO No. 21-07 (Sept. 8, 2021) https://perma.cc/ED4U-8L5P (requiring all contractors and visitors at state facilities to provide verification of vaccination or produce negative COVID-19 test result) Office of the Governor, Emergency Proclamation (Aug. 5, 2021) https://perma.cc/TD7A-RUVL
Idaho	No vaccine mandate as of November 10, 2021	Office of the Governor, Press Release (Nov. 4, 2021) https://perma.cc/K8LP-W3B5 (criticizing the federal vaccine mandate) Office of the Attorney General, Letter (Sept. 17, 2021) https://perma.cc/2NUL-EWRE (opposing the federal vaccine mandate)
Illinois	Allows religious exemptions	EO No. 88 (Sept. 3, 2021) https://perma.cc/Y5ES-D79C .
Indiana	No vaccine mandate for private-sector healthcare employees as of November 10, 2021	EO No. 21-29 (Oct. 29, 2021) https://perma.cc/8V7G-YRG5 (latest executive order relating to COVID-19 contains no vaccine mandate) H.B. 1405 (Apr. 29, 2021) http://iga.in.gov/documents/10fa90a9 (prohibiting “the state or a local unit” from issuing or requiring “an immunization passport”)
Iowa	No vaccine mandate as of November 10, 2021	Proclamation of Disaster Emergency (Oct. 15, 2021) https://perma.cc/4LRG-RU94 (latest emergency proclamation relating to COVID-19 contains no vaccine mandate)
Kansas	No vaccine mandate as of November 10, 2021	EO No. 21-23 (June 14, 2021) https://perma.cc/82FT-ESGR (latest executive order relating to COVID-19 contains no vaccine mandate)
Kentucky	No vaccine mandate for private-sector healthcare employees as of November 10, 2021	Office of the Governor (Aug. 2, 2021) https://perma.cc/MNA4-385E (requiring vaccination for contractors and state employees working in state-operated health care facilities but permitting those with religious or medical exemptions to be tested “at least twice weekly” as an alternative to vaccination)

		<p>Petition for Review for the Commonwealth of Kentucky et al. (Nov. 5, 2021) https://perma.cc/2SB2-4FYE (challenging the federal vaccine mandate)</p>
Louisiana	No vaccine mandate as of November 10, 2021	<p>EO No. 204 JBE 2021 (Oct. 26, 2021) https://perma.cc/2P6M-KX4E (latest executive order relating to COVID-19 contains no vaccine mandate)</p>
Maine	No religious exemptions	<p>Immunization Requirements for Healthcare Workers (Nov. 10, 2021) https://perma.cc/GEH4-AFAT (requiring certain healthcare workers to receive COVID-19 vaccine but permits medical exemptions);</p> <p>Office of Governor (Aug. 12, 2021) https://perma.cc/CKM4-7JT2 (announcing that the state “will require health care workers in Maine to be vaccinated against COVID-19”)</p>
Maryland	Allows weekly testing as an alternative to vaccination	<p>Dep’t of Health Order No. 2021-08-18-01 (Aug. 18, 2021) https://perma.cc/75D7-Z3LX</p>
Massachusetts	Allows religious exemptions	<p>Emergency Order No. 2021-4 (Aug. 4, 2021) https://perma.cc/B2BJ-RAGD (permitting exemptions to those who “object[] to vaccination on the basis of a sincerely held religious belief” and “is able to perform their essential job functions with a reasonable accommodation”)</p>
Michigan	No vaccine mandate for healthcare workers as of November 10, 2021	<p>S.B. 82 (Sept. 29, 2021) https://perma.cc/VYT9-684D (prohibiting state entities from requiring proof of COVID-19 vaccination as a condition of employment; does not apply to healthcare entities that receive federal Medicare or Medicaid funding)</p>
Minnesota	No vaccine mandate for private-sector healthcare employees as of November 10, 2021	<p>EO No. 21-24 (June 14, 2021) https://perma.cc/2VNY-R6DT (latest executive order relating to COVID-19 contains no vaccine mandate)</p> <p>Office of the Governor, News Updates (Aug. 11, 2021) https://bit.ly/3BYyLMk (announcing that state government employees will be required to show proof of vaccination or participate in weekly testing)</p>
Mississippi	No vaccine mandate for private-sector healthcare	<p>EO No. 1522 (Sept. 20, 2020) https://perma.cc/63VA-YF3U (latest executive order</p>

	employees as of November 10, 2021	relating to COVID-19 contains no vaccine mandate for private-sector healthcare employees) State Health Officer’s Order (June 30, 2021) https://perma.cc/MMV2-2KQ8 (requiring healthcare workers of Mississippi nursing homes and assisted living facilities to either be vaccinated or receive COVID-19 testing two times a week)
Missouri	No vaccine mandate as of November 10, 2021	EO No. 21-10 (Oct. 28, 2021) https://perma.cc/FU6M-D2RC (prohibiting state entities from compelling “any individual to receive the COVID-19 vaccine pursuant to federal vaccine mandate where such individual objects by reason of sincerely held religious belief or for medical reasons”)
Montana	No vaccine mandate as of November 10, 2021	H.B. 702 (July 1, 2021) https://perma.cc/E4J4-LABL (prohibiting employers from discriminating a person from employment based on vaccination status; “A licensed nursing home, long-term care facility, or assisted living facility is exempt” from this prohibition if compliance “would result in a violation of regulations or guidance issued by the centers for medicare and medicaid services or the centers for disease control and prevention”)
Nebraska	No vaccine mandate as of November 10, 2021	Office of the Governor, Weekly Column (Sept. 21, 2021) https://perma.cc/88H2-3QGU (condemning the federal vaccine mandate)
Nevada	No vaccine mandate for private-sector healthcare employees as of November 10, 2021	Emergency Regulation of the Board of Health (Sept. 10, 2021) https://perma.cc/KF65-S5Q7 (requires vaccination for employees in state-run health care facilities but permits “religious or medical accommodation”)
New Hampshire	No vaccine mandate for private-sector healthcare employees as of November 10, 2021	Petition for Review for the State of New Hampshire et al. (Nov. 5, 2021) https://perma.cc/E9D3-MMM7 Office of the Governor, Press Release (Sept. 13, 2021) https://perma.cc/CU5V-PZFG (condemning the federal vaccine mandate)
New Jersey	Allows healthcare employees to receive regular testing as an alternative to vaccination	EO No. 252 (Aug. 6, 2021) https://perma.cc/H4LU-4KKN (requiring healthcare workers seeking religious exemptions to “submit to

		COVID-19 testing at minimum one to two times weekly”)
New Mexico	Allows religious exemptions	Department of Health, Public Health Order (Aug. 17, 2021) https://perma.cc/8MK5-QR8G
New York	No religious exemptions	Emergency Rule (Aug. 26, 2021) https://perma.cc/UT4L-GZWI
North Carolina	No vaccine mandate for private-sector healthcare workers as of November 10, 2021	EO No. 236 (Oct. 4, 2021) https://perma.cc/HE79-F247 EO No. 224 (July 29, 2021) https://perma.cc/WNU9-MMPX (“strongly encourag[ing]” private businesses to require employees to verify that they are fully vaccinated or wear coverings and receive weekly testing)
North Dakota	No vaccine mandate as of November 10, 2021	Office of the Governor, News (Nov. 5, 2021) https://perma.cc/W2A6-8CKG (condemning the federal vaccine mandate on private businesses) EO No. 2021-09 (Apr. 30, 2021) https://perma.cc/3ETY-Y33B (latest executive order relating to COVID-19 contains no vaccine mandate)
Ohio	No vaccine mandate as of November 10, 2021	Ohio Attorney General, News Releases (Nov. 5, 2021) https://perma.cc/R2PA-KCKW (challenging the federal vaccine mandate for private-sector employees)
Oklahoma	No vaccine mandate as of November 10, 2021	Petition for Review for the State of Oklahoma et al. (Nov. 5, 2021) https://perma.cc/7S4S-96U8 (challenging the federal vaccine mandate for private-sector employees) Office of the Governor, Newsroom (Nov. 5, 2021) https://perma.cc/V524-7FEY (criticizing the federal vaccine mandate)
Oregon	Allows religious exemptions	Secretary of State, Rule 333-019-1010 https://perma.cc/Z9TU-XJL6
Pennsylvania	No state-wide vaccine mandate for private-sector healthcare employees as of November 10, 2021	Office of the Governor, Press Release (Aug. 10, 2021) https://perma.cc/J9NC-9JMN (requiring employees in “state health care facilities and high-risk congregate care facilities” to be fully vaccinated or otherwise

		<p>undergo weekly testing)</p> <p>City of Philadelphia, Posts (Aug. 13, 2021) https://perma.cc/CNH7-URG3 (requiring all healthcare workers to receive the COVID-19 vaccine “unless they have a religious or medical exemption”)</p>
Rhode Island	No religious exemptions	<p>216-20-15 R.I. Code R. § 8 (Aug. 17, 2021) https://perma.cc/GP3M-UKYD</p>
South Carolina	No vaccine mandate as of November 10, 2021	<p>EO No. 2021-38 (Nov. 4, 2021) https://perma.cc/3S77-RG6D (prohibiting state cabinet agencies from requiring COVID-19 vaccine as a condition of employment and compelling or penalizing individuals or businesses for failing to comply with federal COVID-19 vaccine mandate)</p>
South Dakota	No vaccine mandate as of November 10, 2021	<p>EO No. 2021-14 (Oct. 27, 2021) https://perma.cc/J8W2-MJUA (protecting state employees from federal vaccine mandates by permitting medical and religious exemptions)</p> <p>Petition for Review for the State of South Dakota et al. (Nov. 5, 2021) https://perma.cc/3BPG-M3J9 (challenging the federal vaccine mandate)</p>
Tennessee	No vaccine mandate as of November 10, 2021	<p>EO Nos. 90 & 91 (Nov. 5, 2021) https://perma.cc/TT8P-FJRT; https://perma.cc/MF32-7RGF (containing no vaccine mandate)</p> <p>H.B. 13 (May 25, 2021) https://perma.cc/UQY9-NEBR (prohibiting government entities from forcing, requiring, or coercing a person to receive COVID-19 vaccine)</p>
Texas	No vaccine mandate as of November 10, 2021	<p>EO No. GA-40 (Oct. 11, 2021) https://perma.cc/FH5W-YBM5 (“No entity in Texas can compel receipt of a COVID-19 vaccine by any individual ... who objects to such vaccination for any reason of personal conscience, based on a religious belief, or for medical reasons”)</p>
Utah	No vaccine mandate as of November 10, 2021	<p>Petition for Review for the State of Utah et al. (Nov. 5, 2021) https://perma.cc/HXV5-DB8Q (challenging the federal vaccine mandate)</p> <p>H.B. 308, Utah Code § 26-68-101 https://perma.cc/5U6L-YV5B (banning vaccine</p>

		mandates for state government employees but does not apply to state public health and healthcare employees)
Vermont	No vaccine mandate for private-sector healthcare employees as of November 10, 2021	Office of the Governor, Press Release (Sept. 8, 2021) https://perma.cc/A2VR-Z6HM (requiring all state employees to “attest they are vaccinated or be subject to at least weekly testing and mandatory masking at work”)
Virginia	No vaccine mandate for private-sector healthcare employees as of November 10, 2021	Executive Directive No. 18 (Aug. 5, 2021) https://perma.cc/7PQW-LU2L (requiring state workers to receive vaccination, or alternatively, receive weekly testing and wear a mask)
Washington	Allows religious exemptions	Proclamation by the Governor 21-14 (Aug. 9, 2021) https://perma.cc/L59C-NJND
West Virginia	No vaccine mandate as of November 10, 2021	H.B. 335 (Oct. 20, 2021) https://perma.cc/7QLB-JMQC (permitting medical and religious exemptions to any vaccine mandates by state or private employer)
Wisconsin	No vaccine mandate for private-sector healthcare employees as of November 10, 2021	State Government Employee/Supervisor Guidance (Sept. 14, 2021) https://perma.cc/99E5-M3UC (requiring state employees, interns, and contractors to be tested weekly; exempting individuals who are fully vaccinated and submit vaccination status)
Wyoming	No vaccine mandate as of November 10, 2021	Office of the Governor, News Releases (Nov. 5, 2021) https://perma.cc/DYM6-B8NH (announcing the state’s challenge against the federal vaccine mandate)