

Vaccination and Testing Mandates

What are the types/sources of vaccine and testing mandates?

Generally, there are four types of COVID vaccine or testing mandates:

- **Federal Contractor** – this applies to federal contractors and subcontractors and requires all employees in scope to be vaccinated. Currently this mandate is on hold pending litigation.
- **State Mandates** – this applies to state employers and their subcontractors. Often this will often only apply to employees who are assigned to a state employer (such as Kelly Education), and most states with mandates require employees in scope to be vaccinated or test weekly.
- **Large Employer** – this applies to companies with over 100 employees and requires all employees to be vaccinated or test weekly. Currently this mandate is on hold pending litigation.
- **Customer-based** – customers may have specific vaccine and/or testing requirements that must be followed.

What is the COVID large employer vaccine and testing requirement?

The large employer mandate requires companies with over 100 employees to be vaccinated or test weekly. Employees who are unvaccinated must also wear a mask (Currently this mandate is on hold pending litigation.)

How is Kelly responding to the large employer vaccine or testing mandate?

We will comply with vaccine and testing mandates that apply to us. We are reviewing the proposed regulations for large employers and are in the process of developing our response. We are also closely monitoring the status of legal challenges to the proposed regulations and their potential impact. You should continue to follow the required COVID-19 protocols for your worksite.

Want to know more about the Federal Contractor Mandate?

Read the [COVID-19 Workplace Safety: Guidance for Federal Contractors and Subcontractors](#) (Issued September 24, 2021; PDF, [Download Adobe Reader](#)). It sets forth workplace safety protocols for Federal contractors and subcontractors pursuant to Executive Order 14042 (Ensuring Adequate COVID Safety Protocols for Federal Contractors).

For more information, see the [Guidance and Safer Federal Workforce FAQs](#)

Does the Federal Contractor Vaccine mandate override any state or local orders?

Yes. If/when the Federal Contractor Vaccine mandate is in effect, it will supersede any contrary state or local law or ordinance. However, if the state or local ordinance is stricter, those would apply as would any customer requirements.

How can I get free at-home COVID-19 tests?

For U.S. only, go to www.COVIDtests.gov for instructions.

Vaccines

If I've already had COVID, do I still need to get a vaccine?

Yes, the [CDC recommends](#) that you still get vaccinated even if you have already had COVID-19. Most mandates exclude natural immunity as an exemption from vaccine or testing requirements.

How can I find a vaccine provider?

Find a [vaccine provider online](#) or text your ZIP code to 438829.

What are the accepted vaccines?

Acceptable vaccines include:

- Vaccines approved or authorized for emergency use by the Food and Drug Administration (Pfizer, Janssen/Johnson & Johnson, and Moderna)
- Vaccines approved by the World Health Organization (WHO)
- A full vaccine series (not a placebo) in a clinical trial (e.g., Novavax)

Vaccination Verification

What does proof of COVID vaccination look like?

Acceptable documentation includes:

- Record of immunization from a health care provider or pharmacy
- COVID-19 Vaccination Record Card
- Medical records documenting the vaccination
- Immunization records from a public health or State immunization information system
- Any other official documentation verifying vaccination with information on the vaccine name, date(s) of administration, and the name of health care professional or clinic site administering vaccine

What do I need to do with the documentation of my COVID vaccination if it is required by the worksite?

You will need to submit documentation into our vaccine verification tool, even if you have previously submitted your vaccine record. In the meantime, please do not send any vaccination records via email. You can expect to see information and updates about the verification tool coming to you from verify@kellyservices.com.

Education Only

Where can I find information on statewide vaccination requirements for those who work in schools (e.g., teachers, substitutes)?

Find out [where teachers are required to get vaccinated against COVID-19](#).

Where can I find out mask, vaccine, and testing requirements for the larger school districts?

See [how the biggest city school districts are operating this year](#).