

Press Coverage | September 13, 2021

Biden's Vaccine Mandate Leaves Businesses Relieved but Full of Questions

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Tracey Diamond, a partner in Troutman Pepper's Labor and Employment Practice Group, is quoted in *The New York Times* article, "[Biden's Vaccine Mandate Leaves Businesses Relieved but Full of Questions](#)."

"Determining whether someone has a sincerely held religious belief, practice or observance is really tricky because it requires the employer to kind of get inside the employee's head," said Tracey Diamond, a partner specializing in labor issues at law firm Troutman Pepper.

If the federal mandate, when it's written, allows for religious exceptions, these kinds of requests "are going to skyrocket," she said. "For larger employers where there's lots and lots of requests, to do this individualized case-by-case analysis can be very time consuming."

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