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Brands Face Legal, Logistical Questions and Potential PR Impacts in Light of Biden Vaccine Mandate

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Troutman Pepper attorneys Emily Schifter, Tracey Diamond, and Richard Gerakitis are quoted in the *Fashion Law* article, "[Brands Face Legal, Logistical Questions and Potential PR Impacts in Light of Biden Vaccine Mandate.](#)"

Biden's initiative – which is the latest push to get individuals across the U.S. vaccinated – will raise an array of logistical and legal questions for the companies that it applies to. Among them, according to [Troutman Pepper attorneys](#) Emily Schifter, Tracey Diamond, and Richard Gerakitis: Who will pay for non-vaccinated employees' COVID-19 tests; whether employers will continue to be required to provide exemptions; whether the mandate will cover remote employees; how employers can verify the vaccination status of their workforce; and how the 100-employee threshold will be determined (the 100-employee trigger will apply on a company-wide basis, rather than on the number of employees at a particular site, per Occupational Safety and Health Administration (OSHA) senior advisor Ann Rosenthal, but it remains unclear how things like joint employment will factor in.)

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