



Houston Partner Addresses Legal Questions About the COVID-19 Vaccine

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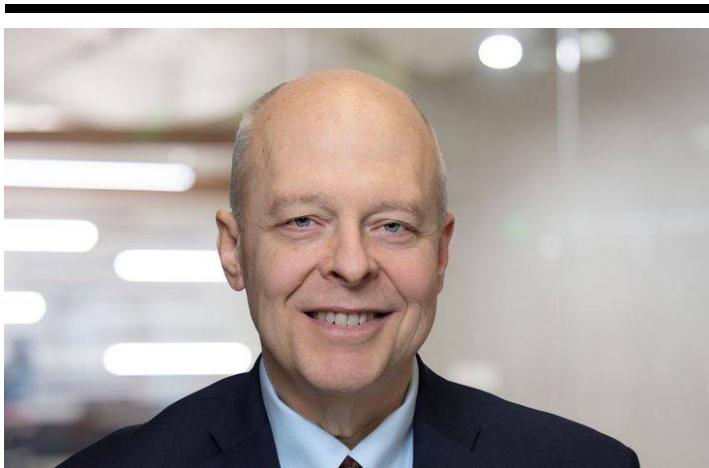
In an interview with the *San Diego Union Tribune*, **Kevin Troutman** starts by explaining that he expects answers on legal questions surrounding COVID-19 vaccines to become clearer as the country learns more and the rollout continues. Kevin weighs-in the topic of mandating the vaccine in the workplace with a reminder for employers to remember that the law does provide exceptions for disabilities and religious beliefs. He explains that, in these situations, employers must make reasonable accommodations for employees, and he warns that this does “place a fairly significant burden on employers.” He explains that the accommodations process is “time-consuming and so fact-specific,” and he believes that the burdensome process is “one reason why a lot of employers are opting, at least at this point, not to mandate but encourage.”

Kevin also explains that, if vaccines are voluntary, then it is perfectly legitimate for “employers to ask for evidence of vaccination.” But he quickly warns that employers must not discriminate against those workers who aren’t vaccinated by offering more opportunities or compensation to those who are.

To read the article visit the [*San Diego Union Tribune*](#) (the article was also published in the [*Los Angeles Times*](#)).

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