



## Private employees have until today to present evidence of vaccination

November 30, 2021

People employed by an employer with more than 50 employees have until today, Tuesday, to provide evidence of vaccination against COVID-19, as established in the executive order, which provides the legal mechanism to establish mandatory vaccination in the private sector. .

[Read here the executive order](#)

The former secretary of the Department of Labor, Carlos J. Saavedra Gutiérrez, explained that unvaccinated employees must begin the vaccination process. If the employed person provides evidence of vaccination, it will be understood that they are complying with the full vaccination requirement until December 30, 2021. .

Saavedra Gutiérrez explained yesterday during a seminar that according to the executive order signed by Governor Pedro Pierluisi, the employer with 50 or more employees must comply with one of three options offered by the executive order for due compliance.

The employer has three options to offer to his employees:

- Present evidence that you are fully vaccinated or vaccinated.
- Submit weekly evidence of a negative COVID-19 result.
- If you have a positive in the last three months you must present, along with a recovery document, a letter from a health provider certifying that the person has recovered.

The lawyer explained that if the employed persons do not meet one of the three requirements, they cannot work. In fact, the employer can take the pertinent measures to proceed in any case in which an employee does not want to comply with the available options.

*[New executive order requires vaccination in the private sector](#)*

The executive order also recommends that the employer allow his employees to be vaccinated during working hours, and provide them with the opportunity to address possible side effects, if any. But, they are not required to do so.

It does not expressly require in the order the requirement of a mandatory internal policy for vaccinating employees, although it is recommended. Although it is also not required by the executive order, the employer must keep internal records in the event of any audit. The employer must ensure that it complies with the applicable confidentiality rules on handling information, 'explained Saavedra Gutierrez.

Who does it include?

As explained by the former official, the order includes anyone who works for wages, salary or any type of compensation.

The executive order includes contractors, and those who work on a voluntary basis, but excludes suppliers.



With the new executive order, if you do not get vaccinated, it will not be necessary to allege any religious or medical exception and employees will have the option of presenting the negative result at least every seven days, on any business day, not limited to being exclusively the first day working hours.

The following periods

The order includes a second period, which is established from December 1 to December 30, 2021.

During this period, unvaccinated employees must begin submitting negative test results at least every seven days, and if positive, they must submit proof of recovery.

People with a single dose of vaccine do not have to have a negative test result

Meanwhile, as of December 31, 2021, unvaccinated employees will continue to be required to present a negative test result at least every seven days.

And, in this case, people with a single dose of vaccine must begin to present a negative test result, which must be paid for at all times by the person employed as it falls under their responsibility.

If people do not meet one of the three requirements, they cannot enter the job and the employer can take "applicable relevant measures."

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