

## Healthcare Facilities Face Deadlines to Vaccinate Their Workforce

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February 28, 2022

On January 14, 2022, the Centers for Medicare and Medicaid Services (“CMS”) [published a memorandum](#) providing guidance for states, such as Oklahoma, that are now subject to the vaccine requirements imposed on healthcare facilities. The guidance provides three phases of compliance, and facilities who fail to implement its provisions are subject to a range of enforcement actions, up to and including the withdrawal of CMS funding.

While the initial phase of the compliance timeline has already passed, there is still time for facilities to vaccinate their workforce or enact policies in accordance with the CMS guidance.

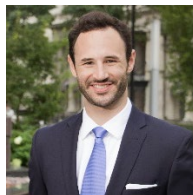
- By **February 14, 2022**, facilities were required to ensure that 100% of staff had either received at least one dose of the vaccine or requested a qualifying religious or medical exemption. Facilities were also required to develop and implement policies and procedures ensuring that all staff are vaccinated.
- By **March 15, 2022**, all employees at CMS facilities must have received both doses of the vaccine or been granted a qualifying exemption. Facilities must continue to maintain policies and procedures to ensure that all staff are vaccinated. If a facility is non-compliant, there are remedial steps available to bring a facility into compliance.
- By **April 14, 2022**, facilities failing to maintain compliance with the 100% vaccination standard may be subject to enforcement actions, ranging from warnings to monetary penalties. Continued failure to meet the CMS standard may result in a facility’s termination from the Medicare and Medicaid program.

GableGotwals’ [Employment & Labor team](#) is available to help employers assess their current policies, procedures, and practices in light of these announcements. If a CMS-affiliated healthcare facility has failed to comply with the applicable dates above or is in danger of failing to meet pending deadlines, an attorney may be able to provide guidance on how the facility should address the matter. GableGotwals can make compliance easy by providing off-the-shelf policies, procedures, and compliance forms for a flat fee. We will be monitoring for any action by on this issue, and any and all related litigation. Please contact any member of the team for further assistance.



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