

Jill O'Brien Shares Insights on COVID-19 Vaccination Policies and Employee Whistleblower Claims on WGN Radio

10.11.2021

Laner Muchin Partner **Jill O'Brien** recently joined WGN Radio's Karen Conti to discuss COVID-19 vaccine mandates in the workplace and employee whistleblower claims.

In the segment, Jill gave insights on President Biden's general vaccine mandate, which places the responsibility on employers to increase vaccination rates nationally. Though the federal mandate only applies to companies with over 100 employees, Jill explains how employers of any size business can require their employees to comply with a vaccine requirement.

"The equal employment opportunity commission has said it is absolutely lawful for an employer to have an across-the-board policy that everyone must be vaccinated subject to very few narrow exceptions."

Jill describes the potential exceptions that can apply to a vaccine mandate, such as an employee with a serious medical issue or a sincerely held religious belief. Employers have the duty to reasonably accommodate individuals with exceptions until they reach the point of undue hardship.

In addition, Jill also gave insights on whistleblower claims in the context of the recent Facebook whistleblower case.

Attorneys

Jill P. O'Brien

Practice Areas

Counseling and
Transactional

Employment Counseling

Jill O'Brien Shares Insights on COVID-19 Vaccination Policies and Employee Whistleblower Claims on WGN Radio

“The logic is that someone who has information about misconduct, a violation of the law or unethical conduct should be able to come forward and report that to the government without being subject to retaliation.”

She expressed that many laws protect employees from retaliation, and the timing and context of whistleblower claims is important when evaluating claims on a case-by-case basis.

Listen to Jill's full interview on WGN Radio [here](#).

Jill's practice is focused on the representation of public and private sector employers in a range of labor relations and employment matters. In addition to her position on Laner Muchin's Executive Committee and her role as the firm's Hiring Chairperson, Jill counsels employers and offers management training programs concerning everyday labor and employment issues.

Firm Profile: Laner Muchin, Ltd. concentrates in the representation of employers in labor relations, employment litigation, employee benefits and business immigration matters. The firm provides legal services to clients from coast to coast.