



Administrative Office of the Courts

Operations Division

November 24, 2021

Good afternoon, Judiciary colleagues,

- Beginning December 29, 2021, all **new** employees will be required to be fully vaccinated as a condition of their employment. Full vaccination status requires that two weeks have passed since the employee's second Pfizer or Moderna vaccination shot, or since the one Johnson and Johnson vaccination shot. This new condition of employment is consistent with other state judiciary orders and with local, state, and federal requirements being adopted to control COVID-19 transmission rates and to safeguard the health of Judiciary personnel and the public. Religious and medical exemptions will be made on a case-by-case basis.
- This new standard applies to **newly hired employees only** and does **not** affect the existing policy for current employees or anyone who begins employment prior to December 29, 2021.
- The Talent Acquisition team is reaching out to Judiciary personnel who are scheduled to start on or after Wednesday, December 29, 2021, to inform them of this condition of employment. Talent Acquisition has also added a pre-screening question to the Judiciary online application to inform potential applicants of the vaccination requirement as a condition of employment, which will be noted on all future job announcements.
- The Employment Services team will be reaching out to administrative heads and Human Resources liaisons to provide assistance in onboarding new staff regarding the vaccine requirement.

Please contact Employee Relations at (410) 260-1732 or er@mdcourts.gov if you have any questions.