

## Paul Scheck Discusses Employer Mask Mandates with SHRM

*Society for Human Resource Management*  
Orlando  
4.14.21

[Paul Scheck](#), a partner in Shutts & Bowen LLP's Orlando office, was recently featured in an article by the *Society for Human Resource Management* (SHRM), discussing what employers should do when vaccinated employees and other workers want to stop wearing masks.

In the article, Paul discusses several strategies to properly enforce mask policies with employees in the wake of increased rates of vaccination, including clear communication around why employers are continuing to require that employees wear masks, the adoption of clear mask policies and an explanation of the consequences for failing to comply with established policies. "A perception by employees that masks are no longer required in the workplace is not supported by the current CDC guidance," said Paul. He noted that as the number of vaccinated employees continues to rise, it is important for individuals to remain vigilant with wearing masks until more data becomes available regarding the long-term effectiveness of the vaccine, ensuring that employers are able to continue to maintain a safe workplace for all of their employees.

To read the full article, [click here](#).

[SHRM](#) is a world-leading HR organization, working with over 300,000 HR and business executive members in 165 countries to empower and elevate the HR profession, and is the "foremost expert, convener and thought leader on issues impacting today's evolving workplaces."

### About Paul J. Scheck

[Paul J. Scheck](#) is a partner in the Orlando office of Shutts & Bowen LLP, where he is a member of the Labor and Employment Practice Group. A Martindale Hubbell AV® rated attorney, Paul has been named one of the *Best Lawyers in America*® in Labor and Employment Law. He has worked with employers and human resources professionals for nearly 26 years, and has assisted them through many labor and employment challenges, from corporate policies to wage and hour matters, non-compete claims to discrimination and harassment cases, ADA Title II accessibility claims to unfair labor practice charges. With a sole focus on representing management, Paul is thoroughly familiar with the employment issues that arise in day-to-day operations. This strength allows him to anticipate potential problems and build strategies to help avoid disputes. He also represents clients

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in litigation, both in state and Federal courts, as well as before administrative agencies including the EEOC, FCHR and NLRB.

### Professionals

Paul J. Scheck

### Practice Areas

Labor and Employment

Litigation

### Offices

Orlando