

The **State of New York** has passed a Paid Vaccination Leave law to provide paid time off to employees who miss work due to obtaining a COVID-19 vaccination. Please provide the below communication regarding the details to employees who work in New York. The ability to use Paid Vaccination Leave terminates on December 31, 2022.

- **Audience:** All employees who work in **New York**
- **Requested Communication Timing:** Please share ASAP
- **New York Employee Action Requested:** Read the communication immediately.

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### **Paid Vaccination Leave for New York**

The **State of New York** has passed legislation that requires Luxottica to provide Paid Vaccination Leave to employees who miss work to obtain a COVID-19 vaccination. This legislation is effective March 12, 2021 and remains in effect until December 31, 2022.

Please familiarize yourself with the information below, detailing New York’s Paid Vaccination Leave law.

- **Eligibility**  
All employees who work in New York.
- **Paid Vaccination Leave Use & Amount**  
Employees are eligible for a paid leave of absence, up to four (4) hours, per COVID-19 vaccine injection (includes booster shots).
- **Other Terms and Conditions.**
  - Discrimination or retaliation against any employee who exercises his or her rights under this law is prohibited.
  - A copy of this policy will be posted on the COVID-19 page on [HR Solutions](#).
  - Employees should provide reasonable advance notice of their vaccination appointment and intent to use Paid Vaccination Leave to their manager. If this is not possible, employees must communicate the need to their manager as soon as practicable.
  - To receive paid vaccine leave, employees will be required to show proof of vaccination to their manager. Proof of vaccination may include a vaccination card, doctor’s note or document that reflects the date of the vaccination). Following receipt of their final vaccine dose, it is requested that employees submit a copy of their vaccination card via Luxottica’s confidential [Vaccination Portal](#).
- **Manager Action Required**  
If an employee requests to use Paid Vaccination Leave, verify the amount of time that the employee missed work to obtain the vaccine injection and code the time away from work using the “**COVID Vaccine**” pay code.

**QUESTIONS?** For questions pertaining to the application of this policy, please contact [HRCompliance@luxotticaretail.com](mailto:HRCompliance@luxotticaretail.com).