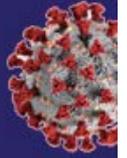




# OPTIMUM<sup>®</sup>

## SAFETY MANAGEMENT

# NEWS



[November 4, 2021] – The Occupational Safety and Health Administration (OSHA) has issued an emergency temporary standard (ETS) today to minimize the risk of COVID-19 transmission in the workplace. The ETS goes into effect immediately upon publishing in the Federal Register (scheduled for November 5, 2021).

Under this standard, covered employers must develop, implement and enforce a mandatory COVID-19 vaccination policy, unless they adopt a policy requiring employees to choose to either be vaccinated or undergo regular COVID-19 testing and wear a face covering at work.

The ETS covers employers with 100 or more employees – firm or company-wide – and provides options for compliance. The ETS requires employers to provide paid time to workers to get vaccinated and to allow for paid leave to recover from any side effects.

The ETS also requires employers to do the following:

- Determine the vaccination status of each employee, obtain acceptable proof of vaccination status from vaccinated employees and maintain records and a roster of each employee's vaccination status.
- Require employees to provide prompt notice when they test positive for COVID-19 or receive a COVID-19 diagnosis. Employers must then remove the employee from the workplace, regardless of vaccination status; employers must not allow them to return to work until they meet required criteria.
- Ensure each worker who is not fully vaccinated is tested for COVID-19 at least weekly (if the worker is in the workplace at least once a week) or within 7 days before returning to work (if the worker is away from the workplace for a week or longer).
- Ensure that, in most circumstances, each employee who has not been fully vaccinated wears a face covering when indoors or when occupying a vehicle with another person for work purposes.

The emergency temporary standard does not require employers to pay for testing. Employers may be required to pay for testing to comply with other laws, regulations,

collective bargaining agreements, or other collectively negotiated agreements. Employers are also not required to pay for face coverings.

**Resources:**

[OSHA News Release](#)

[OSHA COVID Webinar](#)

[ETS Summary](#)

[FAQ](#)

If you have any questions, please reach out via NASA's SafetyHelpline:

<https://www.optimumsafetymanagement.com/nasa/>

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