

OSHA'S ETS – What Now?

PROTECTING TOMORROW...TODAY.

Clearly, the latest information coming out regarding OSHA's emergency temporary standard (ETS) is a little overwhelming and somewhat confusing. While employers who have 100+ employees are being immediately impacted, we believe that every employer should have a plan up to and including how to communicate their plan to their employees.

The number of documents, emails, and news focusing on the ETS is unending:

The collage consists of several overlapping document thumbnails:

- Compliance Bulletin** (top left): Brought to you by Ollis/Akers/Arney Insurance & Business Advisors. Title: OSHA COVID-19 ETS Determination of Employee Vaccination Status. Content: On Nov. 4, 2021, the Occupational Safety and Health Administration (OSHA) announced a federal emergency temporary standard (ETS) to address the grave danger of COVID-19 infection in the workplace. Affected employers will be required to comply with most provisions of the ETS by Dec. 6, 2021, and with its testing requirements by Jan. 4, 2022. Affected employers include private employers with 100 or more employees (firmwide or companywide count).
- Legal Update** (top right): Brought to you by Ollis/Akers/Arney Human Resources Consulting. Title: OSHA Releases Vaccination and Testing ETS. Content: On Nov. 4, 2021, the Occupational Safety and Health Administration (OSHA) announced a federal emergency temporary standard (ETS) to address the grave danger of COVID-19 infection in the workplace. Affected employers will be required to comply with most provisions of the ETS by Dec. 6, 2021, and with its testing requirements by Jan. 4, 2022. Affected employers include private employers with 100 or more employees (firm- or company-wide count). State plans will have 30 days to adopt the federal ETS or implement their own vaccination standard.
- Compliance Bulletin** (middle left): Brought to you by Ollis/Akers/Arney Human Resources Consulting. Title: New EEOC FAQs on Requests for Religious Exceptions to Employer COVID-19 Vaccine Mandates. Content: On Oct. 25, 2021, the Equal Employment Opportunity Commission (EEOC) issued six new answers to the FAQs about how employers should handle employee requests for religious exceptions to their workplace mandates. The FAQs address rules that apply to this type of request under Title VII of the Civil Rights Act of 1964 that prohibits employment discrimination based on religion and other protected traits.
- Legal Update** (middle right): Brought to you by Ollis/Akers/Arney Human Resources Consulting. Title: OSHA Releases Vaccination and Testing ETS. Content: On Nov. 4, 2021, the Occupational Safety and Health Administration (OSHA) announced a federal emergency temporary standard (ETS) to address the grave danger of COVID-19 infection in the workplace. Affected employers will be required to comply with most provisions of the ETS by Dec. 6, 2021, and with its testing requirements by Jan. 4, 2022. Affected employers include private employers with 100 or more employees (firm- or company-wide count). State plans will have 30 days to adopt the federal ETS or implement their own vaccination standard.
- EMERGENCY TEMPORARY STANDARD SUMMARY** (bottom right): OSHA Occupational Safety and Health Administration. Title: COVID-19 Vaccination and Testing ETS. Content: The Occupational Safety and Health Administration (OSHA) has issued an emergency temporary standard (ETS) to minimize the risk of COVID-19 transmission in the workplace. The ETS establishes binding requirements to protect unvaccinated employees of large employers (100 or more employees from the risk of contracting COVID-19 in the workplace).

Essentially, employers with over 100 employees have three options:

1. Implement mandatory vaccinations for all employees
2. Implement a voluntary vaccination policy which includes masking and weekly testing for unvaccinated employees
3. Implement a mandatory vaccination policy if they are a federal contractor or a health care provider (any entity that accepts Medicare payments)

We know that adding expert advice and guidance, customized for your specific organizational needs, is a better option than trying to navigate all of it on your own. Our team not only has tools and resources that can be tailored to fit your unique business needs, they also have the experience to provide guidance on a communication strategy and to weigh in on policy decisions that protect and support your organization.

We take the complicated and break it down into manageable pieces.

Vaccination Compliance package:

- Vaccination Status Roster
- Weekly COVID Testing Record, if applicable (for large employers, a plug-in to their HRIS or payroll system would be most efficient)
- Religious Accommodation Request & Approval Form
- Medical Exemption Accommodation Request & Approval Form
- Vaccination Status Attestation Form
- Vaccination Policy [Required (Under 100 or Over 100), or Voluntary with Testing & Face Coverings, or Federal Contractor or Health Care Provider]
- On-Site Vaccination Clinic Toolkit

The investment is \$1,095.

(Note: Retainer clients may utilize their consulting retainer.)

The vaccination policy requires customization based on six different decision points and alternatives that we will walk your organization through. If you are associated with CoxHealth, we'll also provide information regarding their weekly testing program and vaccination clinics. As other providers/clinics provide their information, that will be shared as well.

Contact us today if we can assist you in navigating this complex issue. This is just one way we can help you in Protecting Tomorrow...Today.



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