

IMPORTANT

COVID-19 Mandate

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) recently announced the anticipated COVID-19 emergency temporary standard (ETS). While it's currently being challenged in the courts, it's important you're familiar with the ETS so you're prepared in the event it's enacted.

This ETS will apply to companies with 100 or more employees and will require employers to develop, implement, and enforce a mandatory COVID-19 vaccination policy. The policy mandates that employers require employees to elect either to get vaccinated or undergo weekly COVID-19 testing.

Here are important employer requirements under this new ETS:

- Determine and document the vaccination status of all employees.
- Require unvaccinated employees to test weekly and provide a negative test result.
- Provide paid time for employees to get vaccinated and allow for paid leave to recover from any side effects.
- Remove any employee that tests positive for COVID-19 until they have a negative test result or follow the CDC's isolation guidance.
- Ensure that unvaccinated employees wear a face covering when working indoors or riding in a vehicle with another person for business purposes.

Register for HR *OnDemand*® to stay up to date

As a policyholder, you have free access to expert Human Resources advice with HR *OnDemand*®. If you aren't already registered, [you can register here](#). It only takes a couple of minutes. Once registered, you can access ETS updates and resources to help plan.

Join our COVID-19 webinar

ICW Group will be hosting a webinar with our HR *OnDemand*® partner, Mineral, on **Dec. 9, 2021, at 11 am PT**. The webinar will cover the latest information on the vaccine mandate and other topics related to COVID-19 and your workplace. [Register for the webinar today.](#)

Helpful Resources

For your convenience, here are some resources to help you navigate the new ETS:

- OSHA ETS [Fact Sheet](#)
- ETS [Frequently Asked Questions](#)
- Important [Compliance Dates](#) for which workplaces need to be prepared
- Sample [Vaccination Status Roster](#) to document who has or has not been vaccinated
- Sample [Infectious Disease Preparedness & Response Plan](#) to help you prepare your business for the updated requirement

If you have any questions or require immediate assistance, please feel free to contact us directly at riskmanagement@icwgroup.com.