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Emergency Temporary Standard (ETS-2) COVID-19 Vaccination and Testing

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“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.”

November 4, 2021, OSHA Summary COVID-19 Vaccination and Testing ETS



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Per OSHA ETS will results in:

- **23 million individuals becoming vaccinated**
- **Prevent 6,500 deaths**
- **Prevent over 250,000 hospitalizations**



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Major Components:

- 1. Unvaccinated Workers Face Grave Danger**
- 2. An ETS is necessary**
- 3. The ETS is Limited to Employers with 100 or more employees**



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**....adopting this standard that
will reach 2/3 of all employees
in private sectors.**



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Workplaces not covered by ETS

- **Federal Contractors and subcontractors**
- **Setting where employees provide healthcare services or healthcare support services when subject to ETS¹**
- **No customers/co-workers present**
- **Working from home**
- **Exclusively outdoors**



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ETS takes effect immediately once published in Federal Register

- **30 day – all requirements other than testing**
- **60 days - testing for employees who have not received all doses required for a primary vaccination**



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Final thoughts from ETS-2

- 1. Vaccination Policy**
- 2. Determination of employee vaccine status**
 - **Proof of vaccine**
 - **Maintain roster of each employee vaccine status**
- 3. Pay for up to 4 hours of time for employees to get vaccinated – ‘reasonable’ time to recover**
- 4. Testing for unvaccinated – employer does not have to pay**



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.....and some more....

- 5. Positive COVID test and removal**
- 6. Face Coverings (non fully vaccinated)**
- 7. Communication requirements**
- 8. Produce the aggregate number of fully vaccinated employees along with total number of employees at that workplace.**



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MORE INFO

www.osha.gov/coronavirus/ets2

