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2021 | What Does the OSHA COVID-19 Vaccination and Testing; Emergency Temporary Standard (ETS) Mean for Your Business?

Nov 2021



- NEW UPDATES -

What Does the OSHA COVID-19 Vaccination and Testing; Emergency Temporary Standard (ETS) Mean for Your Business?

On Nov. 5, 2021, the Occupational Safety and Health Administration (OSHA) published

Federal Register, requiring private employers with 100 or more employees, company-wide, to institute either a mandatory vaccination policy or a policy that gives employees a choice to either get vaccinated or elect to undergo regular COVID-19 testing and wear a face covering at work in lieu of vaccination. This may impact your business – here's what we know now and what you can expect over the coming weeks.

What employers are covered under the ETS?

The OSHA ETS applies to employers with at least 100 employees, company-wide. Part-time and remote workers are included when calculating the number of employees. If an employer employs at least 100 workers at any time while the ETS is in effect, the employer is covered from that point on, even if the size of the workforce fluctuates.

What does the ETS require?

Covered employers must:

- Institute either a mandatory vaccination policy or a policy that gives covered employees the choice to either get vaccinated or be tested weekly and wear a face covering at work.
- Provide paid time off at the employee's regular rate of pay to get vaccinated (up to four hours).
- Provide paid sick leave for a reasonable time to recover from the side effects of each dose of the vaccine.
- Determine and keep records documenting each employee's vaccination status, secure proof of vaccination, and keep a roster that compiles this information.

What compliance deadlines should I be concerned with?

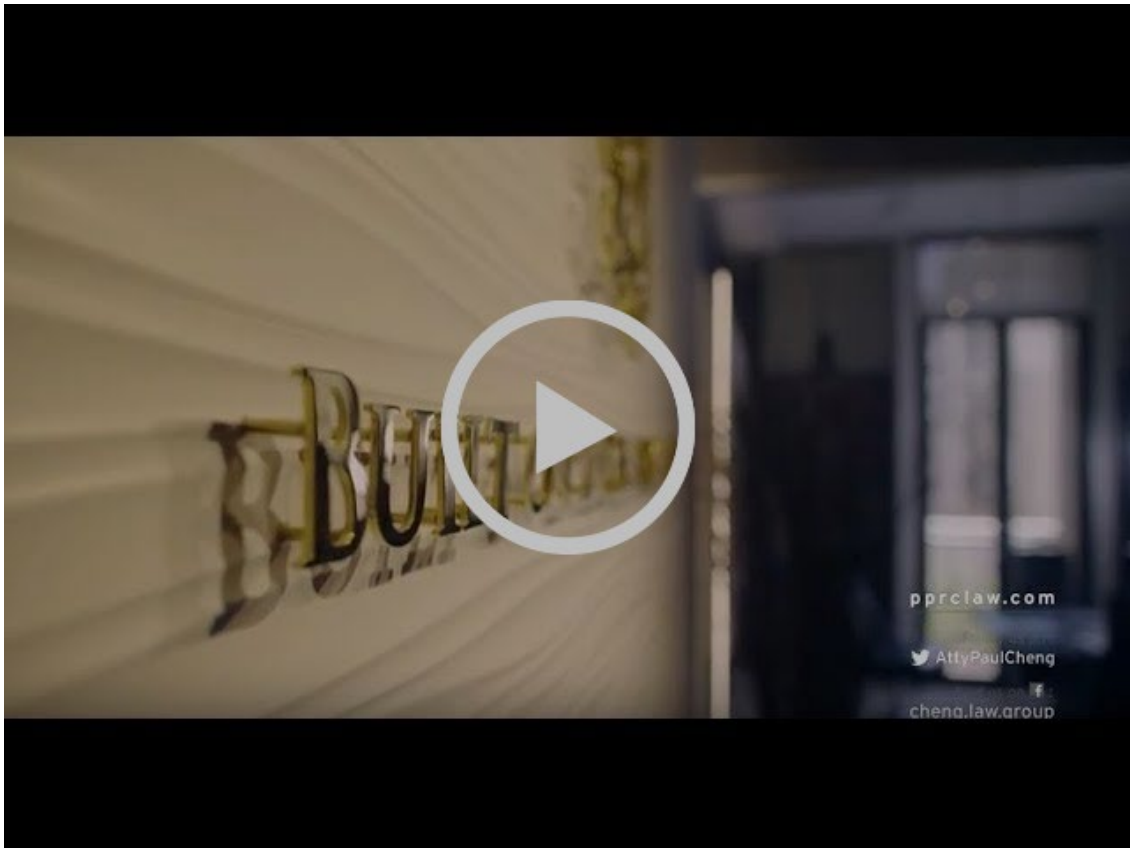
Employers must comply with most provisions of the standard by **Dec. 5, 2021**, with testing requirements effective **Jan. 4, 2022**.

We provide California businesses with summaries of some of the most critical legislation to ensure they stay in compliance while working to serve their

any questions regarding state-specific guidance or application to your workplace.

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COVID 19: Employment Law Update and Guidance

From advising employers how to respond when an employee tests positive for coronavirus to counseling employees afraid of catching it at the office, we are working around the clock to help everyone navigate the uncharted legal waters sparked by the rapidly spreading COVID19 pandemic, which caused many employers to close their doors and many employees to work from home.



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790 E. COLORADO BLVD, STE 260, PASADENA, CA 91101

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Our mailing address is:

Law Offices of Paul P. Cheng & Associates

790 E Colorado Blvd

2nd Floor, Suite 260

Pasadena, CA 91101