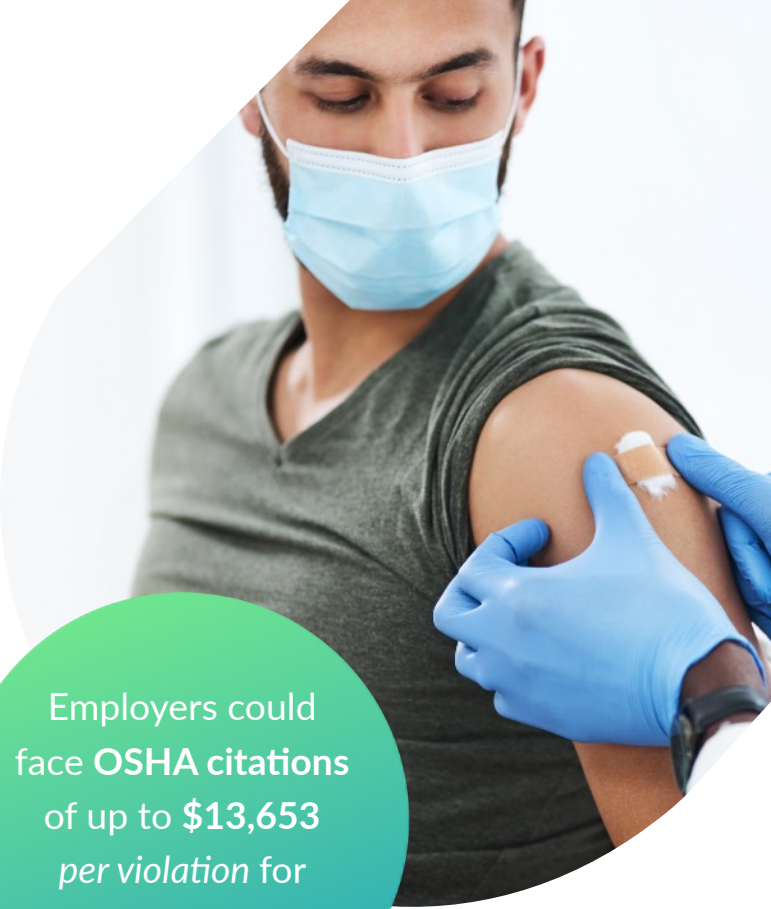


## How Will Your Company Respond to the COVID-19 Vaccine Mandate?

### COVID-19 Emergency Temporary Standard

The Emergency Temporary Standard (ETS) developed by OSHA will require all covered employers with 100 or more employees to mandate their workforce receive the vaccination against COVID-19 or test them weekly to ensure they are not infected.

*How is your company preparing for this new rule?*



Employers could face **OSHA citations** of up to **\$13,653** per violation for Non-compliance

### OSHA's Emergency Temporary Standard Puts Significant New Compliance Obligations Onto Employers...Are You Ready?



#### Correctly Written Policy?

Does your written policy address the 7 essential ETS requirements?



#### Allow Testing?

Will you mandate the vaccine or allow weekly testing?



#### Vaccine Definitions

Do you know what is considered a fully vaccinated employee?



#### Vaccine Roster

Are you keeping a roster of employee vaccination status?



#### Who is Vaccinated?

Can you produce vaccine metrics to OSHA within 4 hours?



#### Paid Leave

Are you aware of the new paid time-off rules?

# ETS Compliance Deadlines

OSHA will not issue citations for noncompliance with any requirements of the ETS before January 10 and will not issue citations for noncompliance with the standard's testing requirements before February 9, *so long as an employer is exercising reasonable, good faith efforts to come into compliance with the standard.*

**November 5, 2021**

ETS Effective Date

**30 Days**  
from ETS publication

**December 6**

- ✓ Paid-time-off starts
- ✓ Confirm employee vaccination-status
- ✓ Face coverings worn by non-vaccinated

**60 Days**  
from ETS publication

**Week beginning January 4th**

- ✓ Verify negative test results weekly for non-vaccinated



Employers who ignore the ETS could face **OSHA citations and penalties of up to \$13,653 per violation**, and additional citations or penalties as determined by OSHA for willful or egregious failures to comply.

Has your company addressed *all aspects* of this new rule?

Are you aware of what is considered a **good faith effort** to comply by OSHA?

## We Offer an In-Depth Compliance Check!



### 1. Checklist

We review an in-depth checklist examining how well your company complies with this and other related compliance concerns.



### 2. Review

We provide an extensive report outlining compliance gaps with thorough explanations, examples, and corrective guidance.



### 3. Implement

We provide policies, training, and support to help you achieve compliance. We provide detailed timelines showing our involvement.



### 4. Monitor

We continue to help maintain compliance with consistent reviews and updates as government agencies release regulation changes.

**Ready to learn more? Reach out to Justin Veyna today!**

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