

Vaccination, Testing, and Face Coverings Policy Policy-Decision Questionnaire

1. What states do you operate in?
2. Will you implement a hard or soft vaccine mandate (answer may vary by location)?
3. Do you have any employees who:
 - Do not report to a workplace where other individuals are present?
 - Work from home all the time?
 - Work exclusively outdoors?If so, what are their job positions?
4. Do you have any “covered contractor workplaces” under the *Safer Federal Workforce Task Force COVID-19 Workplace Safety: Guidance for Federal Contractors and Subcontractors*?
5. Do you have any settings where any employee provides healthcare services or healthcare support services subject to the requirements of OSHA’s § 1910.502 (the Healthcare ETS)?
6. Do you want to limit your internal definition of “fully vaccinated” to exclude boosters?
7. Will you be providing an on-site vaccine clinic (e.g., mobile trailer)?
8. How will you collect acceptable proof of vaccination (e.g., an App, hard copy documents to HR, etc.)?
9. Have you collected information regarding vaccination status **before** November 5, 2021? How? Did you document the status and do you still have that or other documentation?
10. Do you offer any forms of paid leave, sick leave, or flexible leave to employees? What types?
11. Do you intend to cap the paid sick leave for employees to recover from ill effects of the vaccine? If so, what cap will you set?

NOTE: The ETS requires a “reasonable” amount of sick leave/recovery time. In the Preamble to the ETS, OSHA states that providing two days of paid recovery time per dose is reasonable, but we believe a one day cap on recovery time would also be considered reasonable).
12. What kinds of COVID-19 tests will you require/accept (e.g., tests with specimens that are processed by a lab (including home or on-site collected specimens processed individually or as pooled specimens), proctored over-the-counter tests, point of care tests, and/or tests where specimen collection and processing is done and observed by the employer or a third party)?

13. If you allow self-administered and self-read tests (i.e., employees may use rapid antigen home tests and read the results themselves), how do you intend to “proctor” the test (e.g., will you use an authorized telehealth provider, a company-supervisor at your facility or virtually)?
14. Will the policy apply in any states with a state law that require employer-payment for medical tests and testing time?
NOTE: If you do not know, identify the state(s) where this policy will apply.
15. Do you intend to voluntarily pay for any of the costs associated with testing?
16. How do you intend to record and maintain records of employees’ COVID-19 test results?
17. Do you intend to voluntarily pay for any of the costs associated with face coverings?
18. Do you intend to permit fully vaccinated workers to work indoors without face coverings?
Does that policy depend on the rate of transmission in the applicable county?
19. How do you intend to enforce your face covering requirement?
20. Are there circumstances you have identified in which face coverings present a greater hazard?
21. Will you provide respirators (including N95 masks) instead of face coverings?
22. How do you intend to comply with the *information-sharing* requirements of the ETS (e.g., mass email, training event, handouts, etc.)?
23. Do you intend to provide a copy of this COVID-19 Vaccination, Testing, and Face Coverings Policy to employees for their signature/acknowledgment?