

# COVID-19 Update

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# COVID-19 Vaccination and Testing ETS

# Which organizations are covered

- Employers with 100 or more employees
  - Full or part-time
  - Working on site or remote
  - Working indoors or out
  - Includes temps directly managed by employer (excludes staff through temp agency)
  - Vaccination status not considered
  - Unionized and non-union employees
- Excludes – in counting
  - Contractors or staff through a temp agency
  - Employees based outside the US
- Excludes – in application
  - Employees working 100% remotely
  - Employees working 100% outdoors
  - Workplaces covered by the Safer Federal Workforce Task Force COVID-19 Workplace Safety: Guidance for Federal Contractors and Subcontractors
  - Federal Agencies (except USPS) and State employees in States with their own OSHA standard
  - Workplaces covered by Healthcare ETS (while that ETS is in effect)

# First Decision – Mandate or Vaccinate + T



## Vaccine Mandate

- Safest option
- Simplest option
- Allows for mask-free workplace
- Supports employees who want a vaccinated workplace
- May reassure customers
- Exemptions
- May impact labor supply

## Vaccine + Testing

- Increased complexity and flexibility
- Lower risk to labor supply
- Potential increased cost
- Supports vaccine hesitant employees
- Requires masks for all unvaccinated

Can take different approach with different groups of workers

# Other Actions 30 days from ETS on Federal Register



- Determine vaccination status of each employee, obtain acceptable proof of vaccination, maintain records and roster of vaccination status:
  - Should generally include the employee's name, type of vaccine administered, date(s) of administration, and the name of the health care professional(s) or clinic site(s) administering the vaccine(s).
  - Lost record:
    - Get a replacement
    - Attest to vaccination status and record lost – note criminal penalties if false information is given
- Support for employees getting vaccinated:
  - Employers must pay employees for up to four hours of time at the employee's regular rate of pay.
  - Reasonable PTO to recover from vaccination side-effects

## Other Actions 30 days from ETS on Federal Register



- Require employees to promptly provide notice of positive COVID-19 test or COVID-19 diagnosis – and remove them from the workplace
- Report work-related COVID-19 fatalities to OSHA within 8 hours and work-related COVID-19 in-patient hospitalizations within 24 hours
- Ensure employees who are not fully vaccinated wear face coverings when indoors or when occupying a vehicle with another person for work purposes

# Other Actions 30 days from ETS on Federal Register



- Provide each employee information about:
  - The ETS
  - Workplace policies and procedures
  - Vaccination efficacy, safety and benefits
  - Protections against retaliation and discrimination
  - Laws that provide for criminal penalties for knowingly supplying false documentation
- Make certain records available:
  - Employee vaccination or test records - to that employee and to anyone having written authorized consent of that employee by the end of the next business day after a request
  - To OSHA – vaccination/testing policy and data on vaccination status and test results
  - Aggregate number of fully vaccinated employees at the workplace along with the total number of employees at that workplace by the end of the next business day after a request data to an employee or employee representative
- Communicate what the company is requiring and what support is available

# Actions 60 days from ETS on Federal Register



- Ensure employees who are not fully vaccinated are tested for COVID-19 at least weekly (if in the workplace at least once a week) or within 7 days before returning to work (if away from the workplace for a week or longer)
- Tests:
  - Not required for fully remote workers
  - PCR or Rapid Antigen tests are acceptable
    - **An antigen test may not be both self-administered and self-read unless observed by the employer or an authorized telehealth proctor**
    - Pooled testing is acceptable
  - Antibody tests are not acceptable
  - Employer can pay or require employee to pay for testing
  - If diagnosed with COVID-19 exempt from testing for 90 days
  - If partially vaccinated (1 of 2 doses) then testing required by January 4<sup>th</sup>
  - If 2 doses but not 2 weeks past 2<sup>nd</sup> dose testing is **not** required
  - Records must be kept and available if requested by OSHA



# Testing Considerations

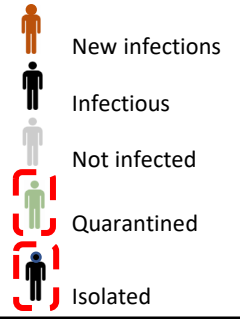
## PCR

- Most sensitive
- Can give pseudo-positive results post COVID but no longer infectious
- Highest cost
- 12- 48 hour turn around

## Rapid Antigen

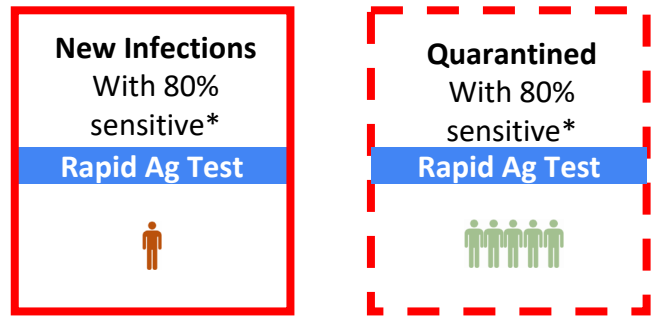
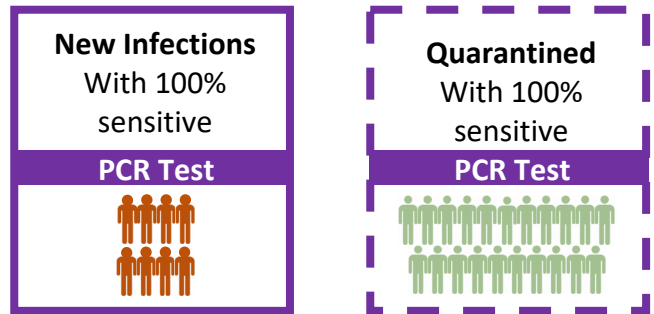
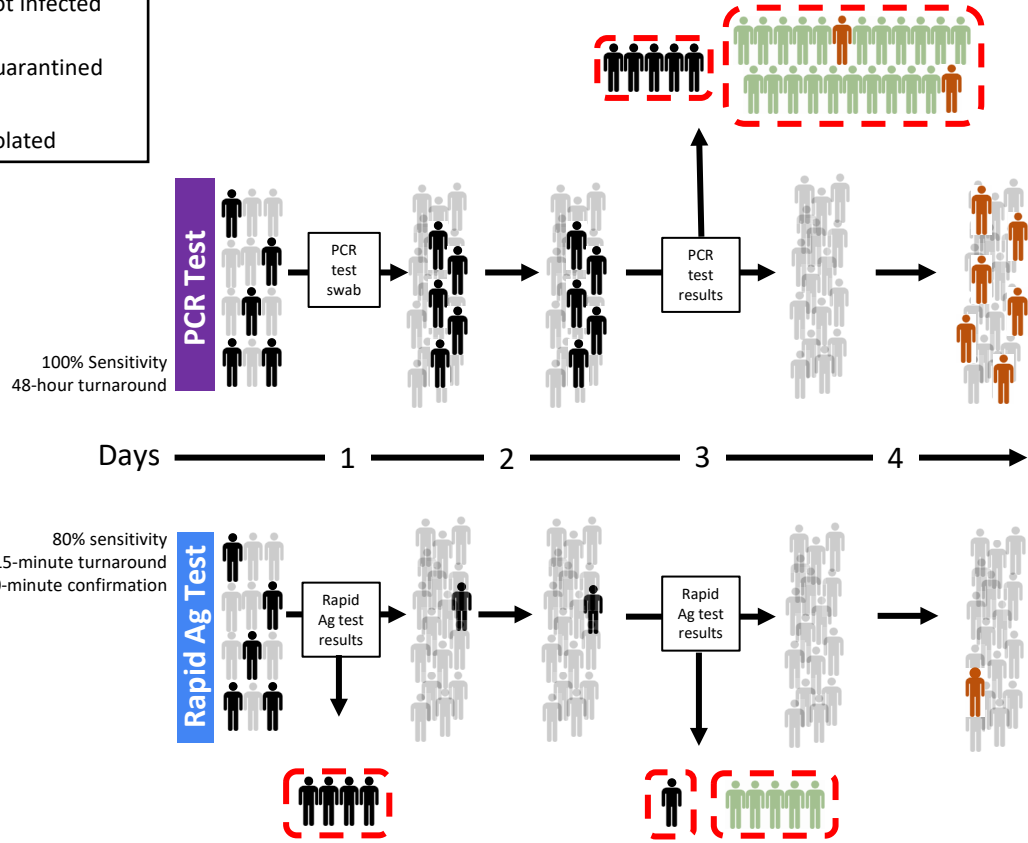
- Sensitive at identifying infectious people
- Occasional false positive
- Cheaper
- Self-administered but for ETS requires observation of test and reading of result

Weekly testing unlikely to identify all infectious people in the workplace so more frequent testing may be desirable based on workplace, vaccination rates and community COVID risk.



# SPEED MATTERS:

## Example: School Based Entrance Screening



### OUTCOME

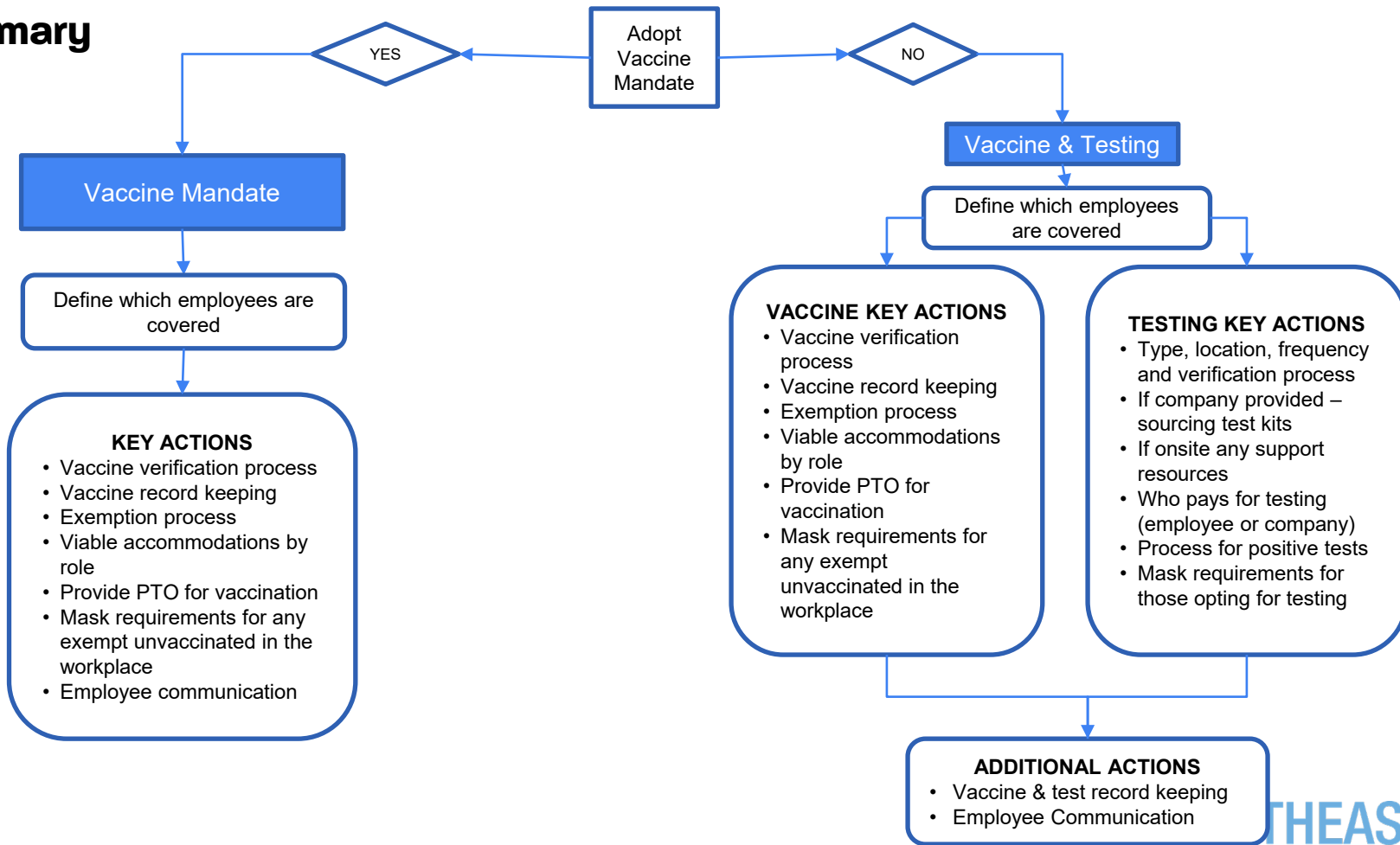
\* Most antigen tests exceed 80% and approach 95% for high viral loads

# Face Coverings

1. Completely covers the nose and mouth
2. Is made with two or more layers of a breathable fabric that is tightly woven (i.e., fabrics that do not let light pass through when held up to a light source)
3. Is secured to the head with ties, ear loops, or elastic bands that go behind the head. If gaiters are worn, they should have two layers of fabric or be folded to make two layers
4. Fits snugly over the nose, mouth, and chin with no large gaps on the outside of the face;
5. Is a solid piece of material without slits, exhalation valves, visible holes, punctures, or other openings.



# Summary



The background of the slide features several large, detailed 3D renderings of coronavirus particles. These particles are spherical and covered in numerous spike-like protrusions, colored in a vibrant red. They are scattered across the frame, with some appearing more prominent than others, creating a sense of depth and focus on the virus.

# Questions

## Upcoming NEBGH virtual events:

- **Nov. 15** – Monday COVID-19 Update w/ Dr. Mark
- **Nov. 18** – Annual Membership Meeting w/ Gian Power
- **Dec. 9** - Pharmacy Benefits Strategies for Now - and Later
- **Dec. 16** – 27<sup>th</sup> Annual Tribute to Leadership