

REETHS-PUFFER SCHOOLS

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Occupational Safety and Health Administration (OSHA)/MIOSHA Emergency Temporary Standard FAQs

What is the Emergency Temporary Standard?

The Emergency Temporary Standard (ETS) from OSHA/MIOSHA outlines the requirements for employers and employees in regards to COVID-19 vaccination and testing in workplaces with more than 100 employees. The ETS requires employees in these organizations to be fully vaccinated OR be tested weekly for COVID-19 and wear a mask indoors. You can find [details about the ETS on the OSHA website](#).

Does this Emergency Temporary Standard (ETS) apply to Reeths-Puffer?

Yes. This applies to any organization with more than 100 employees. Reeths-Puffer has well in excess of that number.

When does this take effect?

By December 6, R-P must acquire the vaccination status of each employee, and staff who are not fully vaccinated must wear a mask indoors. Beginning January 4, 2022, staff who are not fully vaccinated will also be required to test weekly for COVID-19.

Do I need to provide proof of my vaccination status?

Yes. Under the standard, all staff must provide R-P with information about their vaccination status and proof of vaccination. We are required to keep these records on file.

How do I provide my vaccination proof?

The Human Resources department will send out a survey/correspondence that allows employees to submit their proof of vaccination as a digital file.

Can I just show my vaccination card? Why do I have to provide a copy/digital file?

You cannot simply show your vaccination card. The ETS requires employers to maintain a record of each employee's vaccination status either in physical or digital form.

What if I lost my vaccination card?

If you lost your vaccination card you can visit this [MDHHS website](#) to get proof of vaccination.

Who will see my vaccination record and is it confidential?



Your vaccination records are considered confidential medical records. They can only be shared with you and federal and state agencies required by the ETS.

Are booster shots required to be considered fully vaccinated? And do I need to disclose booster shots?

Not at this time. Booster shots are not currently required. Fully vaccinated status only applies to the initial vaccine.

If I am not fully vaccinated, where do I need to go to be tested?

Reeths-Puffer intends to provide options for employees to be tested. More details will be forthcoming.

If I work at R-P, but I am employed by a different organization (Dean, Enviro-Clean, SFE, Edu-Staff, etc), does the ETS apply to me?

Employees who work at R-P but are employed by a different company need to consult with their employer.

Can I take a home COVID test and supply my result?

Home COVID tests can be used to satisfy the testing requirement, however you cannot both self-administer and self-read the results unless observed by a healthcare provider, authorized test proctor or an authorized R-P staff person. More information will be forthcoming on testing options.

Is vaccination now a condition of employment at R-P?

No. COVID-19 vaccination is not a condition of employment at R-P.

If I decide to get vaccinated, will I qualify for paid time off to get the vaccination?

The short answer is “yes.” The longer answer is that the district is currently considering how to do this without negatively impacting the overall operation of the school. As you are aware, substitutes for all of our positions are in short supply. More information will be coming on this.

Do I get four hours of paid time if I receive the vaccine outside of work hours?

No. If you choose to receive the vaccine outside of work hours you will not receive pay for that time.

If I had COVID-19 but I am not vaccinated, am I considered fully vaccinated if I have natural immunity and antibodies?

No. Natural immunity and antibodies do not count as vaccination and are not exemptions from vaccination or testing and masking requirements.

What if I am unvaccinated but had COVID recently? Am I required to test weekly?



If you recently had COVID, you are not required to undergo weekly testing for 90 days following the date of the positive test or diagnosis. The positive test result must be provided to human resources.

Can an unvaccinated employee come into work if they did not take a COVID test but they wear a face mask and are isolated in the building?

No. If an unvaccinated staff member does not take a COVID test, they cannot be in the workplace, even if wearing a mask and in isolation.

If there are protective measures in place like masking, physical barriers and social distancing, are unvaccinated staff still required to test weekly and wear masks?

Yes. Protective measures like barriers and social distancing are not requirements of the new mandate and do not eliminate the requirement for unvaccinated staff to test weekly and wear masks.

I work outside. Do these rules apply to me?

Only staff who work “exclusively outdoors” are exempt from the new rules. The ETS defines exclusively outdoors as:

- You must work outdoors on all days (*an employee who works indoors on some days and outdoors on other days would not be exempt from the requirements*).
- You must not routinely ride in vehicles with other employees (*do not drive to worksites together*).
- You work outdoors for the whole day except for quick indoor tasks like using the bathroom and retrieving a tool from indoors

Are there any exceptions to the mask wearing requirements for staff who are not fully vaccinated?

Yes. Employees who are not fully vaccinated must wear face coverings when indoors and when occupying a vehicle with another person for work purposes, except:

- When an employee is alone in a room with floor to ceiling walls and a closed door.
- For a limited time while the employee is eating or drinking at the workplace, or for identification purposes in compliance with safety and security requirements.
- When an employee is wearing a respirator.
- Where the employer can show that the use of face coverings is infeasible or creates a greater hazard that would excuse compliance

Can I get an exemption for religious or medical reasons?

The vaccine is not mandated. If you choose not to, or are unable to get a vaccine, you must instead test weekly and wear a mask while indoors.

How long is this ETS in effect?

This standard is in effect for 6 months, however OSHA may pursue making this standard permanent through its traditional rule making process.



Find more information [about the ETS](#) including [more FAQs](#) on the OSHA website.

