

## **FREQUENTLY ASKED QUESTIONS – 11/5/2021**

### **What are the requirements related to wearing face coverings at the workplace?**

The employer must ensure that each employee who is not fully vaccinated wears a face covering 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 employee is eating/drinking at workplace or for identification purposes.
- When an employee is wearing a respirator or facemask.
- Where employer can show that use of face coverings is infeasible or creates a greater hazard.

### **Do employers have to buy face coverings for their employees?**

No. Employers are not required to pay for any costs associated with face coverings.

### **What is a proper face covering?**

A proper face covering must completely cover the nose and mouth and be made with two or more layers of a fabric that is tightly woven. If gaiters are worn, they should have two layers or be folded.

### **What is the definition of Fully Vaccinated?**

Person is fully vaccinated two weeks after completing primary vaccination with a COVID-19 vaccine.

### **What if an employee is unable to produce proof of vaccination?**

An employee is unable to produce acceptable proof of vaccination must provide a dated statement that:

- Attest to their vaccination status (fully vaccinated or partially vaccinated).
- Attest that they have lost and are otherwise unable to produce proof.
- Including the following language: *I declare (or certify, verify, or state) that this statement about my vaccination status is true and accurate. I understand that knowingly providing false information regarding my vaccination status on this form may subject me to criminal penalties.*
- Employee must also include the type of vaccine administered; date(s) of administration; and the name of the health care professional(s) or clinic site(s) administering the vaccine.

### **Are employers required to pay for testing of employees who are not fully vaccinated?**

Employers are not required to pay for any costs associated with testing.

### **How do employers handle employees who are not fully vaccinated?**

- Employee who reports at least once every 7 days to a workplace where other individuals such as coworkers or customers are present must:
  - Be tested for COVID-19 at least once every 7 days.
  - Provide documentation of most recent COVID-19 test result to the employer no later than the 7th day following the date on which the employee last provided a test result.
- An employee who does not report during a period of 7 or more days to a workplace must:
  - Be tested for COVID-19 within 7 days prior to returning to the workplace.
  - Provide documentation of test result to the employer on return to the workplace.
- Employer must maintain record of each test result and keep as employee medical records.

### **What are the criteria for an employee to return to work after positive COVID-19 test?**

Employee is to be kept from the workplace until he or she:

- Receives a negative result on a COVID-19 test.
- Meets the return to work criteria in the [CDC's Isolation Guidance](#), or,
- Receives a recommendation to return to work from a licensed healthcare provider.