Dear Fritz Employees,

Recently, the federal vaccination mandate issued by the Occupational Safety and Health Administration (OSHA) has been re-instated by the US Court of Appeals for the 6th Circuit. The mandate requires employers with 100 or more employees to implement a mandatory COVID-19 vaccination policy by January 4, 2022.

Per the mandate:

1. Employees who have received a COVID vaccination need to provide proof of the vaccination.  This can be submitted to EH&S.  Those who have already provided their proof of vaccination do not need to resubmit.  (The previously submitted attestation form is not proof of vaccination).
2. Unvaccinated employees must begin weekly COVID testing.  The two accepted test methods are the rapid take-home test and the clinical PCR test.
	1. Employees who wish to test with the rapid take-home test can self-administer in the presence of a member of EH&S.  The employee is responsible for providing the test kit at the time of testing.  Test kits can be purchased at most major pharmaceutical stores and retail outlets with a pharmacy.  Fritz will not provide test kits nor reimburse employees for test kits.  For all Mesquite employees (500SH/2900/2950), testing will be in the B building outside the safety training room each Monday at 10:00 AM for 1st shift and 3:00 PM for 2nd shift.  For all Greenville employees, testing will be in the GV HR offices each Wednesday at 10 am for 1st shift and 3 pm for 2nd shift.  3rd shift employees from Mesquite who choose to self-administer with EH&S must do so during the 10:00 AM or 3:00 PM testing time on Mondays.  These times will be designated as the beginning of the seven day test week.
	2. Employees who choose the PCR test must use an outside testing service (clinic, Dr. office).  The test must be administered, and results provided to EH&S within 24 hours of the start of their respective work shift.
3. Any employee who submits a positive COVID test will be sent home for quarantine period of 10 days.  Employee sick time (PTO) will need to be used for this period.
4. Employees who are in the process of getting vaccinated after January 4, 2022 will be required to continue providing negative test results until 10 days after they have received their final vaccine (the vaccine booster is required at this time).
5. Those who have tested positive will have 90 days from their initial positive test result to be exempt from provision (2) above.
6. Unvaccinated employees will wear face coverings in work areas where other employees are present.

We will provide a list of persons who require testing and facial covering to their respective supervisor.  If you have not been vaccinated and do not plan to you will need to prepare to be equipped for testing as of January 4, 2022.

We are aware of the legal and regulatory challenges that have involved this mandate.  Currently the mandate has been challenged to the Supreme Court.  However, this review will not be until later January which means the mandate will go into effect.  We will continue monitoring regulatory changes which develop.  Most importantly we will continue to provide a safe and healthy workplace.

If you have any questions on the standard, please let me know.

Thank you,

**Cory Griffith, MS, CIH, CSP**

Manager, EH&S
cgriffith@fritzind.com // OFFICE: +1 972-329-8832 // CELL: +1 469-865-6055 // MAIN: +1 972-329-8800