



Master Builders' Association
Of Western Pennsylvania, Inc.

Vaccine Mandate Summary

	Federal Contractor Vaccine Mandate	OSHA Mandate
When	1/4/2022	1/4/2022
Who	Employees of the federal Government as well as employees doing contract work for the federal government. New contracts covered under the Service Contract Act.	All employers with over 100 workers (per company, not per site) must ensure all workers are vaccinated or those workers must submit to weekly testing. Does not include 100% remote workers, outdoor workers, solo workers (w/ no customer contact).
FAQ's		
Enforcement	Agency releasing contract	OSHA
Verification	Certification of vaccination form or vaccine card	Proof of vaccination status or test status must be maintained by employer. With roster.
Policy or Plan Required	No, but must designate a COVID-19 Safety Coordinator	Yes and communication to employees on: ETS requirements, CDC document "key things about the vaccine", protections against discrimination, and information on consequences of falsifying statements or documents
Required Protections	Masking and physical distancing of not fully vaccinated.	Masking and physical distancing of not fully vaccinated if indoors or in vehicle with others.
Symptom Screening	Federal employees must self-screen before reportng, contractors must select a screening process to use	N/A
Exemptions	ADA or religious can be considered, however accomodation is not guaranteed	Test if not vaccinated
Paid Time Off	Yes, they can vaccinate during on-duty time and up to 2 days admin leave if there is an adverse reaction.	Yes, they can vaccinate on-duty time (up to 4 hours) and up to 2 days admin leave if there is an adverse reaction.



Master Builders' Association
Of Western Pennsylvania, Inc.

Testing	NOT explicitly offered as an option	unvaccinated workers must test weekly or before return to work if gone for over a week. ETS doesn't require employer payment unless other jurisdiction or CBA indicates that it is required. Over the counter tests can be deployed by the employer.
---------	-------------------------------------	--



Master Builders' Association
Of Western Pennsylvania, Inc.