



OSHA Testing and Vaccination Mandates: Best Practices for Impacted Employers

Recommendations for Meeting the New COVID-19 Workplace Rules

Overview

This document provides best practices on how to support the Occupational Safety and Health Administration's new [Emergency Temporary Standard \(ETS\)](#) for COVID-19 workplace testing and vaccination . These new rules apply to any private sector business that employs more than 100 employees as outlined in the OSHA ETS ([an FAQ guide can be found here](#)).

Notice / Disclaimer

This document contains general guidelines. Please be advised that health advisories are updated frequently and may have changed since this document was written. Color has worked to make these guidelines accurate, but Color does not have any obligation to update the guidelines and they may contain errors or inaccuracies. Color disclaims liability for any losses or damages arising from use of this document.

These guidelines are not medical advice. Nothing in these guidelines should be interpreted as giving medical advice or as a recommendation regarding any act or omission regarding the health of anyone working or attending a test site. Review the [Color COVID-19 Terms of Service](#) for more information.

Major OSHA ETS components and in-effect dates*

Requirement	What does it entail?	How does OSHA verify?	What must employers capture?
Proof of COVID-19 vaccination by Dec. 6th, 2021	Employers must capture and manage COVID-19 vaccination status for each employee.	A roster of all employees and their vaccine status made available to OSHA by request.	Either physical or virtual proof must be captured and managed per employee, or a signed letter of attestation if the employee lost their physical proof.
Requirement	How often?	Who pays for it?	What test types are allowed?
COVID-19 testing for unvaccinated by Jan. 4th, 2022	Weekly for in-person employees, or within 7 days before returning to work.	OSHA does not require employers to cover the cost of employee tests.	Any FDA-approved rapid or lab-based test, but they cannot be both self-administered and self-read.

*Review the [Emergency Temporary Standard](#) for the full list of requirements.

Key considerations for workplace testing compliance



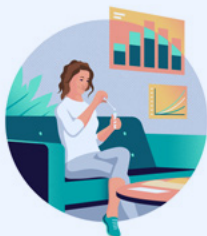
Proof of Vaccination

- How will you capture proof of vaccinations?
- Can your employees upload a vaccine card photo?
- Can you monitor both vaccinated and unvaccinated staff?
- How do you plan on sharing results for proof of compliance?
- Do you offer proof of attestation for lost vaccination cards?



Workplace Testing Protocols

- What is your eligibility process for who needs to be tested?
- Can you track employees who don't have workplace emails?
- Do you have employees who need at-home tests?
- Do you need rapid, molecular or multiple test types?
- Do you have a scalable approach to support hybrid or dispersed employees?



Compliance Tracking

- How will you be notified of completed testing?
- How will you remind employees who fall out of compliance?
- What protocols do you have for those who test positive?
- Does your solution follow proper HIPAA and PHI regulations?
- How will you manage and show proof of captured vaccinations and workforce testing?

Meeting the new testing and compliance rules with Color

Requirement	What is required?	Benefits with Color
Weekly Testing	Employers need to provide weekly testing for unvaccinated employees and have a process in place for identifying positive results.	Color offers a comprehensive and easy to setup testing solution that supports on-site and at-home tests, with compliance reminders for those who forget to test.
Proof of Vaccination	Employers must collect and keep vaccination status records of all employees, and manage proof via photo or signed attestation.	Color's software provides simple vaccination status reporting and upload photo proof, with the ability for employees to attest if they have lost their card.
Result Reporting	Employers must be able to produce test results for all employees at OSHA's request.	Dashboards make test results easy to manage and report at both the individual and aggregate level.
Testing Modality	Employers can use any FDA-approved lab-based or rapid test, but the modality cannot be self-administered and self-read.	Color has reliable lab-based testing supply and infrastructure, coupled with flexible software testing models to support OSHA approved workflows.

Why work with Color?

Speed to launch



Reliable test supply



Minimal overhead



Designed for compliance



Scalable across the U.S.



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Color is a leader in distributed healthcare and clinical testing. Color makes population-scale healthcare programs accessible, convenient, and cost-effective for everyone. Color partners with schools, employers, and governments including Harvard and the Morehouse School of Medicine on proactive testing, the Teamsters Union, Takeda and Salesforce on distributed workforce testing, Thermo Fisher Scientific on K-12 testing nationally, the Commonwealth of Massachusetts on vaccination software, and the National Institutes of Health on the million-person *All of Us* Research Program.