

November 22, 2021

Dear WNA Colleagues,

On November 4th, the Occupational Safety and Health Administration (OSHA) issued an emergency temporary standard (ETS) requiring all private employers with 100 or more workers to ensure –

- **ALL EMPLOYEES** are either fully vaccinated for COVID-19 **or** provide a weekly negative test *and* wear a face covering while working beginning January 4, 2022.

In order to comply with this standard, Wieland North America will be issuing an updated COVID-19 vaccination policy. Highlights of this policy are still in development. As you can imagine, there are a lot of components in need of consideration, such as; testing arrangements, vaccination status verification and record-keeping procedures, pay issues, compliance approach, reasonable accommodations, protection against retaliation, site specifications, and consequences for non-compliance.

Additionally, we are monitoring the various legal actions being initiated across the United States to stay and or repeal this government requirement. We will modify our plans accordingly as the courts make their determinations.

In the coming weeks, we will outline and share the new plan and provisions required to ensure complete compliance with OSHA's ETS. Moreover, by implementing additional measures, we persevere in safeguarding the health of our employees and their families, our visitors and customers, and the community at large from COVID-19.

While we understand that not all employees will agree with the new requirements, Wieland has an obligation to comply with OSHA standards or face stiff penalties for non-compliance.

Please take time to review the below documents containing more information on the ETS:

[Workers' Rights under the COVID-19 Vaccination and Testing ETS](#)

[Penalties for False Statements and Records](#)

Again, **Wieland strongly encourages all employees to get vaccinated to reduce the risk of getting and spreading the virus that causes COVID-19.** COVID-19 vaccines are widely accessible in the United States and are available for everyone at NO COST, regardless of health insurance status.

[Visit Vaccines.gov to find a location near you](#)

[Key Things to Know About COVID-19 Vaccines](#)

Thank you for your patience during this extraordinary situation. The cooperation of our entire WNA team will be of the utmost importance during the operationalization of the ETS requirements. You can expect the circulation of the new policy by month's end *provided that OSHA does not release new guidance altering effective date and/or enforcement.* At that time, any questions should be directed to your local Human Resource Representative.

WNA Task Force