

# CORONAVIRUS DISEASE 2019 (COVID-19)

## OSHA Healthcare Emergency Temporary Standard Updates



**Audience:** Colleagues

**Revision Date:** 1/12/2022

**Version:** #2

**COVID-19 Response Team Owner:** Planning

**Date of Last Review:** 1/12/2022

What's changed: Effective date of COVID-19 Paid Leave for up to 5 days.

Safety is a top priority and Core Value for Trinity Health. We continue to follow Centers for Disease Control and Prevention (CDC) and Occupational Safety and Health Administration (OSHA) standards for colleague safety. On Dec. 27, 2021, OSHA withdrew most requirements under its [Healthcare Emergency Temporary Standard \(ETS\)](#) previously issued in June 2021. Trinity Health will keep many ETS protocols in place and will continue following CDC safety guidance.

Of note:

- There are no changes to current protocol related to medical-grade masking requirements in facilities where patients receive care, reporting, recordkeeping, prohibition on retaliation and the COVID-19 Prevention Policy/Vaccination Requirement.
- **Removal from and Return to Work Criteria:** Trinity Health will continue following the CDC's criteria for removing a colleague from work due to COVID-19 and returning a colleague to work following COVID-19 infection or exposure. [Trinity Health also continues to follow CDC guidance on mitigating staff shortages and the related work restrictions for health care personnel with COVID-19 infection and exposures.](#)
- **COVID-19 Paid Leave remains in effect for up to 5 days for eligible colleagues who meet the criteria, effective for colleagues with a first date of absence on or after 1/13/22.** We are pleased to continue this benefit for colleagues who become COVID-19 positive. Trinity Health is updating the COVID-19 Paid Leave benefit to up to 5 days of paid leave for eligible colleagues. Colleagues who need extended time off will use PTO, unpaid time, workers' compensation or other appropriate time off according to policy, once the COVID-19 Paid Leave is used. Additionally, we have removed the \$1,400 per week cap related to COVID-19 Paid Leave.
- **Colleagues may temporarily submit photos of COVID-19 positive rapid home test results to be eligible for the COVID-19 Paid Leave.** Due to limited availability of practitioner-reviewed COVID-19 test results at this time, colleagues may submit photos of self-administered, self-read positive test results until Jan. 31, 2022, when testing supplies and locations are expected to be more widely available, to be eligible for the COVID-19 Paid Leave. Colleagues should submit a photo of their COVID-19 test results and a photo of their government-issued ID such as a driver's license in the same photo. When you submit the photo following your Health Ministry's COVID-19 Paid Leave process, you are attesting the test result is your own.

- **Vaccination and vaccination/booster side effects benefits continue** – Colleagues may be paid for up to four hours to receive each COVID-19 vaccine dose or booster dose if it occurs during work hours or scheduled shifts. Additionally, colleagues may be eligible for vaccination or booster side effects benefits.

CDC and OSHA guidance updates and our safety requirements will continue to be shared as they evolve. We care about you and your families. We serve together with a caring spirit. Thank you for everything you do in support of our Mission.