



ASSOCIATED GENERAL CONTRACTORS of WASHINGTON

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Vaccine Mandate Summary provided by AGC of Washington

	WA State Vaccine Mandate	Federal Contractor Vaccine Mandate	>100 EE Vaccine Mandate: Federal
When	18-Oct-21	4-Jan-21	4-Jan-21
Who	State employees, Medical providers, school faculty/ staff, and contractors at these facilities	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	WA LNI	Agency releasing the contract. DES most often.	Federal OSHA
Verification	Vaccine card, documentation from HCP, State immunization IS record (MYIR.net)	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	Assess workplace for COVID hazards	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

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REQUIRED Protections	Indoor masking, signage, hygiene facilities	Masking and physical distancing of not fully vaccinated.	Masking and physical distancing of not fully vaccinated if indoors or in vehicle with others.
RECOMMENDED Protections	Distancing, increased ventilation, masking in outdoor crowded settings,	n/a	n/a
Symptom screening	EE does prior to start of work	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	ADA or religious can be considered, however accomodation is not guaranteed	Test if not vaccinated
Time off	n/a	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.
Testing	N/a	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.