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| What last week's Supreme Court ruling means for our Vaccine Policy  **To**: All U.S.-based employees  You may have heard about the Supreme Court ruling last week putting a hold on the Occupational Safety and Health Administration (OSHA) vaccine mandate for employers with more than 100 employees.  While that ruling means that the government cannot require vaccine mandates for employers at this time, it did not diminish the right of private companies to enforce their own. Therefore, our policy is **still in effect and will be enforced for both managers and union-represented employees** in all states except for those where it is prohibited by law. Currently, those states are Arizona, Montana and Tennessee. *Employees in these states will hear from us soon on their specific impact and next steps.*  As we've seen, the COVID situation remains fluid, and updates continue to come in on a near-daily basis. We'll continue to adjust and adapt how we live and work in this ever-changing environment, but we'll also remain steadfast in doing everything we can to keep you and our customers safe. Because, as we know by now, COVID is not going away anytime soon.  Our Vaccine Policy – which was in effect prior to the government mandate – requires most U.S. employees to attest to their fully vaccinated status or have an approved job accommodation **by Oct. 11, 2021**(most managers) or **Feb. 1, 2022** (union-represented employees and their immediate supervisors).  **If you're already vaccinated, make sure you've**[**attested to your vaccinated status and uploaded an image of your vaccine card**](https://www.e-access.att.com/tempo/covid19vaccine)**to be fully compliant**. If you are not yet fully vaccinated\*, you will need to make plans to ensure you are or have an approved [job accommodation](https://hronestop.web.att.com/group/hr-onestop/jobaccommodations) before you enter an AT&T workplace, attend a company event, or visit a customer site.  Here are a few other important reminders:   * **Testing options**: Given the rise in COVID cases across the country recently, we want to make sure you're up to date on the latest when it comes to testing. You can find a [resource on HR OneStop](https://hronestop.web.att.com/documents/33859/13607705/COVID-19+Testing+Options.pdf/743306b5-82a4-9f2f-e1ab-da0730b341b3) that lists the different kinds of COVID tests and testing locations available to you. * **Safety guidelines**: We've recently updated our [COVID-19 safety guidelines](https://att.sharepoint.com/sites/Insider/SitePages/COVID-What’s-changing-and-whats-not.aspx) that include additional face covering and social distancing requirements. * **COVID diagnosis**: If you are diagnosed with COVID-19, you must notify your supervisor immediately. Your supervisor must then submit a [COVID diagnosis form](https://attonestop.custhelp.com/app/products/detail/p/2293) **on your behalf**. This helps us track exposures in the workplace, keep our employees safe and comply with state and local reporting requirements. * **Boosters**: While we are not currently requiring COVID-19 booster shots, we do strongly recommend that you consider receiving your booster as soon as you're eligible in order to help protect you against the most harmful effects of the virus.   For all the reasons we have shared previously, we believe our approach is the right one for the safety of our workplace and to ensure business continuity, protect the well-being of our employees, and support and respect public health in the communities in which we operate.  We know you'll likely have more questions. You can find answers by reaching out to the [HR COVID-19 Task Force Team](mailto:g25727@att.com) or your supervisor.  These are difficult times made even more challenging by the constant changes in law. We are focused on helping to keep you safe while also complying with applicable laws, which remain in flux. We will continue on our stated course and will respect state and local laws unless and until instructed otherwise by the courts. As always, we will keep you informed on any new developments and appreciate everything you're doing to continue to serve your customers and each other.  \*The CDC considers people to be fully vaccinated for COVID-19 two weeks after they have received the second dose in a two-dose vaccine series (Pfizer or Moderna) or two weeks after they have received a single-dose vaccine (Johnson & Johnson). |