

Dear Colleagues,

Welcome back to campus. I trust that you had a good Winter Break.

As we prepare for the spring semester, I want to make you aware of important updates regarding worker safety.

- The U.S. Court of Appeals for the Sixth Circuit dissolved the Fifth Circuit's stay (or hold) of [OSHA's COVID-19 Vaccination and Testing Emergency Temporary Standard \(ETS\)](#).
- Employers with 100 or more employees **are presently required** to take steps to minimize the risk of COVID-19 transmission in the workplace.

How this will impact our college:

- In accordance with the current regulations, ACM will implement and enforce a written policy that requires unvaccinated employees to undergo weekly COVID-19 testing and wear a face covering instead of vaccination.
- Our policy and its requirements apply to **all** full-time and part-time faculty and staff including adjunct instructors, continuing education instructors, and work-study students at all ACM locations.
- The College is required to have our policy approved by January 10th and the requirements will go into effect on or before February 9, 2022. Additional details will be provided.
- The Supreme Court will hear oral arguments on January 7 in a review of legal challenges to the OSHA ETS. If the Court issues a ruling that impacts implementation, ACM will adjust its policy.
- We cannot risk penalties from OSHA for noncompliance and be in violation of the law. The severe penalties could endanger our ability to serve students during this difficult time for higher education.

How this will work:

- Our Human Resources Office will oversee the implementation and enforcement of our policy, once it has been implemented.
- You will receive an email with our policy information, requirements, and additional directives from Melinda in HR.
- Please review the email carefully as some federal requirements may differ from previous college policy.
- Direct any questions or concerns that you may have in a **private** email message to Melinda and HR after reviewing her email.
- Attend an optional information session about ACM's ETS policy and its requirements. The date and zoom link will be provided.

Out of respect for your colleagues and our institution, please refrain from responding to this email with an email to All Users. Please contact Melinda or me directly so that we can more appropriately address your questions or concerns. I strongly encourage you to also attend the information session.

If I might revisit my message to you in November: *If we act without civility internally, we destroy our relationships with one another. We risk creating a toxic workplace that runs counter to everything we're charged to do.*

Be kind to one another, stay safe and be well,

Dr. Bambara