

November 18, 2021



Associates,

Yesterday, OSHA released a statement that, at this time, they would not move forward with enforcing the private-employer (100+ employees) federal vaccine mandate while it remains under legal review with the 6th District Court.

With this decision, **GCCVA associates in the areas listed below are no longer required to submit vaccination status and proof to HR Paperwork.** All information that has been collected to date remains confidential and will be maintained by HR pending the outcome of court cases. Should the private employer (100+ employees) vaccine mandate move forward, associates may be required once again to submit this information.

Donated Goods Associates: Retail Stores, Logistics, E-Commerce, ADCs, Enclave, Auction, E-Recycle

Commercial Contracts: State Police Headquarters, John Tyler Community Campuses, Virginia Department of Wildlife Resources, Virginia Department of Corrections

- **The private employer vaccine mandate is currently on hold due to legal challenges in Federal courts.**
- **The required collection of associate vaccine information is on hold effective November 18, 2021, until further decisions from the courts.**
- **Managers should submit all previously completed and submitted forms to HR Paperwork.**

As an employer, GCCVA is required by law to follow all OSHA and Virginia Department of Labor and Industry (DOLI) guidance. Collection of information related to an associates' COVID vaccination status is not a GCCVA decision, but rather a requirement to maintain business operations by remaining in compliance with workplace safety standards. We respect the decisions our associates make regarding their own health and want to reaffirm that information provided to HR Paperwork regarding vaccination status is to maintain compliance with federal or state guidance.

If you have any questions, contact your supervisor, or call the Associate Support Line at 804.521.4981.