

CURRENT COVID-19 REQUIREMENTS

NOVEMBER 2021

Dear WA-SSA Members:

As we all navigate through the new normal due to the COVID-19 pandemic and new requirements for State, Federal and King County Level, below is an update on the Washington Ready Plan, current Guidance for Businesses, Mask and Vaccine Requirements and other pertinent information and resources for your review and update.

We will further update you as there are any additional changes.

WASHINGTON STATE LEVEL

[HTTPS://CORONAVIRUS.WA.GOV/](https://coronavirus.wa.gov/)

- **COVID-19 Reopening [Guidance for Businesses](#)** and Workers as of June 30, 2021
- **[Washington Ready Plan](#)** as of June 30, 2021
- **L&I [Requirements and Guidance for Preventing COVID](#)** as of September 13, 2021
 - Businesses are required to follow face covering requirements as provided in the governor's Proclamation 20-25.17 and in accordance with the Secretary of Health's Order 20-03.5.
- **Current [Mask Requirements](#)** as of August 31, 2021
 - Clarifies requirements and expectations for employers, businesses, and organizations as the state strengthens its facial covering guidelines based on the increase in cases, hospitalizations, and deaths from COVID-19.
 - **[Proclamation 20-25.17](#)** (September 13, 2021) – Summarizes current facial covering and public health requirements; now requires **everyone to wear facial coverings at outdoor events or gatherings attended by 500 or more people**, regardless of vaccination status. Local entities and employers may voluntarily impose stricter requirements within their legal authority.
- **Current [Vaccine Requirements](#)** as of August 21, 2021
 - The current Governor proclamation requires all state employees, state contractors, higher education, childcare, and K-12 education employees, and most health and long-term care providers to be fully vaccinated with a recommended COVID-19 vaccine by **October 18, 2021**, as a condition of employment. Employers will need to verify vaccination status of all employees but this does not apply to private-sector employers.
 - **FAQs related to State employees, Contractors; Higher Education; Firefighters, Police officers, jail staff; Federal Employees; Exemptions & Accommodations:** <https://www.governor.wa.gov/VaccineMandateFAQ>
- L&I's **['Which Mask for Which Task?' guidance](#)** as of September 13, 2021
- L&I's **[common questions regarding worker face covering and mask requirements](#)** as of September 27, 2021

LOCAL KING COUNTY LEVEL

[HTTPS://KINGCOUNTY.GOV/DEPTS/HEALTH/COVID-19.ASPX](https://kingcounty.gov/depts/health/covid-19.aspx)

- **Current [COVID-19 Guidance](#)** from Public Health – Seattle & King County
- **[Vaccine Verification Requirements & FAQs](#)** as of October 27, 2021
 - Starting on **October 25, 2021**, individuals ages 12 and older are required to show proof of full COVID-19 vaccination or a negative test result to enter certain indoor and outdoor events and establishments in King County to include indoor businesses, restaurants and bars.
- King County **[toolkit for businesses](#)** to include King County Vax Verified Signs
- **[Mask Guidance](#)** as of September 13, 2021
 - As of September 13, Washington state requires that everyone ages 5 and older, regardless of vaccination status, wear masks in indoor public settings like grocery, retail, theaters, and entertainment establishments, and at outdoor events with 500 or more people.

FEDERAL LEVEL

[HTTPS://WWW.WHITEHOUSE.GOV/COVIDPLAN/](https://www.whitehouse.gov/covidplan/)

President Biden implemented a six-pronged, national strategy that employs the same science-based approach that was used to combat previous variants of COVID-19 earlier this year.

- **September 13, 2021:** President Biden implemented a six-pronged national strategy and announced a vaccine mandate **requiring ALL employers with 100+ employees** in their organization to ensure their workers are **vaccinated or tested weekly**.
- **OSHA Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace - Rulemaking in progress:**
<https://www.osha.gov/coronavirus/safework>
 - **Note:** Washington state is not subject to OSHA's rules. L&I is developing emergency rules based on Biden's mandate independent of OSHA's ETS development. However, L&I's rules will be at least equivalent to or may go beyond the OSHA standard.
- **Deadline for vaccination:** No date set yet for private-sector employees as rulemaking is still in progress.
 - All [federal employees](#) are required to be vaccinated by **November 22, 2021**, according to [Executive Order 14043](#) except in limited circumstances where an employee is legally entitled to a reasonable accommodation.
- **Occupational Safety and Health Administration (OSHA's) [Federal COVID Healthcare Emergency Temporary Standard \(ETS\)](#)**

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