



# Moderator of the Curia

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## The Roman Catholic Archdiocese of Washington

Dear Brother in Christ,

I write today to provide you with updates and will continue to share with you information as needed. The following guidance applies to lay employees.

### **COVID-19 Vaccine, Testing, and Return to Work Protocols That Impact Lay Employees**

**Occupational Safety and Health Administration (OSHA) COVID-19 Vaccine and Testing Emergency Testing Standard (ETS):** OSHA's ETS, which had been published in November and then temporarily stayed by the courts, is now back in effect. The Supreme Court is hearing an emergency appeal this week in a case challenging the ETS, and we will monitor and update you of any further developments.

As it now stands, OSHA's ETS requires large employers (which includes the Archdiocese) to implement a vaccine and testing policy by January 10, 2022. OSHA's ETS also requires employers to begin weekly testing of unvaccinated employees starting the week of February 7, 2022.

Accordingly, the Archdiocese has prepared a *Vaccination, Testing, and Face Covering Policy for Employees of the Roman Catholic Archdiocese of Washington*, linked [\*\*here\*\*](#), to implement the requirements of the OSHA ETS. This policy applies to all staff working at parishes, schools, and the pastoral center. We are preparing additional guidance, which will be distributed in the coming weeks, to assist locations with meeting OSHA's new testing requirements.

As you know, we have strongly encouraged all employees to get vaccinated and requested that employees submit proof of vaccination to the designated human resources representative at their location. Any locations that have not already collected proof of vaccination from all vaccinated employees must now immediately do so in order to comply with the OSHA ETS. As we have previously advised, this information must be kept confidential and maintained in the employee's confidential medical file.

**New CDC Return to Work Guidance:** The CDC has issued new guidance on when employees can return to work following a COVID-19 positive case or exposure, <https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html>. The CDC now allows employees to return to work if their symptoms have resolved after 5 days in isolation (reduced from 10 days). The Archdiocese has updated its *COVID-19 Illness Policy*, linked [here](#), to implement the new CDC guidance. Please note that, pursuant to CDC recommendations, the Archdiocese recommends that vaccinated employees obtain a negative rapid test and requires that unvaccinated employees obtain a negative rapid test before returning to work after 5 days. Any employee who returns to work after 5 days must also continue wearing a mask for another 5 days. Please note that school staff will continue to follow local health department guidance, even if that means a longer isolation period.

**Updated COVID-19 Vaccine Leave Policy:** The Archdiocese has also updated our *Covid-19 Vaccine Leave Policy*, linked [here](#), in order to comply with recent changes in local laws and to address the increased availability of vaccines for children. As set forth in the policy, an employee may take up to 2 hours of paid leave per dose to get vaccinated or to get their minor child vaccinated; an employee may also take up to 8 hours of paid leave per dose if the employee or their minor child are experiencing side effects within 24 hours of receiving the vaccine.

Should you have any questions about this guidance, please email [archdiocesehr@adw.org](mailto:archdiocesehr@adw.org).

### **Remind the Faithful of Information on the Website**

The archdiocesan website is updated regularly. Please see [adw.org/coronavirus](http://adw.org/coronavirus) for information related to the coronavirus, [adw.org/live-streamed-masses-and-prayers/](http://adw.org/live-streamed-masses-and-prayers/) for a listing of live stream Masses and prayers, and [cathstan.org](http://cathstan.org) and [elpreg.org](http://elpreg.org) for the *Catholic Standard* and the Spanish-language *El Pregonero* newspapers.

As always, should you have questions or need assistance from my office and the Pastoral Center, please let us know.

With gratitude for your priestly ministry, I am  
Sincerely in Christ,  
Very Reverend Daniel B. Carson  
Vicar General and Moderator of the Curia