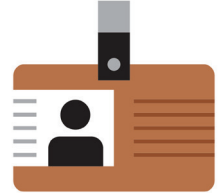




PHILLIPS LYTLE LLP CLIENT ALERT

LABOR & EMPLOYMENT

NOVEMBER 2021



Federal Court Blocks OSHA COVID-19 Emergency Temporary Standard

As we [previously reported](#), the Occupational Safety and Health Administration (OSHA) issued an emergency temporary standard (ETS) on November 4, 2021, requiring most employers with 100 or more employees to require that their employees be vaccinated against COVID-19 or undergo weekly testing and wear a face covering at work. Almost immediately after OSHA issued the ETS, several lawsuits were filed in federal court seeking to block its enforcement on a variety of grounds. On November 6, 2021, the U.S. Court of Appeals for the Fifth Circuit issued an injunction blocking OSHA from enforcing or implementing the ETS nationwide. As a result, covered employers are not legally required to comply with the ETS and will not be required to do so until, and unless, the stay is lifted. Under the federal court rules, all of the lawsuits challenging the ETS have been moved to, and will be decided by, the U.S. Court of Appeals for the Sixth Circuit, which is located in Cincinnati, Ohio. There is no scheduled time for the court to issue its decision.

Although covered employers are not required to comply with the ETS at this time, they may wish to take steps to prepare to comply with the ETS, if and when the stay is lifted, to reduce the risks and administrative disruption associated with having to quickly come into compliance with the ETS at a later time.

Employers covered by the recently issued Centers for Medicare and Medicaid Services' interim final rule on mandatory vaccinations or Executive Order 14042 mandating vaccinations for employees of federal contractors and subcontractors should note that the stay of the ETS does not affect their implementation.

Additional Assistance

For further assistance, please contact any of the attorneys on our [Labor & Employment Practice Team](#) or the [Phillips Lytle attorney](#) with whom you have a relationship. ■



Phillips Lytle LLP

Albany Omni Plaza 30 South Pearl Street Albany, NY 12207-1537 (518) 472-1224

Buffalo One Canalside 125 Main Street Buffalo, NY 14203-2887 (716) 847-8400

Chautauqua 201 West Third Street Suite 205 Jamestown, NY 14701-4907 (716) 664-3906

Garden City 1205 Franklin Avenue Plaza Suite 390 Garden City, NY 11530-1629 (516) 742-5201

New York City 620 Eighth Ave 38th Floor New York, NY 10018-1442 (212) 759-4888

Rochester 28 East Main Street Suite 1400 Rochester, NY 14614-1935 (585) 238-2000

Washington, DC 1101 Pennsylvania Avenue NW Suite 300 Washington, DC 20004-2514 (202) 617-2700

Canada The Communitech Hub 151 Charles Street West Suite 100 The Tannery Kitchener, Ontario N2G 1H6 Canada (519) 570-4800