



CENTRAL FIRE

RESTORATION & CLEANING

To: All Central Fire Employees
From: Lesbia Martinez
President, Central Fire Restoration and Cleaning, LLC
Date: January 14, 2022
Re: COVID Vaccination and Testing Policy Cancelled

Two weeks ago, I wrote to you about a new COVID vaccination regulation passed by the U.S. Occupational Safety and Health Administration (OSHA). In that letter, I explained that though courts were still reviewing the regulation, Central Fire had no choice but to start complying right away. We knew there would not be enough time to meet important deadlines if we waited for a court ruling and the ruling ended up allowing the regulation. In that case, Central Fire might have had to pay large fines. Yesterday, the U.S. Supreme Court blocked the OSHA regulation for companies like us. What does this mean for you?

Highlights

- We still expect you to comply with our clients' health and safety rules on the job. This includes all their COVID safety precautions.
- We still encourage you to follow the recommendations of public health officials regarding vaccination and safety.
- We still need to be notified right away if you have COVID symptoms or a positive test result. We need this information so we can protect clients and other employees.
- We are cancelling our company's COVID policy that was built around the OSHA regulation. We are still reviewing whether to draft a new policy based on this week's news.
- We will no longer need a copy of your COVID vaccination card. We will destroy copies of cards already submitted to us because of the OSHA regulation. If you are not vaccinated, we will not ask you to be tested weekly or to send us test results as the regulation required.
- We reserve the right to collect your COVID vaccination record if a client requests vaccinated workers and you have agreed to send us a copy of your card so you can work on that job. In these cases, we will continue to keep any records we have already collected from you.

We are sorry to inconvenience you because of this OSHA regulation. If you still have questions, please let us know. Thank you for your understanding!

Lesbia Martinez