

Mandatory Stand-Up Talk

Jan. 4, 2022

Temporary COVID-19 vaccination variance request

The Postal Service is seeking temporary relief from an emergency temporary standard issued by the Occupational Safety and Health Administration, also known as OSHA, on Nov. 5.

The OSHA temporary standard requires that employees in organizations with more than 100 workers either be vaccinated against COVID-19 or be tested weekly and subjected to stricter face covering requirements.

USPS is also seeking an interim order that would allow the organization to continue using its current disease mitigation protocols while the relief request is being decided.

The Postal Service is seeking temporary relief because it wants to ensure that its ability to deliver mail and packages is not hindered amid the current disruptions in the nation's supply chain. The organization wants to adopt policies and procedures that comply with the OSHA mandate while also fulfilling its other legal obligations.

In the meantime, USPS will continue to enforce the existing COVID-19 mitigation program during the pandemic to protect its employees and customers nationwide.

A copy of the request for temporary relief can be found on the COVID-19 [Blue](#) page (under "Playbook — Field and Districts") and the COVID-19 [LiteBlue](#) page (under "Additional resources"). Any affected employee may request a hearing with the assistant secretary for occupational safety and health on the Postal Service's temporary variance application. The rules for requesting a hearing can be found in OSHA regulation 29 C.F.R. 1905.15(a). Additional information regarding OSHA's variance program can be found on the agency's website at www.osha.gov/variance-program (www dot osha dot gov slash variance dash program).

Thanks for listening and for your dedication and service.

###