

VIRGINIA

Virginia Repeals COVID-19 Standard

On March 22, 2022, the Virginia Safety and Health Codes Board (the Board) [repealed](#) the state's permanent COVID-19 standard (the standard). The repeal is effective March 23, 2022. The repeal came after the governor requested the Board convene an emergency meeting to discuss if there is a continued need for the standard.

During the meeting, the Board found that COVID-19 is no longer a "grave danger" that warrants having an emergency temporary standard. As a result, Virginia's Department of Labor and Industry (DOLI) will replace the standard with employer [guidance](#) on how to mitigate COVID-19 transmission in the workplace.

New Guidance

The new guidance is designed to help employers provide appropriate information for workers to mitigate the risk of COVID-19 transmission in the workplace. It also helps establish a workplace framework for future organizational and individual expectations and responsibilities.

This guidance provides generalized COVID-19 recommendations that may be implemented in the workplace so employers can engage with workers to mitigate the risk of transmission and the impact of contracting COVID-19 in the workplace. Some recommendations include:

- Facilitating employee vaccination (including boosters);
- Requiring workers with COVID-19 (or COVID-19 symptoms) to stay home from work and seek advice on testing and treatment from their physician;
- Providing workers with face coverings or surgical masks, as appropriate;
- Recording and reporting COVID-19 infections and deaths as required by Virginia Occupational Safety and Health (VOSH) [regulations](#); and
- Following other applicable mandatory VOSH standards.

Employer Next Steps

Employers should become familiar with the new guidance and continue to follow other mandatory VOSH standards for controlling the spread of COVID-19 in the workplace.

Mandatory VOSH Standards

Employers must continue to abide by the following VOSH standards:

- Personal protective equipment;
- Respiratory protection;
- Sanitation;
- Bloodborne pathogens;
- Employee access to medical and exposure records; and
- The VOSH administrative regulations manual.

Virginia's DOLI will replace the state's permanent COVID-19 standard with employer guidance on how to mitigate COVID-19 transmission in the workplace.