



November 17, 2021

C. Ray Davenport, Commissioner  
Virginia Department of Labor and Industry  
600 East Main Street, Suite 207  
Richmond, Virginia 23219

**RE: Federal Occupational Safety and Health Administration (OSHA) Emergency Temporary Standard applicability to § 40.1-28 and 16VAC25-220-40.**

Dear Commissioner Davenport:

I write to you representing Virginia's 110 member-owned credit unions. Credit unions, as member-owned cooperatives, have served their communities admirably throughout the pandemic as essential financial service providers. We support the safety and health of our workforce and those with whom we do business. However, uncertainty in the labor market is disruptive to our credit unions as employers. We ask that you preemptively remove uncertainty in Virginia by ruling that the Emergency Temporary Standard (ETS) OSHA regulation (if upheld) regarding the payment for testing will be the standard applied in the state, notwithstanding any provision in the Code of Virginia and/or the Administrative Code.

We submit that standard implied under § 40.1-28, "it shall be unlawful for any employer to require any employee or applicant for employment to pay the cost of a medical examination or the cost of furnishing any medical records required by the employer as condition of employment" is not relevant to a federal mandate. The Code relates to voluntary employer policies and requirements, not federal rules.

In adopting 16VAC25-220-40 (Mandatory requirements for all employers), the Virginia Safety and Health Codes Board only addressed payment for testing in section C 4 (return to work). Clearly, this section applies to suspected or confirmed COVID-19 employees when stating COVID-19 testing is considered a "medical examination" under § 40.1-28. Weekly testing at the will of the employee in lieu of vaccination is not analogous to a positive test or known exposure to the virus.

We respectfully request that should Virginia adopt the federal ETS policy, it clarify that those provisions preempt any other provision of Virginia law relative to the payment of testing. This will give employers the flexibility they need, and will also fit within the intent of the ETS which is to ensure that workers are vaccinated and we have a safe workforce.

Sincerely,

A handwritten signature in black ink that reads "Carrie R. Hunt". The signature is written in a cursive, flowing style.

Carrie R. Hunt  
President/CEO