

November 4, 2021



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NOVEMBER 4, 2021

Dear Members,

Today, the Biden Administration unveiled details on the new [OSHA rule](#) that will require employers with 100 or more employees to mandate the Covid-19 vaccine or require weekly testing of unvaccinated workers. Employers will have 60 days – or until Jan. 4, 2022 – to comply with the requirement to test unvaccinated workers. Additionally, the rule requires unvaccinated employees to wear face coverings.

The requirement is expected to impact more than 80 million workers in private-sector businesses across the United States. AzLTA, along with our local and national partners, will continue to monitor the latest developments and keep our members updated.

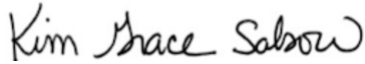
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AzLTA's advocacy work on the local, state, and federal level is critical to ensuring that policies are enacted that will allow our industry to recover and thrive. One way to support our efforts is to attend the 2nd annual Doug Yonko Golf Fundraiser on November 15, 2021. This is our largest event of the year and proceeds fund our advocacy and workforce development initiatives. We are close to selling out so be sure to register today!

For sponsorships and to register to play golf click [here](#) or for additional information contact Karin Jimenez, VP of Operations & Industry Relations, at kjimenez@azlta.com.

Thank you for your continued support.

Sincerely,



Kim Grace Sabow
President & CEO

FEDERAL UPDATE



OSHA RELEASES EMERGENCY TEMPORARY STANDARD

Today, the Department of Labor's [Occupational Safety and Health Administration](#) (OSHA) [released](#) the COVID-19 Vaccination and Testing Emergency Temporary Standard (ETS) requiring employers with 100 or more employees to ensure each of their workers are fully vaccinated or tested for COVID-19 on at least a weekly basis. The ETS requires that all covered employers ensure their employees have been fully vaccinated by January 4th, 2022, or employees will need to produce verified negative tests to their employer on a weekly basis.

Following are the topline details provided in the OSHA ETS:

- **New Vaccination Requirement for Employers With 100 or More Employees:** OSHA is issuing a COVID-19 Vaccination and Testing Emergency Temporary Standard (ETS) to require employers with 100 or more employees (i.e., "covered employers").
- **Get Their Employees Vaccinated by January 4th and Require Unvaccinated Employees to Produce a Negative Test on at Least a Weekly Basis:** All covered employers must ensure that their employees have received the necessary shots to be fully vaccinated – either two doses of Pfizer or Moderna, or one dose of Johnson & Johnson – by January 4th. After that point, all covered employers must ensure that any employees who have not received the necessary shots begin producing a verified negative test to their employer on at least a weekly basis, and they must remove from the workplace any employee who receives a positive COVID-19 test or is diagnosed with COVID-19 by a

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- **Employers not required to pay for tests:** The ETS lays out a wide variety of tests that comply with the standard. Given that vaccines are safe, free, and the most effective way for workers to be protected from COVID-19 transmission at work, the ETS does not require employers to provide or pay for tests. Employers may be required to pay for testing because of other laws or collective bargaining agreements.
- **Pay Employees for the Time it Takes to Get Vaccinated:** All covered employers are required to provide paid time for their employees to get vaccinated and, if needed, sick leave to recover from side effects experienced that keep them from working.
- **Ensure All Unvaccinated Employees are Masked:** All covered employers must ensure that unvaccinated employees wear a face mask while in the workplace.
- **Other Requirements and Compliance Date:** Employers are subject to requirements for reporting and recordkeeping that are spelled out in the detailed OSHA materials available [here](#). While the testing requirement for unvaccinated workers will begin after January 4th, employers must be in compliance with all other requirements – such as providing paid time for employees to get vaccinated and masking for unvaccinated workers – on December 5th. The Administration is calling on all employers to step up and make these changes as quickly as possible.

Today's announcement follows President Joe Biden's announcement in September of the [Administration's plan](#) to address the COVID-19 Delta variant surge, including a broad range of strategies to increase and mandate vaccinations as well as expanded access to rapid testing.

BORDER OPENS MONDAY: UPDATED GUIDANCE FOR INTERNATIONAL LAND BORDER POLICY, CHILDREN UNDER 18

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On Friday, the Department of Homeland Security announced additional details on the new international travel policy for land and ferry border crossings.

For the first time since March 2020, documented non-citizens with proof of a Food and Drug Administration (FDA) or World Health Organization (WHO) approved vaccine will be able to cross the land borders with Canada and Mexico or arrive in the United States by passenger ferry for non-essential reasons, such as to visit friends and family, or for tourism. [See additional details on the updated guidance here.](#)

Children under 18 traveling with vaccinated parent(s) are exempt from the vaccination requirement for foreign national travelers, given both the ineligibility of some younger children for vaccination, as well as the global variability in access to vaccination for older children.

The November 8 reopening is long-awaited development that is vital to the recovery of all segments of our industry. For the latest information, [please reference the International Travel FAQ.](#)



INSURANCE ACT OF 2021

Following the introduction of the [Pandemic Risk Insurance Act of 2021](#), American Hotel & Lodging Association President and CEO Chip Rogers released the below statement.

“AHLA applauds Rep. Maloney for introducing this legislation, which would help ensure America’s travel industry has a critical safety net in the event of a future pandemic. Had this bill been law before COVID-19, hotel owners could have purchased affordable insurance that would have helped keep thousands of workers employed and offset the billions in economic losses hotels have experienced since. COVID-19 is the worst economic event in the history of the American lodging industry, and this bill would provide crucial protection for hotel employees and small business owners if our nation ever faces another pandemic.”

UPCOMING VIRTUAL AND IN-PERSON EVENTS



TOURISM IN THE 4FRONTED BINATIONAL MEGAREGION

Register to an upcoming Tourism virtual webinar to [learn about the main assets of the 4FrontED Binational Megaregion](#) and strategies being implemented to address the current challenges.

Our very own, AzLTA President & CEO Kim Sabow will be a featured speaker joined by regional tourism partners from Yuma County, AZ; Imperial County, CA; San Luis Rio Colorado, Sonora, and Mexicali, Baja California. The panel will be moderated by Alejandro Figueroa, Director of Economic Development & Intergovernmental Affairs, of Yuma County.

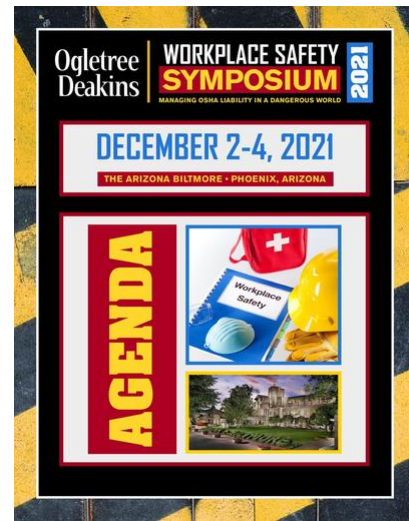
[Register Here!](#)

OGLETREE DEAKINS WORKPLACE SAFETY SYMPOSIUM

AzLTA Strategic partner Ogletree Deakins Workplace Safety Practice Group has finalized the agenda for the **December 2-4 National Workplace Safety Symposium at the Arizona Biltmore**. This event features members of the Ogletree Deakins Workplace Safety and Health Practice Group, in-house counsel, and corporate safety

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more details, and you can register for the in-person program [here](#).



HT-NEXT 2021: REGISTRATION OPEN FOR HOTELIERS

Get ahead of the next big trends shaping the lodging industry!

HT-NEXT, the premier event for hotel technology professionals, is now open for hoteliers and will take place **December 13-16 at the Fairmont Scottsdale Princess**. Don't miss this chance to get the ideas you need to grow your business and find the technology tools that will power them!

To learn more and register, click [here](#).

INNKEEPING AS A PROFESSION

The California Association of Boutique & Breakfast Inn (CABBI) invites you to attend their Innkeeping as a Profession Workshop being held in **San Diego, January 22-23, 2022**. This two-day workshop provides you with a behind-the-scenes look into the innkeeping world. You will also have access to veteran innkeepers and industry experts, and have the opportunity to ask your burning questions. You won't want to miss this unique opportunity being held at the Bahia Hotel & Resort on Mission Bay.

To learn more and register, click [here](#).



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ONLY THREE FOURSOMES REMAINING! DON'T MISS OUT!

SAFE ACTION PROJECT



HUMAN TRAFFICKING PREVENTION RESOURCES

Our Strategic Partner + Allied member SAFE Action Project continues to raise awareness within the travel, tourism, and hospitality industry. The SAFE Action Project equips the tourism industry and travelers with the knowledge and skills about human trafficking in Arizona tailored to their specific profession. The goal of SAFE is to reach all corners of the tourism industry, including hotels, restaurants, bars, ride-sharing, airports, stadiums, and other places where large groups of people gather and travel. AATN and SAFE have worked with our partners in the Arizona Attorney General's Office and HSI – Phoenix to reach all corners of Arizona.

Since the program's relaunch in 2020, SAFE has focused on educating destination marketing organizations, hotels, motels, and other tourism-related businesses. Thus far, SAFE has trained **over 2000 individuals in over 50 organizations** on the warning signs of sex trafficking within the industry, and there have been 17 organizations that have become SAFE Certified.

They have also helped train major hotels groups such as Focus Hospitality Management and

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resorts like The Enchantment Resort in Sedona or Mountain Shadows in Paradise Valley to train their staff. They have collaborated with LYFT to train its employees as well. With Arizona hosting Super Bowl LVII, SAFE looks forward to educating industry professionals and elevating awareness and action within the industry to combat human trafficking.

To learn more and sign up for training, please visit www.safeactionproject.org.

AzLTA ACCESS: SEASONAL CONNECT MEMBER BENEFIT



AzLTA Strategic Partner + Tourism member Seasonal Connect is providing an exclusive opportunity to provide staffing solutions through the Seasonal Connect platform!

Seasonal Connect is a first-of-its-kind, comprehensive solution to seasonal organizations' biggest operational and staffing challenges. The software platform features a search tool to find other seasonal organizations for in-country recruiting partnerships, a job search tool to find U.S. and international workers (H-2B and J-1), assistance with finding employee housing and daily transportation options, and a community of other seasonal organizations to collaborate, connect, and help one another.

Seasonal Connect was made for seasonal organizations of all sizes – large and small – and can be accessed for a low monthly fee. You can learn more at www.seasonalconnect.com or watch this [60-second video](#).

To sign up or speak directly with a team member, contact Keith Pabian and Carly Eglin at (617) 716-6491.

MEMBER RESOURCES

AzLTA Job Board

Take advantage of AzLTA's [Hospitality Job Board](#) listing platform where members can post job openings for free! To access this free member service, you must have a login to our website (www.azlta.com). If you don't have a login or don't remember your password, contact Ricardo Luna at rluna@azlta.com for assistance. Click [here](#) to view the Hospitality Job Board.

Join Now, And Don't Pay Membership Dues Until 2022!

Interested in Becoming an AzLTA Member? Take advantage of FREE membership benefits until January of 2022 and have access to breaking news alerts, weekly newsletters and much more. To learn more, contact membership@azlta.com. Click [here](#) to view the Membership Levels.

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