



Dane's Desk

Contract Update

05/18/2021

Dear Site Operations Support Services Employees,

The purpose of this memo is to provide you with the most current information on the mask wearing requirement at NETL. For those employees who have been fully vaccinated, the requirement to wear a face mask while on site has been lifted effective immediately. I have included most of the direction we received today as part of this memo so you clearly understand the parameters that relieve you of wearing a mask. Please note that all other COVID protocols remain – social distancing, screening at site entry and reporting any close contact or illness to your supervisor and if you are sick please stay home.

*As vaccination rates rise and COVID-19 case rates decline, DOE received the CDC's [Interim Public Health Recommendations for Fully Vaccinated People](#), which states that fully vaccinated federal employees, contractors, and visitors entering or working at a DOE site/facility are not required to wear masks while in DOE buildings or DOE leased spaces. **This change, which is related to mask-wearing only and does not impact our maximum telework posture**, is effective immediately and will be reflected in a revised DOE COVID-19 Workplace Safety Plan that will be issued shortly.*

Individuals are only considered fully vaccinated either two weeks after their second dose in a two-dose series (i.e., Pfizer or Moderna vaccines) or two weeks after a single dose vaccine (i.e., Johnson & Johnson's Janssen vaccine). Individuals who are not fully vaccinated are still required to wear a mask in DOE buildings, and DOE leased spaces.

Please note that previously experiencing COVID symptoms, being diagnosed with or testing positive for COVID does NOT equate to being "fully vaccinated." In such cases, you are required to continue wearing your mask.

DOE strongly encourages all employees to get vaccinated with an FDA-approved COVID-19 vaccine. DOE previously authorized four hours of administrative leave (per vaccine dose) for federal employees to receive the COVID-19 vaccination. To further encourage vaccinations, DOE is now also authorizing approval of paid administrative leave for up to a total of two workdays for Federal employees who experience side effects from the COVID-19 vaccination(s). This administrative leave may be used retroactively for those employees who already used sick leave or annual leave due to side effects from the vaccine.

*NETL will be implementing this revised protocol based on an individual honor system. While documentation of vaccination status is currently not required, following site access protocols is a requirement and individuals who do not wear a mask and are not fully vaccinated will be subject to administrative action, including termination. **The honor system is contingent upon the integrity of all on-site; NETL will have a zero-tolerance policy toward any misrepresentation of vaccine status. Violation of this policy will result in administrative action, up to and including termination. By not wearing a mask, you understand you must be fully vaccinated.***

Vaccines are a critical COVID control and complement other safety precautions. Please be mindful the pandemic continues and, as such, you should continue to protect your health by social distancing, washing hands often, covering coughs and sneezes, and wearing a mask if not fully vaccinated.

Sincerely,

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