



COVID-19 Safer Federal Workforce Task Force Guidance

QUICK REFERENCE GUIDE

If a BUE may have COVID-19, what should they do?

Covered by PB #126 MOU and PB #126

■ CONFIRMED, but asymptomatic:

- BUEs may return to the workplace five (5) full days after the initial positive test if they have developed no symptoms.
- BUEs must wear a high-quality tight-fitting mask or respirator (e.g., surgical mask, N95) for ten (10) days after testing positive or symptoms first appeared (whichever is earliest).

■ CONFIRMED, with mild symptoms (defined as COVID-19 symptoms that may include a fever and loss of taste or smell):

- BUEs may return to the workplace when:
 - At least 24 hours have passed since recovery, defined as resolution of fever without the use of fever-reducing medications and improving other symptoms. (Note: loss of taste/smell and cough may persist for several weeks), and
 - Five (5) full days have passed since the initial positive test or symptoms first appeared (whichever is earliest).
- Upon return to the workplace, BUEs must:
 - Wear a high-quality, tight-fitting mask or respirator (e.g., surgical mask, N95) for ten (10) days after positive test or symptoms first appeared (whichever is earliest).
 - Avoid eating around others.

■ CONFIRMED, with moderate symptoms (defined as COVID-19 symptoms that include shortness of breath or difficulty breathing):

- BUEs may return to the workplace when:
 - At least 24 hours have passed since recovery, defined as resolution of fever without the use of fever-reducing medications and improving other symptoms (Note: loss of taste/smell and cough may persist for several weeks), and
 - Ten (10) full days have passed since the positive test or symptoms first appeared (whichever is earliest).

■ CONFIRMED, with severe symptoms (defined as COVID-19 symptoms that are so significant as to require hospitalization):

- BUEs may return to the workplace when:
 - At least 24 hours have passed since recovery, defined as resolution of fever without the use of fever-reducing medications and improving other symptoms (Note: loss of taste/smell and cough may persist for several weeks), and
 - Ten (10) full days have passed since the positive test or symptoms first appeared (whichever is earliest), and
 - No limitations from AAM following review of hospitalization documents and a release from the personal healthcare providers.
 - Note: Per the **PB 126 MOU**, BUEs who have met the other conditions for return shall be granted excused absence until the Regional Flight Surgeon clears them to return to duty.



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■ SUSPECTED COVID-19 POSITIVE (defined as having been in close contact with a confirmed COVID-19 positive individual):

- BUEs are required to:
 - Wear a high-quality tight-fitting mask or respirator (e.g., surgical mask, N95) for ten (10) days from their most recent close contact exposure,
 - Continue reporting to duty unless symptoms of COVID-19 develop, and
 - Test on or after five (5) full days after exposure or the first duty day if return is within ten (10) days after exposure.
- Note: COVID-19 test is not required if employee had recovered from COVID-19 in the preceding 30 days.

■ PRESUMED COVID-19 POSITIVE (defined as exhibiting symptoms of COVID-19 with no confirmed positive antigen or molecular test):

- BUEs exhibiting symptoms of COVID-19 evaluated/treated by a medical professional who are directed to self-isolate at home are eligible to return to the workplace when:
 - At least 24 hours have passed since recovery, defined as resolution of fever without use of fever-reducing medications and improving other symptoms,
 - At least ten (10) days have passed since symptoms first appeared, and
 - If hospitalized, provides documentation through their managers from their personal healthcare provider regarding test results and clinical course with no further limitations.
- Note: Per **PB 126 MOU**, if BUEs have met the other conditions for return, they shall be granted excused absence until the Regional Flight Surgeon clears them for duty.



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When Does a BUE Need to Wear a Mask?

Covered by Face Mask MOU

■ HIGH COVID-19 COMMUNITY LEVELS:

- Must wear a mask if the worksite or facility is in a "High Community Level" (Ratings are made based on the Center for Disease Control (CDC) COVID-19 Community Levels by County tracker data.)

■ RETURN TO WORK AFTER POSITIVE TEST:

- When BUEs return to work after testing positive, they must wear a mask for ten (10) days following the first day of symptoms or after the date of a positive viral test for asymptomatic individuals.
- BUEs may stop wearing a mask sooner after two sequential negative antigen tests forty-eight (48) hours apart, starting on day 6.

■ CLOSE CONTACTS:

- If a BUE is in close contact with someone known to have COVID-19 and the BUE has no symptoms, they must wear a mask for ten (10) days following their exposure.

Does a BUE Get Duty Time to Obtain a COVID-19 vaccination and/or booster?

Covered by PB #124 MOU and PB #124

■ BUEs are afforded up to four (4) hours of Excused Absence (EA) to:

- Obtain COVID-19 vaccine, and second dose, if part of a two-dose series.
- Obtain COVID-19 booster, and/or
- Accompany a family member to obtain each dose of a COVID-19 vaccination (not to exceed 12 hours per family member).

■ Such BUE requests are subject to staffing and workload, and considered and approved on a first-come, first-serve basis. For telework-eligible BUEs, absent an emergency or special circumstance, requests shall be approved.

■ If a request is denied, the Agency will provide a date by which the request shall be granted. The approved date shall not be more than seven (7) days from the requested date.

■ Qualifying BUEs subject to the 48-hour "Do Not Fly"/do not perform safety-sensitive duties requirement after each dose of the vaccine are afforded two (2) workdays of EA after receiving each dose of a COVID-19 vaccination/booster, if otherwise scheduled to work.