Federal Community,

On August 11, 2022, the Centers for Disease Control and Prevention (CDC) streamlined its existing COVID-19 guidance to make it easier to understand COVID-19 risk, prevention steps, post-exposure precautions, and what actions to take when individuals are sick with or test positive for the virus.

Today on SaferFederalWorkforce.gov, the Safer Federal Workforce Task Force (Task Force) posted initial implementation guidance on updates to Federal agency COVID-19 workplace safety protocols, consistent with CDC’s streamlined COVID-19 guidance.

Pursuant to Section 2(a) of Executive Order (EO) 13991 on “Protecting the Federal Workforce and Requiring Mask-Wearing,” executive agencies must follow CDC guidance for mask-wearing, maintaining physical distance, and adhering to other public health measures. Independent agencies are strongly encouraged to comply with the requirements of EO 13991. The initial implementation guidance issued today by the Task Force sets forth protocols executive agencies need to follow to comply with their obligations under section 2(a) of EO 13991 (and that independent agencies are strongly encouraged to follow), as well as protocols agencies would need to follow to implement this Task Force guidance issued pursuant to EO 13991.

In addition to the initial implementation guidance on updates to Federal agency COVID-19 workplace safety protocols, today the Task Force also updated the following guidance:

- Implementation Guidance on COVID-19 Community Levels | Safer Federal Workforce Task Force

- Frequently Asked Questions Related to Compliance with the Applicable Preliminary Nationwide Injunction on Implementation and Enforcement of the Vaccination Requirement Pursuant to Executive Order (E.O.) 14043 | Safer Federal Workforce Task Force

Overview of Federal COVID-19 Safety Protocols by COVID-19 Community Level

This overview of Federal COVID-19 safety protocols by COVID-19 Community Level is included in the implementation guidance (please reference the footnotes associated with this chart in the guidance):
### Federal Facility COVID-19 Safety Protocols

<table>
<thead>
<tr>
<th>Federal Facility COVID-19 Safety Protocols</th>
<th>When COVID-19 Community Level is LOW</th>
<th>When COVID-19 Community Level is MEDIUM</th>
<th>When COVID-19 Community Level is HIGH</th>
<th>Change from prior Task Force guidance?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal employee vaccination requirement pursuant to Executive Order 14043</td>
<td>No implementation or enforcement given a nationwide injunction</td>
<td>No implementation or enforcement given a nationwide injunction</td>
<td>No implementation or enforcement given a nationwide injunction</td>
<td>NO</td>
</tr>
<tr>
<td>To be consistent with Task Force guidance, agencies would need to require documentation of vaccination status from employees, and ask about the vaccination status of onsite contractor employees and visitors.</td>
<td>Pause, given that COVID-19 safety protocols do not vary by vaccination status at this time</td>
<td>Pause, given that COVID-19 safety protocols do not vary by vaccination status at this time</td>
<td>Pause, given that COVID-19 safety protocols do not vary by vaccination status at this time</td>
<td>YES</td>
</tr>
<tr>
<td>Agencies must require all individuals to wear a high-quality mask regardless of vaccination status.</td>
<td>NO (mask-wearing optional)</td>
<td>NO (mask-wearing optional)</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>To be consistent with Task Force guidance, agencies would need to post signage encouraging individuals, regardless of vaccination status, to consider physically distancing themselves from others and avoiding crowding in indoor common areas, meeting rooms, and high-risk settings in Federal facilities.</td>
<td>NO</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>To be consistent with Task Force guidance, agencies would need to make and maintain improvements to indoor ventilation and air filtration to the maximum extent feasible.</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>NO</td>
</tr>
<tr>
<td>Where agencies have established serial screening testing programs and/or point-in-time screening testing requirements for certain agency-identified high-risk settings, screening testing must be implemented for individuals enrolled in the program or subject to the requirement, regardless of vaccination status.</td>
<td>NO</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>To be consistent with Task Force guidance, agencies would need to require symptom screening self-checks for all individuals prior to entry to Federal facilities.</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>NO</td>
</tr>
<tr>
<td>Agencies must instruct all individuals known to be exposed to COVID-19 to wear a high-quality mask or respirator (such as an N95), take other post-exposure precautions, and watch for symptoms for 10 full days after exposure, consistent with CDC guidance—instead of at-home quarantine and regardless of vaccination status. Agencies must require individuals exposed to COVID-19 be tested at least 5 full days (ideally, on or after day 6) after their last exposure.</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Agencies must instruct all individuals with probable or confirmed COVID-19 to follow agency isolation protocols and take other precautions consistent with CDC guidance.</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>NO</td>
</tr>
</tbody>
</table>

### Reminder on Three Immediate Actions for Agencies

As previously communicated, agencies should take the following three actions soon as possible and no later than Monday, August 22, 2022:
1. **Stop implementing any COVID-19 serial screening testing programs that differentiate among individuals based on their COVID-19 vaccination status, and stop implementing any point-in time screening testing requirements that differentiate among individuals based on their vaccination status.** Agencies also should stop implementing any current requirements that, solely because of their vaccination status, onsite contractor employees, visitors, and in-person attendees at agency-hosted meetings, events, and conferences need to be able to provide proof of a negative COVID-19 test when accessing or in Federal facilities or at an agency-hosted meeting, event, or conference.

   o Following consultation with agency COVID-19 Coordination Teams and the Task Force, agencies may establish COVID-19 serial screening testing programs for employees (or employees and onsite contractor employees) working in high-risk settings within Federal facilities. High-risk settings include certain Federal facilities—or certain specific settings within Federal facilities—where (1) COVID-19 transmission risk is high, and (2) the population present onsite is at high risk of severe outcomes from COVID-19 or there is limited access to healthcare. See the implementation guidance issued today for more information about consultation with the Task Force on screening testing for high-risk settings in Federal facilities.

2. **Pause asking employees, onsite contractor employees, visitors to Federal facilities, or in-person attendees at agency-hosted meetings, events, and conferences to provide information about their COVID-19 vaccination status, regardless of COVID-19 Community Levels, where COVID-19 safety protocols do not vary based on vaccination status.** Consistent with CDC’s new streamlined guidance, for most Federal workplaces, COVID-19 workplace safety protocols will not vary based on vaccination status or otherwise depend on vaccination information. Where this is the case, agencies should no longer request or collect vaccination status information. Agencies with employee COVID-19 vaccination requirements unrelated to EO 14043 and pursuant to other authorities can continue to require documentation of proof of vaccination from employees subject to those requirements, as can agencies with other setting-specific dependencies on collecting vaccination information from employees in those settings, in consultation with the Task Force, the agency’s General Counsel, and the agency’s Senior Agency Official for Privacy. The Government-wide Certification of Vaccination form must not be used.

   o When agencies pause requesting and collecting vaccination status information, such agencies must continue to preserve their vaccination information collection systems and the information collected to date from employees in accordance with National Archives and Records
Administration records schedules. Furthermore, it is important to preserve this information as COVID-19 workplace safety may change in the future, or collection of this information from Federal employees may otherwise need to resume.

3. **No longer require that individuals who are not up to date with COVID-19 vaccines and who have been exposed to someone with COVID-19 do not enter Federal facilities or do not interact with members of the public in person as part of their official responsibilities for at least 5 full days.** Rather, agencies should instruct all individuals exposed to someone with COVID-19 to follow the post-exposure protocols described in the implementation guidance issued today by the Task Force, consistent with CDC guidance on post-exposure precautions.

**Reminder on Labor Relations Obligations**

Agencies should engage with employee unions at their earliest opportunity as they adjust agency COVID-19 workplace safety plans, protocols, and policies, and otherwise satisfy any applicable collective bargaining obligations under the law, if any, at the earliest opportunity, including on a post-implementation basis where appropriate in order to meet the deadline established by the Task Force.

Agencies should also review existing collective bargaining agreements (CBAs) to assess whether these updated COVID-19 workplace safety protocols conflict with existing CBA provisions. To the extent existing CBA provisions exist, agencies are strongly encouraged to bring the CBA into compliance with these updated COVID-19 workplace safety protocols at the earliest opportunity permitted under the law.

**Reminder on Setting-Specific Guidance and Requirements**

It is important to note that this initial implementation guidance from the Task Force is intended to apply to most Federal workplace settings, and references CDC guidance for the general public in community settings. CDC will continue to recommend additional protections in some settings where COVID-19 is more likely to spread quickly or cause severe disease if introduced. Guidance for healthcare settings, schools, congregate settings at higher risk for transmission, and travel are covered in stand-alone guidance documents that will be updated on CDC’s website. Pursuant to EO 13991, Federal agencies must follow CDC guidance related to certain settings where different or additional layers of prevention are recommended by CDC. Where there is a conflict with more general Task Force and CDC setting-specific guidance, agencies must follow the setting-specific CDC guidance.

To be consistent with Task Force guidance, where a locality has imposed additional pandemic-related requirements more protective than those set forth in Task Force guidance, agencies would need to follow those additional local requirements in Federal
buildings, in Federally controlled worksites, on Government-operated transportation conveyances, and on Federal land in that locality.

**Next Steps**

The Task Force will continue to update its guidance to reflect CDC’s streamlined guidance—next through new and updated Frequently Asked Questions on SaferFederalWorkforce.gov to support agencies in expeditiously implementing safety protocols consistent with updated CDC and Task Force guidance, and later through updated Agency Model Safety Principles to support agencies in updating their COVID-19 Workplace Safety Plans, pursuant to OMB Memoranda M-21-15 and M-21-25.

The updates to agency COVID-19 workplace safety protocols set forth in the implementation guidance issued today by the Task Force, as well is through the updated Implementation Guidance on COVID-19 Community Levels, should be implemented by agencies as soon as feasible, unless otherwise noted. In addition to these updates to COVID-19 workplace safety protocols described in this initial implementation guidance, agencies should continue to instruct Federal employees to adhere strictly to CDC guidance for domestic and international travel before, during, and after official travel. The Task Force will update its guidance on official travel when CDC updates its travel guidance.

**Office Hours for CFO Act Agencies with the Task Force**

The Task Force will offer office hours for Federal agencies to discuss this implementation guidance at 12:00 – 1:00 PM, Thursday, August 18 (tomorrow).

During the next regularly scheduled President’s Management Council (PMC) Staff-Level Weekly Call that will take place from 12:00 – 1:00 PM on Friday, August 19, 2022, the Task Force will also discuss this guidance, answer questions from CFO Act agencies, and discuss next steps.

In addition to PMC staff-level points of contact, CFO Act agency COVID-19 Coordination Team leads and CFO Act agency CHCOs are encouraged to attend both meetings.

Thank you for your continued partnership in protecting the health and safety of the Federal workforce and those we serve.