



**U.S. Nuclear Regulatory Commission  
COVID-19 Workplace Safety  
Implementation Plan, Revision 6  
June 1, 2023**

## WORKPLACE SAFETY IMPLEMENTATION PLAN REVISION - SUMMARY OF CHANGES

Date	Revision	Comments
04/26/2021	Revision 1	<ul style="list-style-type: none"> <li>• Technical review and edits.</li> <li>• Changed enhanced cleaning from 7 days to a more general commitment to follow Centers for Disease Control and Prevention (CDC) guidance for cleaning which reflects M-21-15 language and the fact that Federal guidance continues to evolve.</li> </ul>
07/21/2021	Revision 2	<ul style="list-style-type: none"> <li>• Technical review and edits.</li> <li>• Removed references to outdated Federal guidance and summarized introduction section.</li> <li>• Updated mask, physical distancing, and travel guidance to reflect updated Federal guidance.</li> </ul>
11/4/21	Revision 3	<ul style="list-style-type: none"> <li>• Technical review and edits.</li> <li>• Incorporate changes from the <a href="#">COVID-19 Workplace Safety: Agency Model Safety Principles</a> dated September 13, 2021 and <a href="#">additional guidance</a> from the Safer Federal Workforce Task Force.</li> </ul>
12/21/21	Revision 4	<ul style="list-style-type: none"> <li>• Add clarification that NRC, in implementing Executive Order (EO) 14042, will comply with all relevant court orders and will follow relevant OMB and Safer Federal Workforce Task Force guidance.</li> </ul>
12/30/22	Revision 5	<ul style="list-style-type: none"> <li>• Incorporate changes from the Safer Federal Workforce Task Force <a href="#">Model Agency COVID-19 Safety Principles</a> dated September 15, 2022, and <a href="#">additional guidance</a> from the Safer Federal Workforce Task Force to include:               <ul style="list-style-type: none"> <li>○ Ensure compliance with court orders;</li> <li>○ Identify prevention strategies related to CDC COVID-19 Community Levels;</li> <li>○ Update guidance for mask-wearing, physical distancing, screening testing, travel, post-exposure precautions, and isolation; and</li> <li>○ Update guidance for agency-hosted meetings, events, and conferences.</li> </ul> </li> </ul>
06/01/2023	Revision 6	<ul style="list-style-type: none"> <li>• Incorporate changes per the Office of Management and Budget (OMB) and Safer Federal Workforce Task Force (SFWTF or Task Force) with the ending of the COVID-19 public health emergency including updating COVID-19 safety protocols and workplace safety plans, COVID-19 safety protocols for Federal contractors, and the end of vaccination requirements for Federal employees and contractors.               <ul style="list-style-type: none"> <li>○ Updated guidance implementing the revoked <a href="#">Executive Order 14043</a> and <a href="#">Executive Order 14042</a>.</li> <li>○ Updated CDC COVID-19 tracking from Community Levels to Hospital Admission Levels</li> </ul> </li> </ul>

## Introduction

On January 20, 2021, President Biden issued [Executive Order \(EO\) 13991](#), *Protecting the Federal Workforce and Requiring Mask-Wearing*. In response to the subsequent [Office of Management and Budget \(OMB\) Memorandum M-21-15](#), “COVID-19 Safe Federal Workplace: Agency Model Safety Principles” ([updated September 15, 2022](#)), the U.S. Nuclear Regulatory Commission (NRC) developed the “NRC COVID-19 Workplace Safety Implementation Plan” (WSIP) to address the Model Safety Principles in M-21-15 and as updated by the [Safer Federal Workforce Task Force](#) (SFWTF), subsequent [EO 14042](#), [EO 14043](#), [OMB Memorandum M-21-25](#), “Integrating Planning for A Safe Increased Return of Federal Employees and Contractors to Physical Workplaces with Post-Reentry Personnel Policies and Work Environment,” and additional SFWTF guidance.

On May 9, 2023, President Biden issued an Executive Order on [Moving Beyond COVID-19 Vaccination Requirements for Federal Workers](#), which, as of 12:01 AM EST on May 12, 2023, 1) revokes [Executive Order 14042](#), which required certain parties contracting with the Federal Government to provide COVID-19 safeguards to their workers; and 2) revokes [Executive Order 14043](#), which required vaccination for Federal employees, subject to exceptions as required by law. The WSIP will continue to be revised to reflect changes to SFWTF guidance and subsequent changes to agency COVID-19 related activities, as appropriate.

## NRC COVID-19 Program Manager

The NRC’s COVID-19 Program Manager (PM) oversees the NRC’s response to the COVID-19 circumstances at its facilities, including addressing safety issues. The PM regularly reviews compliance with, and considers potential revisions to, the NRC COVID-19 workplace safety plans and protocols pursuant to guidance from the SFWTF and current CDC guidelines. Additionally, the PM routinely evaluates operational needs related to COVID-19 workplace safety.

The PM resides in the Office of the Chief Human Capital Officer (OCHCO) under the Human Capital and Analytics Branch (HCAB) and is tasked with carrying out workforce health and safety related functions. The PM is charged with staying abreast of best practices and Federal guidance to protect employees’ health and safety, changes in state and local conditions, operating experience in NRC facilities relative to workforce health and safety and making recommendations for changes to NRC measures to NRC senior management based upon the compilation of this information.

The PM coordinates all decisions with facility security committees, the Office of General Counsel (OGC), and the Office of Administration (ADM) to engage with onsite contractor employees as well as ensure health and safety protocols are being applied as appropriate. For privately-owned facilities leased by the Federal government, the PM coordinates with the General Services Administration (GSA), where appropriate, and the lessor’s designated representative.

## Overview and Goals of Workplace Safety Implementation Plan

The NRC’s top priority is the health and safety of its employees, onsite contractor employees, and individuals interacting with our workforce, including visitors to NRC facilities. This plan describes the considerations and guidance for the NRC to help protect the health and safety of its workforce while continuing to conduct its mission.

As directed in Section 2(a) of [EO 13991](#), the NRC is committed to taking action, as appropriate and consistent with applicable law, to require compliance with CDC guidelines with respect to wearing masks, maintaining physical distance, and other public health measures by: on-duty or on-site Federal employees; on-site Federal contractor employees; and all persons in Federal buildings or on Federal lands. The principles presented in this plan are aligned to the latest Federal guidance and

established public health practices and will be re-assessed and updated as circumstances warrant.

The NRC will communicate any changes to this guidance to the NRC workforce by issuing NRC announcements and posting the revision on the designated NRC internal SharePoint site, and to the public by posting the revision on the agency external web page, within 3 business days of approval of the change. In advance of such notices, the NRC will meet all labor relations obligations, including notices as appropriate, in compliance with statute and the Collective Bargaining Agreement (CBA). NRC employees or contractor employees who are escorting visitors are responsible for ensuring their visitor is provided the necessary information regarding NRC requirements and guidance prior to entering the facility.

### COVID-19 Hospital Admission Levels

On May 11, 2023, the CDC modified its guidance to reflect updated recommendations for responding to COVID-19 and updated its existing COVID-19 data tracker. CDC shifted its reporting from COVID-19 Community Levels (CCLs) to COVID-19 hospital admission levels, which will continue to be reported by county. The levels of green, yellow, and orange note low, medium, and high status levels, respectively. CDC has set recommendations related to [COVID-19 Hospital Admission Levels](#), which measure the impact of COVID-19 illness on healthcare systems and inform the appropriate prevention strategies to utilize at a given time. The NRC will use this data to determine the level for NRC facilities by looking to the level for the county in which the facility is located.

The NRC follows the CDC protocols for COVID-19 Hospital Admission Levels when considering changes to protocols for testing and mask wearing. The NRC COVID-19 Program Manager will review the level for each NRC facility on a weekly basis (typically each Thursday) to determine any changes that need to be made to agency COVID-19 workplace safety protocols for the week.

Current NRC Protocols Based on COVID-19 Hospital Admission Levels	
When the COVID-19 Hospital Admission Level is <b>LOW</b> in the county where a Federal facility is located	<ul style="list-style-type: none"> <li>• <b>Mask-wearing:</b> optional and recommended in indoor public transportation settings and may be required in other places by local or state authorities.</li> </ul>
When the COVID-19 Hospital Admission Level is <b>MEDIUM</b> in the county where a Federal facility is located	<ul style="list-style-type: none"> <li>• <b>Mask-wearing:</b> optional and recommended in indoor public transportation settings and may be required in other places by local or state authorities.</li> <li>• <b>NRC encourages individuals</b>, regardless of vaccination status, to consider avoiding crowding and physically distancing themselves from others in indoor common areas and meeting rooms.</li> </ul>
When the COVID-19 Hospital Admission Level is <b>HIGH</b> in the county where a Federal facility is located	<ul style="list-style-type: none"> <li>• <b>Mask-wearing:</b> all individuals are required to wear high-quality masks or respirators (such as N95s) regardless of vaccination status.</li> <li>• <b>NRC encourages individuals</b>, regardless of vaccination status, to consider avoiding crowding and physically distancing themselves from others in indoor common areas and meeting rooms.</li> </ul>

## Vaccination

Consistent with CDC's guidance, the NRC's current COVID-19 workplace safety protocols currently do not vary based on individuals' vaccination status or otherwise depend on the provision of vaccination information, regardless of the COVID-19 Hospital Admission Level for the county where the Federal workplace is located.

### Vaccination Requirements

Enforcement of the vaccination requirement contained in Executive Order 14043 was paused as of January 24, 2022, due to a nationwide preliminary injunction. Due to President Biden's May 9, 2023, Executive Order on Moving Beyond COVID-19 Vaccination Requirements for Federal Workers, [Executive Order 14043](#) was revoked effective May 12, 2023. NRC may not require vaccination for its employees and may not take any action to enforce the now-revoked requirements of Executive Order 14043.

The President's May 9, 2023, [Executive Order 14042](#) rescinded the COVID-19 safety protocols for Federal contractors applicable to the contractor's or subcontractor's workplace, effective at 12:01 am on May 12, 2023. Federal agency workplace safety protocols for Federal buildings and Federally-controlled facilities still apply. Contractor employees working onsite in NRC facilities must still follow those NRC's workplace safety protocols. For additional information on those protocols, go to <https://www.saferfederalworkforce.gov/>.

### Vaccination-Related Administrative Leave<sup>1</sup>

Excused absence should be granted to those employees seeking to get a non-required COVID-19 vaccine (up to 4 hours) as well as those experiencing any adverse side effects (up to 2 workdays) from obtaining a non-required COVID-19 vaccine. Employees may request leave or other paid time off to cover any additional absence. Employees are only credited with excused absence for time spent getting vaccinated during their tour of duty. Employees are **not** credited with excused absence or overtime work for time spent outside their tour of duty getting vaccinated.

Reasonable transportation costs incurred as a result of obtaining the vaccine from a site preapproved by the NRC are handled the same way as local travel or a temporary duty cost reimbursement is handled based on NRC policy and the Federal travel regulation.

Employees will also receive excused absence to accompany a family member being vaccinated. For this purpose, a "family member" is an individual who meets the definition of that term in OPM's leave regulations (see 5 C.F.R. § 630.201). The agency grants leave-eligible employees up to 4 hours of excused absence per dose to accompany a family member (as defined in OPM's leave regulations, see 5 CFR 630.201) who is receiving any COVID-19 vaccination dose.

- The agency grants leave-eligible employees up to 4 hours of excused absence per dose – for example, up to a total of 12 hours of excused absence for a family member receiving 3 doses.
- If an employee needs to spend less time accompanying a family member who is receiving the COVID-19 vaccine, the agency grants only the needed amount of excused absence.
- Employees should obtain advance approval from their supervisor before being permitted to use excused absence for COVID-19 vaccination purposes.
- Employees are not credited with excused absence or overtime work for time spent outside their

tour of duty helping a family member get vaccinated.

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<sup>1</sup> The [Office of Personnel Management](#) (OPM) states, “Administrative leave (also referred to as “excused absence”) is an administratively authorized absence from duty without loss of pay or charge to leave. For consistency with NRC policy, the term ‘excused absence’ will be used.”

### ***Vaccination Documentation and Information***

Consistent with CDC guidance, COVID-19 workplace safety protocols currently do not vary based on vaccination status or otherwise depend on vaccination information. As such, the NRC will not require, request, or collect vaccination status information from any individual – including employees, contractor employees, visitors to agency facilities, or in-person attendees at agency-hosted meetings, events, and conferences – for the purposes of implementing agency COVID-19 workplace safety protocols.

The NRC will continue to preserve vaccination information collection systems and the information collected to date from employees in accordance with the Federal Records Act and other records requirements. Furthermore, this information will be preserved as COVID-19 workplace safety protocols may change in the future, or collection of this information from Federal employees may otherwise need to resume.

### **Mask-Wearing**

Individuals may wear a mask if they so choose when COVID-19 Hospital Admission Levels are **LOW** or **MEDIUM**. When the COVID-19 Hospital Admission Level is **HIGH** in the county where an NRC facility is located, pursuant to [EO 13991](#) and consistent with CDC guidance, the NRC requires individuals – including employees, contractor employees, and visitors – who are 2 years or older, to wear a high- quality mask or respirator (over mouth and nose) while indoors in an NRC or licensee facility, regardless of their vaccination status, in any common areas or shared workspaces. This includes when Federal employees are interacting with members of the public as part of their official responsibilities.

High-quality masks or respirators include respirators that meet U.S. or international standards (e.g., N95, KN95, KF94), masks that meet a standard (e.g., ASTM), or “procedure” or “surgical”-style masks. The CDC recommends wearing a high-quality [mask](#) or respirator that offers the most protection, fits well, and that you will wear consistently. The NRC will make available high-quality masks for employees when they are required to be worn at an NRC or licensee facility. High-quality masks may otherwise be requested through [COVID19.Resource@nrc.gov](mailto:COVID19.Resource@nrc.gov).

When required, high-quality masks or respirators should be worn in any common areas or shared workspaces (including open floorplan office spaces, cubicle embankments, and conference rooms).

High-quality masks or respirators may be removed when an individual is alone in an office with floor-to-ceiling walls and a closed door, or for a limited time when an individual is eating or drinking and maintaining distance from others.

Masked individuals may be asked to lower their masks briefly for identification purposes in compliance with agency safety and security requirements.

In certain circumstances, NRC employees working on-site at a licensee facility may be subject to different policies as implemented and required by the licensee.

Individuals do not need to wear masks or respirators when outdoors.

The NRC does not require the use of N95 or N100 respirator masks. Individuals choosing to voluntarily

wear their own personal N95 or N100 filtering facepieces may do so, provided the respirator masks do not have an attachment, vent, or exhalation valve. The Occupational Safety and Health Administration's (OSHA) [Information for Employees Using Respirators When Not Required Under the Standard](#) provides additional guidance.

The NRC's Reasonable Accommodation Program addresses requests for reasonable accommodations from members of the workforce and official business visitors who have a qualified disability and are unable to comply with mask requirements.

Established processes and signage are in place for employees, onsite contractor employees, and visitors regarding mask-wearing as determined by assigned COVID-19 Hospital Admission Levels. Such signage may vary by facility as needed given local requirements and conditions. The NRC follows the CDC protocols for COVID-19 Hospital Admission Levels when considering changes to protocols for testing and mask wearing. The NRC COVID-19 Program Manager will review the level for each NRC facility on a weekly basis (typically each Thursday) to determine any changes that need to be made to agency COVID-19 workplace safety protocols for the week. The levels of green, yellow, and orange note low, medium, and high-status levels, respectively.

### ***Mask-Wearing on NRC-Operated Transportation Conveyances***

In NRC-operated vans, cars, trucks, and other motor pool passenger vehicles, NRC recommends that individuals wear high-quality masks or respirators (such as N95s) when there are multiple occupants.

## **Testing**

### ***Screening Testing***

Screening testing is currently suspended at the NRC.

### ***Diagnostic Testing***

Diagnostic testing is intended to identify current infection in individuals and is performed on individuals who have symptoms consistent with COVID-19 and/or following recent known exposure to SARS-CoV-2.

At this time, the NRC will require diagnostic testing consistent with guidance from the CDC and the Safer Federal Workforce Task Force. The NRC will reimburse employees for the cost of diagnostic testing resulting from a known exposure or in instances wherein a diagnostic test is required to enter a facility at which the employee is fulfilling duties related to NRC regulatory responsibilities and activities. The Office of the Chief Financial Officer (OCFO) will coordinate reimbursement for diagnostic testing. Employees and contractor employees who are known to have been exposed to COVID-19 and are onsite at an agency workplace or interacting with members of the public in person as part of their official responsibilities must be tested for current infection with a viral test at least 5 full days after their last known exposure (ideally, on or after day 6).

## **Official Travel**

There are no Government-wide limits on official travel (i.e., travel conducted under an official travel authorization), regardless of an individual's vaccination status.

Individuals traveling on official NRC business:

- Should be advised that the CDC [recommends](#) individuals make sure they are up to date with COVID-19 vaccines before travel;

- Should consider being tested for current infection with a viral test as close to the time of departure as possible (no more than 3 days) before travel;
- Should adhere strictly to CDC guidance for [domestic](#) and [international](#) travel before, during, and after official travel (see [Travel FAQs](#));
- Should consider checking their [destination](#) before traveling, and must wear a high-quality mask or respirator (such as an N95) while on-duty and around others indoors at their destination, if the county where their destination is located is **HIGH** COVID-19 Hospital Admission Level;
- Should make sure they understand and follow all travel restrictions put in place by State, Tribal, local, and territorial governments; and
- Should prepare to be flexible during their travel, as restrictions, policies, and circumstances may change during travel.

Official Travel After Known Exposure to COVID-19 or Positive COVID-19 Test				
Criteria for COVID-19 Cases	Can I Be Approved for Official Travel?	Is Mask-Wearing Required?	Is Public Transportation Permissible Once Official Travel Is Approved?	Is Post-Exposure Testing Required?
<p>If individual had a known exposure to COVID-19 and is asymptomatic.</p> <p>The day of exposure is Day 0 for the purpose of applying the guidance in this row.</p>	<b>Yes</b>	<p><b>Yes</b></p> <p>High-quality <a href="#">masks</a> or respirators must be worn the entire time when on-duty and around others indoors for the full duration of travel falling within the 10 full days after their last known exposure.</p>	<p><b>Yes</b></p> <p>Use of public transportation is permissible while on official travel <i>provided</i> individual is able to wear a high-quality <a href="#">mask</a> or respirator when around others indoors for the full duration of their travel within the 10 full days after their last known exposure.</p>	<p><b>Yes</b></p> <p>Testing should occur after 5 full days following their last known exposure (ideally, on or after day 6) which may fall during period of official travel</p> <p>Results of post-exposure diagnostic test are not required to undertake official travel, including return travel.</p>
<p>If individual had a known exposure to COVID-19 and is symptomatic.</p> <p>The first day of symptoms is Day 0 for the purpose of applying the guidance in this row.</p>	<b>Yes</b>	<p><b>Yes</b></p> <p>Wear a high-quality <a href="#">mask</a> or respirator while on-duty and around others indoors for the full duration of travel that falls within the period you are otherwise required to wear a high-quality mask or respirator after ending <a href="#">isolation</a>.</p>	<p><b>Yes</b></p> <p>Use of public transportation is permissible while on official travel <i>provided</i> the individual is able to wear a high-quality <a href="#">mask</a> or respirator when around others indoors for the full duration of travel that falls within the period you are otherwise required to wear a high-quality mask or respirator after ending <a href="#">isolation</a>.</p>	<b>No</b>

**Official Travel After Known Exposure to COVID-19 or Positive COVID-19 Test**

Criteria for COVID-19 Cases	Can I Be Approved for Official Travel?	Is Mask-Wearing Required?	Is Public Transportation Permissible Once Official Travel Is Approved?	Is Post-Exposure Testing Required?
<p>If individual tests positive for COVID-19.</p> <p>The date of symptom onset (or, if asymptomatic, the date of test specimen collection) is Day 0 for the purpose of applying this guidance.</p>	<p><b>Yes</b></p> <p>Travel may begin only after 5 full days from Day 0, and only if the individual has been fever-free for 24 hours without the use of fever-reducing medication, and their other symptoms, if any, are improving.</p>	<p><b>Yes</b></p> <p>Wear a high-quality <a href="#">mask</a> or respirator while on-duty and around others indoors for the full duration of travel that falls within the period you are otherwise required to wear a high-quality mask or respirator after ending <a href="#">isolation</a>.</p>	<p><b>Yes</b></p> <p>Use of public transportation is permissible while on official travel <i>provided</i> the individual is able to wear a high-quality <a href="#">mask</a> or respirator when around others indoors for the full duration of travel that falls within the period you are otherwise required to wear a high-quality mask or respirator after ending <a href="#">isolation</a>.</p>	<p><b>No</b></p>
<p>If symptoms recur or worsen 5 days after the first day of being symptomatic or initial positive diagnostic viral test.</p>	<p><b>No</b></p> <p>Individual should not undertake further official travel including under any previously approved travel authorization; enter a Federal facility or interact with members of the public as part of their official responsibilities. Isolation protocols (see below) should restart at day 0.</p>	<p><b>No</b></p>	<p><b>No</b></p>	<p><b>No</b></p>

- The cost of testing for current infection with COVID-19, required for official travel, can be claimed in a travel voucher as a miscellaneous expense under NRC travel policies.

**Meetings, Events, and Conferences**

All in-person attendees at any meetings, conferences, or events hosted by NRC must comply with relevant COVID-19 safety protocols, including as it relates to any mask-wearing when COVID-19 Hospital Admission levels are **HIGH**, pursuant to [EO 13991](#) and consistent with CDC guidance.

Conference room reservations should continue to be made via the Outlook Reservation System. Employees at NRC headquarters may reserve modernized, technology-enabled conference rooms that are available on each floor across the White Flint campus.

## Symptom Screening

It is recommended that all NRC employees and contractors working onsite at an NRC or licensee facility, and all visitors to such facilities, complete the [NRC Self-Health Assessment](#) prior to entering the NRC facility. The NRC Self-Health Assessment form can be self-conducted and does not need to be verified by agency personnel. If Federal employees, onsite contractor employees, or visitors have symptoms consistent with COVID-19, they should not enter an NRC facility.

Pursuant to [EO 13991](#), NRC requires that any individual, regardless of vaccination status, who develops fever, chills, or other new or unexplained symptoms consistent with COVID-19, or who tests positive for COVID-19, while onsite during the workday immediately wear a high-quality mask or respirator and promptly leave the workplace.

The NRC provides advice and support to supervisors on any related reporting or human resources requirements if employees must stay out of the workplace or leave the workplace during the workday due to [COVID-19 symptoms](#).

## Post-Exposure Precautions

Pursuant to [EO 13991](#) and consistent with CDC guidance on [post-exposure precautions](#), employees and contractor employees who are known to have been exposed to someone with COVID-19, regardless of their vaccination status, must:

- Wear a high-quality [mask](#) or respirator while indoors at an agency workplace or interacting indoors with members of the public in person as part of their official responsibilities as soon as possible after notification of exposure and continue to do so for 10 full days from the date they were last known to have been exposed;
- Take [extra precautions](#), such as avoiding crowding and physically distancing from others, when they know they are around people who are [more likely to get very sick](#) from COVID-19 while onsite at an agency workplace or interacting with members of the public in person as part of their official responsibilities, for 10 full days from the date they were last known to have been exposed (for purposes of calculating the 10 full days, day 0 is the day of their last known exposure to someone with COVID-19, and day 1 is the first full day after their last known exposure); and
- Watch for [COVID-19 symptoms](#) for 10 full days from the date they were last known to have been exposed (for purposes of calculating the 10 full days, day 0 is the day of their last known exposure to someone with COVID-19, and day 1 is the first full day after their last known exposure).

Employees and contractor employees who are known to have been exposed to COVID-19 and are onsite at an agency workplace or interacting with members of the public in person as part of their official responsibilities must be tested for current infection with a [viral test](#) at least 5 full days after their last known exposure (ideally, on or after day 6).

- If the individual tests negative, then the individual must continue to follow the above precautions for 10 full days from the date they were last known to have been exposed. If they test positive, or if they at any time develop [COVID-19 symptoms](#), they must follow isolation protocols described below.
- If the individual that has been known to be exposed to COVID-19 is not working onsite at an agency workplace or interacting with members of the public in person as part of their official responsibilities within 10 days of the known exposure, they are not required to be tested.

## Isolation and Post-Isolation Precautions

Any individual with probable or confirmed COVID-19, regardless of their vaccination status, must not enter a NRC facility or, for NRC employees, interact with members of the public in person as part of their official responsibilities, consistent with CDC guidance on [isolation](#) and the workplace safety protocols set forth by NRC, and monitor their symptoms.

This includes people who have an initial positive diagnostic [viral test](#) for COVID-19, regardless of whether or not they have symptoms, and people with symptoms of COVID-19, including people who are awaiting test results or have not been tested.

Criteria for COVID-19 Cases	Facility Access/Testing/Precautions <sup>1</sup>	Symptom Monitoring
<p>If individual has a known <a href="#">exposure to COVID-19</a> and is asymptomatic.</p> <p>The day of exposure is Day 0 for the purpose of applying the guidance in this row.</p>	<p>May access an NRC or licensee facility and should get tested at least 5 days after the individual was exposed to COVID-19 even if symptoms do not develop.</p> <p>The individual must wear a high-quality <a href="#">mask or respirator</a> for 10 full days. (See additional post-exposure precautions above.)</p>	<p>Watch for <a href="#">COVID-19 symptoms</a> until 10 days after exposure to COVID-19. If symptoms develop, refrain from accessing an NRC or licensee facility and follow the precautions in the next row.</p>
<p>If an individual experiences fever or chills, or unexplained <a href="#">symptoms</a> of COVID-19 such as new or unexplained onset of cough, shortness of breath, or difficulty breathing, new or unexplained loss of taste or smell, or new or unexplained muscle aches <b>-or-</b> if symptoms recur from a prior COVID-19 diagnosis.</p>	<p>If onsite at an NRC facility, promptly put on a high-quality mask or respirator, leave the workplace, and get tested. If test result is negative, individual may continue to access an NRC or licensee facility.</p>	
<p>If individual tests positive for COVID-19.</p>	<p>Individual can enter an NRC or licensee facility or interact with members of the public after 5 full days from the onset of symptoms (day 0 being the day of symptom onset) once fever-free for 24 hours without the use of fever-reducing medication and symptoms are improving.</p>	

<p>If individual tested positive for COVID-19 and are experiencing moderate illness (shortness of breath or difficulty breathing) or severe illness (requiring hospitalization) due to COVID-19.</p>	<p>Individual should delay returning to an NRC or licensee facility or interacting with members of the public for a full 10 days. If individual has severe illness or a weakened immune system, they should consult their healthcare provider before ending <a href="#">isolation</a>. (See additional post-isolation precautions below.)</p> <p>If individual is unsure if symptoms are moderate or severe, or has a weakened immune system, they should consult with their healthcare provider before ending <a href="#">isolation</a>.</p>	
<p><b>Post-Isolation Precautions:</b> Individuals should continue to take precautions consistent with <a href="#">CDC guidance</a> for at least 10 full days after the onset of symptoms, or after the date of a positive viral test for asymptomatic individuals, including: wearing a high-quality <a href="#">mask</a> or respirator when around others; avoid eating and drinking around others; environments such as dining facilities, gyms, or other places where they may need to be unmasked around others; and being around people who are at <a href="#">risk of getting very sick from COVID-19</a>.</p>		
<p>Additional Post-Isolation Information:</p> <ul style="list-style-type: none"> <li>• If an individual is unable to wear a mask when around others, such as pursuant to a medical condition or disability for which you have received a reasonable accommodation, then you must not enter a Federal, NRC or NRC licensee facility or interact with members of the public in person as part of their official responsibilities for 10 full days.</li> <li>• An individual may remove their mask sooner than day 10 if you take 2 viral antigen tests authorized by the FDA to detect current COVID-19 infection, starting on day 6. With 2 sequential negative tests 48 hours apart, you may remove their mask sooner than day 10. If either of the antigen test results are positive, you should continue taking antigen tests at least 48 hours apart until they have sequential negative results. This may mean you would continue wearing a mask and testing beyond day 10.</li> <li>• If <a href="#">COVID-19 symptoms</a> recur or worsen, individual should not enter an NRC or licensee facility or interact with members of the public, restart at day 0, and follow isolation and post isolation protocols.</li> </ul>		

## Contact Tracing

The agency's COVID-19 Project Manager will collaborate with and support the NRC workforce for purposes of contact tracing, to help identify, track, and manage known exposure of COVID-19 cases. NRC employees and contractors are encouraged to report to [COVID19.Resource@nrc.gov](mailto:COVID19.Resource@nrc.gov) when they test positive for COVID-19. Upon request by local public health officials, the COVID-19 Program Manager will collaborate with and support the contact tracing programs of such officials as required or necessary to help identify, track, and manage known [exposures](#), as appropriate.

The NRC will report situations to specific individuals that were identified to be in close contact with individuals who reported testing positive for COVID-19 through the COVID19 resource mailbox and were in an NRC facility on the date they met the criteria.

## Confidentiality and Privacy

The NRC has consulted the Senior NRC Official for Privacy on matters related to the handling of personally identifiable information. All medical information collected from individuals, including vaccination information, test results, and any other information obtained as a result of testing and symptom monitoring, will be treated in accordance with applicable laws and policies on confidentiality and privacy, and will be accessible only to those with a need to know. The NRC COVID-19 Project

Manager continues to protect individual privacy in accordance with the Americans with Disabilities Act (ADA), the Rehabilitation Act of 1973, and Equal Employment Opportunity Commission (EEOC) law and guidance. The NRC has identified a point of contact for all questions relating to the NRC's treatment of personal medical information in the context of its COVID-19 workplace safety protocols.

Under OSHA's recordkeeping requirements, if an employee tests positive for COVID-19 infection, the case must be recorded on the NRC's OSHA Illness and Injury Log if each of the following conditions are met: (1) the case is a confirmed case of COVID-19; (2) the case is work-related (as defined by 29 C.F.R. § 1904.5); and (3) the case involves one or more relevant recording criteria (set forth in 29 C.F.R. § 1904.7) (e.g., medical treatment beyond first aid, days away from work). The NRC follows state and county reporting requirements and complies with state and county contact tracing efforts.

The NRC takes steps to promote privacy and IT security, while also providing the relevant information to NRC officials who need to know in order to implement the safety protocols. The NRC consults, as appropriate, with the NRC Records Officer, Chief Information Officer, Senior Official for Privacy, and Office of the General Counsel (OGC) to determine appropriate information management protocols.

## **Workplace Operations**

**NRC Facilities:** For the purposes of this Plan, "NRC facilities" refers to the following:

- NRC Headquarters White Flint Campus, Rockville, MD (Montgomery County, MD)
- Region I, King of Prussia, PA (Montgomery County, PA)
- Region II, Atlanta, GA (Fulton County, GA)
- Region III, Lisle, IL (DuPage County, IL)
- Region IV, Arlington, TX (Tarrant County, TX)
- Technical Training Center (TTC), Chattanooga, TN (Hamilton County, TN)

## ***Facilitating Physical Distancing and Avoiding Crowding***

When COVID-19 Hospital Admission Levels are **MEDIUM** or **HIGH**, the NRC will post signage encouraging individuals, regardless of vaccination status, to consider avoiding crowding and physically distancing themselves from others in indoor common areas, meeting rooms, and high-risk settings.

## ***Collective Bargaining Obligations***

The NRC has maintained regular and open communication with local NTEU representatives, as applicable, since March 2020 regarding the NRC response to the COVID-19 pandemic. Such engagement will continue as changes are made to the agency's Workplace Safety Implementation Plan and related safety protocols.

Consistent with the President's policy to support collective bargaining, the NRC will continue to satisfy applicable collective bargaining obligations under 5 U.S.C. Chapter 71 and its Collective Bargaining Agreement (CBA) when implementing workplace safety plans, including on a post-implementation basis where necessary. The NRC has been, and will continue to, communicate regularly with employee representatives on workplace safety matters and to satisfy collective bargaining obligations under the law.