



Vol. 8 | January 2022



Reentry phase dates have been updated.

Phase 1 now begins **no earlier than February 28, 2022**. Please see the [official announcement](#) and visit the [reentry page on LaborNet](#) for more information.

DOL Workplace Safety Plan Updates

The DOL COVID 19 Coordination Team continues to update DOL's policies and guidance based on the guidance from the Safer Federal Workforce Task Force and recommendations of the Centers for Disease Control and Prevention (CDC). Please refer to the [DOL Workplace Safety Plan](#) for DOL-specific policies. The [CDC recently released](#) recommendations related to vaccines, boosters, tests, [quarantine, and isolation](#). If you have questions about how the CDC guidance applies to your personal health situation, please reach out to your healthcare professional or public health authority.

In Case You Missed It

Here is a quick recap of the latest COVID-19 information and guidance sent to all DOL employees:

- [DOL Reentry Update – Phase 1 Date Moved to February 28](#)
- [New COVID-19 Testing Guidance](#)
- **REQUIRED:** [Workplace Safety Training](#) (PDF)

Did You Know?

The **Emergency Back Up Dependent Care Program** is available to DOL employees through WorkLife4You. They help connect employees with reliable care providers

- [DOL Internal Reentry and Post-Reentry Plan](#) (PDF)
- [Workplace Safety Plan](#) (PDF)
- Extension of Workplace Flexibilities (PDF)
- [Masking Requirements by DOL Location](#)

who are available — even at the last minute — to look after children, adults, or even yourself during scheduled work hours when regular care arrangements are interrupted.

[Learn more on LaborNet.](#)

Reentry: Health and Safety Reminders

The [Health and Safety Guidance page on LaborNet](#) has been updated. As we prepare for reentry, all DOL Federal and contractor employees should remember to do the following:

- Complete the [daily health screening](#) each day before coming to work in the office or in the field. This requirement applies to visitors as well.
- Check the [masking requirements](#) for DOL facilities — they are associated with vaccination status, the level of transmission in your community, and local public health requirements. **Bring a mask with you just in case.**
- Complete the required [Workplace Safety Training on LaborNet](#). This training must be completed in advance or within eight (8) hours of return to onsite work. Employees must email their direct supervisor or Contracting Officer's Representative (COR) upon completion.
- DOL Occupant Emergency Plan course is mandatory and available on [LearningLink](#). This course should be taken prior to returning to on-site work, or shortly thereafter.
- Use disinfectant wipes and other EPA-approved disinfectants available in common office areas to wipe down workstations and other surfaces.

Vaccination Requirement Update

Vaccination is our strongest tool against COVID-19, and we're proud of our DOL team for getting vaccinated and boosted to protect themselves, their colleagues, and the public. The Federal Government's implementation of vaccination requirements for Federal employees has increased vaccination,

protected our workforce and the public, and strengthened our ability to serve the American people.

On January 21, a district court judge issued a preliminary nationwide injunction prohibiting implementation and enforcement of the vaccination requirement pursuant to Executive Order 14043. To ensure compliance with the preliminary nationwide injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, DOL will not take any actions to implement or enforce the vaccination requirement pursuant to Executive Order 14043. This includes pausing all activities related to processing exception requests and any disciplinary actions.



DOL will continue to request information regarding the vaccination status of employees for the purpose of implementing workplace safety protocols, such as those related to masking, physical distancing, testing, travel, and quarantine. Please stay tuned for future updates.

Stay Up to Date on Your Vaccines

CDC recommends that people remain [up to date with their vaccines](#), which includes [additional doses](#) for individuals who are immunocompromised or [booster doses](#) at regular time points. Individuals who are [moderately or severely immunocompromised](#) should get an additional primary shot and a booster shot.

Effective January 21, 2022, while the nationwide preliminary injunction is in place, employees may use up to four hours of administrative leave **instead of** duty time to obtain a primary series dose of the COVID-19 vaccine during work hours. Administrative

leave may also continue to be used for authorized boosters and additional doses received by employees or their family members during an employee's tour of duty consistent with the guidelines.

**Let's Get Vaccinated
...and Boosted!**

- Find COVID-19 vaccines and additional doses near you at [Vaccines.gov](#)
- Administrative leave is available for additional doses

The graphic features a blue background with white text. On the left, there is a photograph of a female healthcare worker wearing a white lab coat and a white face mask, looking towards the camera. To the left of her face, the text 'WE CAN DO THIS' is visible in white. To the right of the photo, there are two bullet points in white text.

We encourage you to get a booster dose as soon as you are able. Please note that you don't have to get the same brand of booster shot as your initial vaccine series.

Testing

The Department recently released new guidance on COVID-19 testing for DOL Federal employees. Details of the guidance can be found in the [all-employee email](#) and on the new [Testing Page](#) on LaborNet.



The guidance outlines when the Department will pay for or reimburse for COVID-19 testing costs for federal employees. Cost coverage/reimbursement for COVID-19 testing may be applicable in the case of a workplace exposure, if required while performing your job, or for official travel. COVID-19 test purchases can be made using Government Purchase Cards (GPC) or by seeking reimbursement using [form SF-1034](#) in accordance with [guidance from OCFO](#).

All employees who are not fully vaccinated and coming onsite to a DOL facility or other in-person worksite will be required to test for COVID-19 as part of the Department's screening program. Employees who work onsite regularly or are required to remain in readiness status must be tested weekly, and employees who work onsite intermittently should test within three days prior to coming onsite.

Separate from the DOL Testing Policy outlined above, you may find that you have a need for diagnostic COVID-19 testing in your personal life. Every home in the U.S. is eligible to order 4 free at-home COVID-19 tests. The tests are completely free. Orders will usually ship in 7-12 days.

Available Now: Free At-Home COVID-19 Tests!

Free at-home COVID-19 tests are available at no costs for each household in the United States.

Order your free at-home COVID-19 tests at COVIDTests.gov

The tests available for order:

- Are available for every residential address in the U.S., including U.S. Territories and overseas military and diplomatic addresses
- Are FDA-authorized rapid antigen at-home tests, not PCR
- Can be taken anywhere
- Give results within 30 minutes (no lab drop-off required)
- Work whether or not you have COVID-19 symptoms
- Work whether or not you are up to date on your COVID-19 vaccines
- Are also referred to as self-tests or over-the-counter (OTC) tests

The website [COVIDtests.gov](https://www.covidtests.gov) also provides additional resources for immediate testing needs.

Please note that these at-home kits may not satisfy [DOL's Testing Policy](#) requirements that the test result comes in the form of **written or electronic documentation that includes the employee's name, date of test, and test result.**

Health and Wellness Learning Series

A new year can bring new prospects, but it can also bring change. As we prepare for reentry to onsite work, the [Employee Assistance Program](#) will be hosting a health and wellness learning series for DOL employees designed to help participants learn helpful techniques for dealing with change at home or in the workplace. All DOL employees are welcome to participate. You do not need to register for a session; however, space is limited!



Visit the [Learning Series LaborNet](#) page for session details and links.

Procurement Guidance

In advance of Reentry Phase 1, the Office of the Senior Procurement Executive is hosting information sessions for the Contracting Officer Representative (COR) community which will review guidance related to contractor reentry. **CORs are directed to attend the following 30-minute session if they haven't already attended a previous session:**

- [Monday, January 31, 2022 at 10:00am EST](#)

Additional details can be found in [Informational Notice 2022-03](#). Please contact the Project Management Office at OSPE-PMO@dol.gov with any questions.

The contractor vaccination requirement in [Executive Order 14042](#), which requires Federal contractor employees to be fully vaccinated by no later than January 18, 2022, is currently the subject of injunctions issued by Federal courts. DOL will take no action to enforce the clause implementing requirements of Executive Order 14042, FAR



Deviation Clause 52.223-99, Ensuring Adequate COVID-19 Safety Protocols for Federal Contractors (Oct 2021), absent further written notice from the Department, where the place of performance identified in the contract is in a U.S. state or outlying area subject to a court order prohibiting the application of requirements pursuant to the Executive Order (hereinafter referred to as “Excluded States and Outlying Areas”).

In all other circumstances, DOL will enforce the aforementioned clause, except for contractor employees who perform substantial work on or in connection with a covered contract in an Excluded States and Outlying Area, or in a covered contractor workplace located in an Excluded State or Outlying Area. A current list of such Excluded States and Outlying Areas is maintained at the [Safer Federal Workforce Task Force’s contractor guidance page](#).

Current court orders only apply to the application of requirements pursuant to EO 14042. There is no change to the [Safer Federal Workforce Task Force’s guidance](#) for COVID-19 workplace safety protocols. DOL contractors and contract employees must continue to adhere to the [DOL Workplace Safety Plan](#).

If you have any questions, please contact OSPE’s Customer Engagement Management Branch at [REDACTED]

Check out these resources on the [DOL COVID-19 LaborNet page](#)!

- [VaxTrak Homepage](#)
- [Vaccine Info](#)
- [Reentry Info](#)
- [DOL Plans and Procedures](#)
- [Medical and Religious Accommodations for Vaccine](#)

- [Employee Messages](#)
- [Past COVID-19 Connection Newsletters](#)

- [Requirement](#)
- [Training and Video Resources](#)
- [FAQs](#)

Questions? Please email us at 