OCHMO COVID Return to Work Guidelines ---January 7, 2022
(With SSC clarifications/additions)

NASA will follow the CDC and State Department guidelines with regards to testing and return to work, with one exception. Within the updated 5 day isolation period, NASA will maintain a 72 hour (3 days) post recovery period, instead of allowing an employee to return to work exactly 5 days after infection. The reason for this is that the average age of the NASA workforce is higher than the population for whom this guidance was established, the omicron variant has a much higher Ro, and the risk to NASA missions is higher than an average employment risk. Medical directors should also use professional judgment, length of exposure, clusters of cases, and local conditions in exercising their authority and be mindful of potential mission impacts.

All guidance and return requirements assume that employees are required to maintain social distancing, follow current mask guidance, and perform hand sanitization. We will not be policing or adding this guidance to contracts, but expect everyone to follow the recommendations where practicable in order to maintain the safety of our personnel, and continued work on our missions.

SSC Clarification/Additions:
SSC Supervisors shall submit an SSC Form 602, "Request for Medical Certification Exam", to the SSC Clinic to request an employee who is either COVID positive or has had a contact with a COVID positive/presumed positive person be cleared by the SSC Clinic for Return To On-Site Work in accordance with the guidance below. The SSC Medical Director shall have the final say on the application of the following Return To On-Site Work guidance. Unique circumstances for a case may warranted a variance from the below to reduce the risk of infection to the on-site workforce.

SSC supervisors may request mission essential employees who are on quarantine (due to contact with a COVID positive/presumed positive person) be tested (or submit test results) and evaluated for Return To On-Site Work by SSC clinic staff following the guidelines below by submitting a request to Stephen O'Neill (stephen.g.o'neill@nasa.gov) and/or David Lorance (David.k.lorance@nasa.gov).

Scenario	Return Requirements
1. Employee has tested positive for COVID-19	a. At least 3 days have passed since recovery, defined as resolution of fever without the use of fever-reducing medications and improvement in symptoms **AND** b. At least 5 days have passed since symptoms first appeared. They must continue to wear a mask around others for a total of 10 days since symptoms appeared. **AND** c. At least 20 days since discharge if hospitalized or if history of immunocompromised state https://www.cdc.gov/coronavirus/2019-ncov/hcp/duration-isolation.html

	OR d. For persons who <u>never develop symptoms</u>, isolation can be discontinued 5 days after the date of their first positive COVID-19 test, and they must continue to wear a mask around others for an additional 5 days https://www.cdc.gov/media/releases/2021/s1227-isolation-quarantine-guidance.html https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html
2. Employee has not taken a COVID-19 test but does exhibit symptoms of COVID-19 or the flu (and has not been hospitalized)	a. At least 3 days have passed since recovery, defined as resolution of fever without the use of fever-reducing medications and improvement in symptoms **AND** b. At least 5 days have passed since symptoms first appeared and they must continue to wear a mask around others for a total of 10 days since symptoms appeared https://www.cdc.gov/media/releases/2021/s1227-isolation-quarantine-guidance.html https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html
3. Employee <u>exhibits symptoms of COVID-19 or the flu</u> (and has not been hospitalized) but had a negative COVID-19 PCR test	a. At least 3 days have passed since recovery defined as resolution of fever without the use of fever-reducing medications and improvement in symptoms **AND** b. At least full 5 days have passed since the symptoms first appeared, they must continue to wear a mask around others for a total of 10 days since symptoms appeared https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html

4. Employee *exposed* to someone with COVID and employee is *fully vaccinated* with an *mRNA* vaccine *within the last 6 months* **OR** the primary series of the *J&J* vaccine *within the last 2 months* **OR** has been *boosted* † **AND** has had any *additional primary shots* required for some immunocompromised people **OR** have had COVID-19 (confirmed with a viral test) within the last 90 days
 	
† people 5-17 years of age with normal immune systems only need to have completed the primary series of COVID-19 vaccines
	a. Wear a mask around others for 10 days and get tested at least 5 days after close contact (if you have had COVID-19 confirmed with a viral test within the past 90 days, you do not need to get tested)
	
	  AND
	
	b. Still monitor for COVID-19 symptoms for 10 days following an exposure and if experience such, should be clinically evaluated for COVID-19, including repeat SARS-CoV-2 testing, if indicated
	
	  AND
	
	c. If any testing is positive, stay home for 5 days from start of symptoms or date of positive test (self-isolate from family members if possible) and follow guidance from Scenario 1 above
	
	  OR
	
	d. For an employee with a household contact who tests positive, they should self-isolate away from the positive individual, if possible. Their quarantine period and Day 0 begins after the infected household contact recovers (5 days after family member's diagnosis if symptoms are resolving and family member has normal immune function). Employee must then wear a mask around others for 10 more days and be tested on day 5. If the household contact receives a negative PCR test, the employee may return to work immediately assuming they themselves are asymptomatic.
	
	e. For critical personnel **only** (Fire, EMS, Medical, Security, Staffing of Critical Hardware)
	  i. Those **NOT** *recently vaccinated or boosted* (see specific CDC guidance), who have prolonged close contact with a confirmed SARS-CoV-2 person, need to be excluded from work for 10 days after last exposure, if no testing is done, and wear a well-fitting mask for a total of 10 days since exposure. They can test on days 5-7 after exposure, and return to work after 7 full days of quarantine if a negative test result is available.
	  ii. After prolonged close contact with a confirmed SARS-CoV-2 person, if critical personnel has been *boosted* (see specific CDC guidance), they need to wear a well-fitting mask for 10 days after exposure. They should obtain a SARS-CoV-2 test at days 2 and 5-7 after exposure. They can continue to work as long as they remain asymptomatic, are in appropriate PPE* while on-site, temperature checks reveal no fever, and any COVID testing is negative.

	iii. For ALL critical personnel who show symptoms of COVID-19, regardless of vaccination or booster status or known contact with a positive SARS-CoV-2 person, it is recommended that they should be tested immediately for SARS-CoV. Decisions must then be based on the actual suspected diagnosis. *Appropriate PPE refers to personal protective equipment appropriate to the task and risk, in the example above this is either a two layer cloth mask, surgical mask, or N-95 mask or its equivalent. For direct patient care or where social distancing is not possible, an N-95 or surgical mask is recommended. Patients should also be well masked. Neck "gaiters," or cloth masks with a one way or exhalation valve in general are not appropriate PPE for indoor areas. **Regardless of suspected or confirmed immunity, healthcare personnel should always wear all recommended PPE when caring for patients. https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html https://www.cdc.gov/coronavirus/2019-ncov/hcp/testing-healthcare-personnel.html https://www.cdc.gov/coronavirus/2019-ncov/hcp/faq.html#anchor-handling https://www.cdc.gov/media/releases/2021/s1227-isolation-quarantine-guidance.html

5. Employee 18 years or older, who is exposed to someone with COVID and employee is *not fully vaccinated* **OR** is *more than 6 months* out from their second mRNA dose **OR** *more than 2 months* out from their J&J vaccine and have *NOT been boosted*	a. Employee should quarantine for 5 full days and get tested on day 5
	
	    i. If test is negative, employee needs to continue to wear a well fitting mask around others for a total of 10 days since exposure
	    ii. If test is positive, employee needs to isolate for at least 5 days from the date of the positive test, or if they have symptoms, for at least 5 days from the onset of symptoms.
	    iii. If unable to get tested, and have had absolutely **no** symptoms for those 5 days, employee needs to continue to wear a well fitting mask around others for a total of 10 days since exposure

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     iv.   Avoid being around people who are immunocompromised or at high risk for severe disease and nursing homes and other high-risk settings for at least 10 days

b. Exposed employess should still monitor for COVID-19 symptoms for 10 days following exposure, follow strict mask protocol and if experience symptoms should be clinically evaluated for COVID-19, including SARS-CoV-2 testing, if indicated.

https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html

https://www.cdc.gov/media/releases/2021/s1227-isolation-quarantine-guidance.html

https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html

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6. Domestic Travel For NASA Employees who are fully vaccinated

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a. Fully vaccinated travelers, defined as two weeks after receiving the last recommended dose of an FDA or WHO fully approved or Emergency Use Listing (EUL) vaccine, do not need to get a SARS-CoV-2 viral test before or after domestic travel, unless testing is required by local, state, or territorial health authorities.

b. Fully vaccinated travelers do not need to self-quarantine following domestic travel.

c. Do not travel if:

     i.   you are sick,
     ii.   have tested positive for COVID-19 and have not ended a 10 day isolation period,
     iii.   you have had close contact with someone with COVID-19 and have not ended a 5 day quarantine with a negative day 5 viral test, or a 10 day quarantine if not tested, OR
     iv.   you are waiting for the results of a COVID-19 viral test

https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html

https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html

https://www.flyhealthy.gov

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6. Domestic Travel for NASA Employees who are NOT fully vaccinated	a. Follow the requirements for the local destination in regards to testing. It is recommended that employees get tested 1-3 days before their flight. Please note that PCR tests take 24 - 48 hours to return, so plan accordingly to ensure results will be in hand when presenting to the airport. The cost of testing is reimbursable and should be turned in with travel receipts. b. Upon return, it is recommended that you get tested again between 3-5 days after travel. The CDC recommends that you stay home for 5 days after travel if your test is negative and 10 days if you elect to not to get tested. This is not a mandate, but a precautionary measure. Work with your supervisor as to whether your work requires you to return on site immediately, or if you are able to telework for the period recommended. The cost of testing is reimbursable and should be turned in with travel receipts. d. It is imperative to check state and local conditions and restrictions before traveling within the U.S, as many states and municipalities have further restricted or placed enhanced testing guidelines due to escalating cases in their area. Follow local restrictions and guidelines where possible. https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html https://www.cdc.gov/coronavirus/2019-ncov/travelers/testing-air-travel.html https://www.flyhealthy.gov
7. International Travel by NASA Employees, International Partners, or other visitors to NASA Centers.	a. For NASA employees traveling internationally, it is imperative to check conditions and restrictions at the destination and in layover countries. Information may be available from the U.S. Department of State Bureau of Consular Affairs Country Information webpages or through the airlines. b. As of December 6, 2021, The Centers for Disease Control and Prevention (CDC) requires travelers inbound to the United States regardless of vaccination status to have a negative COVID test taken within 1 day prior to boarding the aircraft. You will not be permitted to board the aircraft without a negative test. This is for all locations with inbound flights to the U.S.The CDC will also require travelers to provide their phone number and email address to the airlines for contact tracing purposes. (Please monitor the CDC travel information as it is subject to change.)

c. Many countries require fully completed COVID-19 vaccinations and/or a negative test performed prior to travel and entry into their country. It is recommended to have an RT-PCR test performed as opposed to a rapid antigen test, due to its higher sensitivity. Upon return to the United States, repeat testing should be performed 3-5 days after entry regardless of vaccination status.

d. Fully vaccinated travelers do not need to self-quarantine in the United States following international travel. However, any fully vaccinated person who experiences symptoms consistent with COVID-19 should isolate themselves from others, be clinically evaluated for COVID-19, and tested for SARS-CoV-2 if indicated. The symptomatic fully vaccinated person should inform their healthcare provider of their vaccination status at the time of presentation to care.

e. Travelers who are not fully vaccinated need to self quarantine for 5 full days if the day 3-5 day viral test is negative, and wear a well fitting mask for 10 days if no test is obtained.

f. Self-monitor for COVID-19 symptoms; isolate and get tested if you develop symptoms. Work with your supervisor as to whether your work requires you to return on site immediately, or if you are able to telework for the period recommended. Receipts for testing secondary to travel can be turned in with your other travel receipts.

g. For International Partners traveling from outside the United States to a NASA Center: As of November 8, 2021, foreign nationals traveling to the US are required to be fully vaccinated. Those countries which currently have quarantine or specific restrictions posted by the CDC or State Department must abide by those restrictions.

  i.   Upon entering the United States, the travelers not subject to more restrictive requirements based on their country of origin who are NOT fully vaccinated should get tested between 3-5 days after travel AND isolate for a full 7 days in their billeted quarters, unless they have documentation of having recovered from COVID-19 in the past 90 days.

  ii. If the test is negative they may report on site at a NASA center after the 7th day.

  iii. If not tested they need to isolate for 10 full days before reporting on site.

  iv. They should be asymptomatic (no fever, cough, sore throat, etc) and should have the appropriate mask in place and maintain social distancing and frequent hand washing/sanitation.

	v. All travelers should maintain vigilance with self-observation for any signs or symptoms in the week following their arrival, and maintain PPE and social distancing while on site.
	h. The Agency reserves the right to check any and all visitors at the badging office for proof of testing and may deny access for non-compliance.
	i. Follow local restrictions and guidelines where possible. https://www.cdc.gov/coronavirus/2019-ncov/travelers/testing-air-travel.html https://www.cdc.gov/coronavirus/2019-ncov/travelers/international-travel/index.html https://travel.state.gov/content/travel/en/traveladvisories/COVID-19-Country-Specific-Information.html https://www.flyhealthy.gov https://www.cdc.gov/coronavirus/2019-ncov/travelers/noncitizens-US-air-travel.html https://www.cdc.gov/coronavirus/2019-ncov/travelers/proof-of-vaccination.html#noncitizen

Note: For Centers that already have rapid antigen tests in place for surveillance, those tests may be used for their current purpose (general surveillance, etc) and RT-PCR may be used when clinical suspicion warrants or to augment as needed.

Note: For mission critical travel to states that currently have their own quarantine orders: federal employees and contractors doing *mission critical work* are not bound by the state quarantine orders. A letter from the COTR/Center Contracting Office is required for contractors and a letter from the Center Director is required for civil servants that explains the nature of the critical work. Please take those letters with you when you travel. It is advisable to check with the hotel to see what documentation they may require in those states that have enacted their own quarantine orders.

Note: These exceptions to the State and local quarantine apply to official mission critical work only for agency civil servants, contractors, and International Partners on official business.

Note: The Centers for Disease Control and Prevention (CDC) and local restrictions are fluid and may change due to escalation of the disease in a particular country or area. It is highly advisable to check the information in the area you are traveling frequently for any changes.

Note: For international partners traveling to the US- The State Department currently is restricting travel or entry from areas with high cases of COVID-19. However, there is an exemption under the President's Executive order (https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/25/proclamation-on-the-suspension-of-entry-as-immigrants-and-non-immigrants-of-certain-additional-persons-who-pose-a-risk-of-transmitting-coronavirus-disease) for critical work at the behest of the U.S. government, which would apply for those traveling to work on NASA missions. Please contact the Office of International and Interagency Relations (OIIR) for a letter that would be required to gain this exemption. Although the exception allows for entry into the United States, the expectations from the CDC regarding testing and isolation prior to coming on site are to be adhered to.

Note: The guidance may or may not match the currently available scientific data. Where possible, we have aligned as best as possible, but deviations may be required due to the mission, the availability of the tests, the ability to get results in a timely manner, or for other circumstances.

All guidance is subject to change as the State Department, CDC, or individual states and territories adjust accordingly.