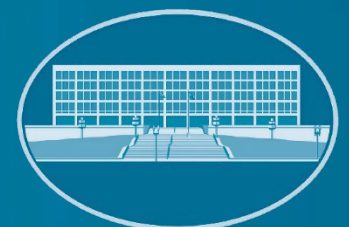




September 2024

UNITED STATES DEPARTMENT OF LABOR

WORKPLACE SAFETY PLAN



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INTRODUCTION

An integral part of the Department of Labor's (DOL) response to the COVID-19 pandemic was the creation of a Workplace Safety Plan. This plan provided invaluable information and guidelines that allowed the Department to accomplish its mission while protecting the health and safety of all DOL Federal employees, onsite contractor employees, and individuals interacting with the DOL workforce. The COVID-19 Public Health Emergency ended in May, 2023 but DOL is committed to continued workplace safety centered around the latest public health practices and guidance from the [U.S. Centers for Disease Control and Prevention \(CDC\)](#), the [Occupational Safety and Health Administration \(OSHA\)](#), and other Federal agency guidelines.

PURPOSE AND SCOPE

The purpose of this plan is to provide references for DOL employees and contractors regarding workplace safety and health, including general safety and health guidance on respiratory viruses. Furthermore, DOL's Pandemic Influenza (PI) Preparation and Response Plan can be referenced for additional pandemic response planning information. The most updated version of the PI plan can be found on LaborNet.

This document is a revision to earlier versions of the DOL COVID-19 Workplace Safety Plan that were primarily focused on application of relevant guidelines, policies, processes, and protocols at all DOL facilities to mitigate the spread of COVID-19 in the workplace and to protect ourselves, and our communities, from severe illness from COVID-19.

While the authority requiring the development and maintenance of Federal agencies' COVID-19 Workplace Safety Plans has shifted throughout the course of the COVID-19 pandemic, as of April 12, 2024, Federal agencies have been instructed to follow the requirements of [Executive Order on COVID-19 and Public Health Preparedness and Response](#) and [Memorandum 24-12](#) issued by the Office of Management and Budget (OMB). This includes the requirement to continue to maintain, update, and implement Federal agency Workplace Safety Plans.

The scope of safety and health interventions has decreased significantly since the end of the Public Health Emergency and, as such, this updated Workplace Safety Plan will reference general safety and health guidance on respiratory viruses such as COVID-19, influenza (flu), and respiratory syncytial virus (RSV).

DOL will consider equity when implementing this Plan to not only ensure consistent application of policies, but also to balance the health and safety of employees and the necessary services the Department provides to the American people, particularly vulnerable populations.

This document is not meant to be comprehensive. This guidance supersedes any conflicting information in previously published internal DOL guidance on COVID-19. Additional and supplemental implementation guidance will be provided as necessary.

LABOR RELATIONS

DOL will continue to satisfy any applicable collective bargaining obligations under 5 U.S.C. Chapter 71 and its operative collective bargaining agreements and memoranda of understanding as they relate to the DOL Workplace Safety Plan.

INFORMATION ABOUT VACCINATIONS

Vaccinations for respiratory viruses such as COVID-19, influenza (flu), and respiratory syncytial virus (RSV), are effective at protecting people from getting seriously ill, being hospitalized, and dying. You are protected best from respiratory viruses when you stay up to date with the recommended vaccinations, including recommended boosters. For more information on Immunizations, see: [Immunizations for Respiratory Viruses Prevention](#).

HEALTH AND SAFETY

SYMPTOM SCREENING

All employees share in the responsibility for limiting the spread of respiratory viral illnesses. One of the best ways to limit the transmission of the virus is to stay home if you are sick. For recommendations on what to do to lower the risk from common respiratory viral illnesses, including COVID-19, flu, and RSV review the [CDC's Respiratory Virus Guidance](#).

MASK-WEARING/PHYSICAL DISTANCING

DOL does not currently require the wearing of masks or physical distancing in DOL facilities, lands, or workplaces as a respiratory viral illness prevention. The Department encourages, but does not require, employees to review the [CDC's Respiratory Virus Guidance](#) to protect themselves and others from respiratory viral illnesses, including COVID-19, flu, and RSV. Employees who choose to wear a filtering facepiece respirator while at work need to review the information in Appendix D to OSHA's Respiratory Protection Standard, 29 C.F.R. 1910.134, available [here](#).

TESTING

DOL does not currently require testing for respiratory viral illnesses, including COVID-19, flu, and RSV. The Department encourages, but does not require, employees to review the [CDC's Respiratory Virus Guidance](#) for additional information, and discuss testing options and limitations with their healthcare provider.

TIME AND ATTENDANCE

Leave guidance for DOL Federal Employee COVID-19 Vaccination Purposes can be found on [LaborNet](#).

Employees who are unable to work because they are sick or they need to care for a family member who is sick, including from COVID-19 or the side effects from receiving the vaccine, can use their sick leave, annual leave, other paid/non-paid leave or time off, or leave from the Leave Bank and/or Voluntary Leave Transfer Programs (for participating employees who have exhausted their sick and annual leave) to cover their absence from work.

Additional information on [DOL work schedule flexibilities](#) and other useful [worklife programs and services](#) available to help employees with their individual needs can be found on LaborNet.

OFFICIAL TRAVEL

There are currently no Government-wide limits on official travel.

The Department encourages, but does not require, employees to review the [CDC's Travel Advice](#)

before, during, and after travel to protect themselves and others from respiratory viral illnesses, including COVID-19, flu, and RSV.

CONTACT

DOL employees, DOL contractor employees, and visitors to DOL facilities who have questions about the DOL Workplace Safety Plan can contact the Office of Worker Safety, Health and Environment (OWSHE) at DOL-National-Office-Safety-Team@dol.gov.