

COVID-19 Quarantine, Return to Work, and CARES Act Leave Requirements

Released September 16, 2021

NOTE: CARES Act Section 3610 compensation ends on September 30, 2021. Employees denied base access will only be eligible for CARES Act leave through September 30, 2021. Leave recorded for required COVID-19 related quarantines will need to be in accordance with NAS policies and/or the Air Engineering Metal Trades Council Collective Bargaining Agreement as applicable beginning October 1, 2021.

Unvaccinated Team Members:

- Positive COVID-19 test (see Table 1)
 - Quarantine Period: 10 calendar days after the date of the test
 - Returning to Work: After a period of 24 hours without a fever (without the use of fever reducing medications), and 10 calendar days after the date of the test, and after clearing through MedWorks
 - CARES Act Leaveⁱ: Up to 11 calendar days through September 30, 2021 (includes 2 potential partial days)ⁱⁱ

Table 1: Positive COVID-19 Test Timeline

Day (#)	1	2	3	4	5	6	7	8	9	10	11
Positive (P)	P										
Quarantine (Q)	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	
CARES Act Leave (CA)ⁱ	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA ⁱⁱ
Return to Work (RTW)											RTW

- COVID-19 symptoms (see Table 2)
 - Quarantine Period: Up to 10 calendar days after the date symptoms first appeared
 - Returning to work: After receipt of a negative COVID-19 Polymerase Chain Reaction (PCR) testⁱⁱⁱ; or after being diagnosed with something other than COVID-19; or after 10 calendar days. Any of the conditions also require being cleared through MedWorks before returning
 - CARES Act Leaveⁱ: Up to 5 calendar days through September 30, 2021 (includes 2 potential partial days)ⁱⁱ

Table 2: COVID-19 Symptoms Timeline

Day (#)	1	2	3	4	5
Symptoms	S				
PCR Test (T)	T	T	T	T ⁱⁱⁱ	
Quarantine (Q)	Q	Q	Q	Q	
CARES Act Leave (CA)ⁱ	CA	CA	CA	CA	CA ⁱⁱ
Return to Work (RTW)					RTW

- Close Contact with COVID-19 Positive Individual (see Table 3)
 - Quarantine Period: 14 calendar days after the date of the close contact
 - Returning to Work: 14 calendar days after the date of the close contact
 - CARES Act Leaveⁱ: Up to 15 days through September 30, 2021 (includes 2 potential partial days)ⁱⁱ

Table 3: Close Contact with COVID-19 Positive Individual (Unvaccinated)

Day (#)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Close Contact (CC)	CC														
Quarantine (Q)	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	
CARES Act Leave (CA)ⁱ	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA ⁱⁱ
Return to Work (RTW)															RTW

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Vaccinated Team Members:

- Positive COVID-19 test (see Table 4)
 - Quarantine Period: 10 calendar days after the date of the test
 - Returning to Work: After a period of 24 hours without a fever (without the use of fever reducing medications), and 10 calendar days after the date of the test, and after clearing through MedWorks
 - CARES Act Leaveⁱ: Up to 11 calendar days through September 30, 2021 (includes 2 potential partial days)ⁱⁱ

Table 4: Positive COVID-19 Test Timeline

Day (#)	1	2	3	4	5	6	7	8	9	10	11
Positive (P)	P										
Quarantine (Q)	Q	Q	Q	Q	Q	Q	Q	Q	Q	Q	
CARES Act Leave (CA)ⁱ	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA	CA ⁱⁱ
Return to Work (RTW)											RTW

- COVID-19 Symptoms (see Table 5)
 - Quarantine Period: Up to 10 calendar days after the date symptoms first appeared
 - Returning to work: After receipt of a negative COVID-19 PCR testⁱⁱⁱ; or after being diagnosed with something other than COVID-19; or after 10 calendar days if the employee chooses not to take the PCR test. Any of the conditions also require being cleared through MedWorks
 - CARES Act Leaveⁱ: Up to 5 calendar days through September 30, 2021 (includes 2 potential partial days)ⁱⁱ

Table 5: COVID-19 Symptoms Timeline

Day (#)	1	2	3	4	5
Symptoms	S				
PCR Test (T)	T	T	T	T ⁱⁱⁱ	
Quarantine (Q)	Q	Q	Q	Q	
CARES Act Leave (CA)ⁱ	CA	CA	CA	CA	CA ⁱⁱ
Return to Work (RTW)					RTW

- Close Contact with COVID-19 Positive Individual (see Table 6)
 - Quarantine Period: No quarantine required unless (1) an employee chooses not to take a COVID-19 PCR test within 3-5 calendar days from the date of close contact^{iv}; (2) the PCR test is positive; or (3) the employee develops symptoms
 1. If the employee chooses not to take a PCR test within 3-5 calendar days from the date of close contact, the employee shall quarantine until such time 14 calendar days have passed since the date of the close contact^{iv}
 2. If the employee’s PCR test results are positive, go to ‘Positive COVID-19 Test’ scenario
 3. If the employee develops symptoms, go to ‘COVID-19 Symptoms’ scenario
 - Returning to Work: 14 calendar days after the date of close contact if the employee chooses not to take a PCR test within 3-5 calendar days from the date of close contact
 - CARES Act Leave: None^v

Table 6: Close Contact with a COVID-19 Positive Individual (Vaccinated)

Day (#)	1	2	3	4	5	6
Close Contact (CC)	CC					
PCR Test (T)				T	T	T ^{iv}

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- Continuous close contact with a COVID-19 Positive individual (e.g., a COVID-19 positive individual in the same house with whom the employee cannot avoid close contact) (see Table 7)
 - Quarantine Period: An employee who cannot avoid close contact with a person who is COVID-19 positive, should take a PCR test within 3-5 calendar days from the date of the initial close contact^{vi}. They must then quarantine after 5 days from the initial close contact until such time a PCR test is taken 3 days after the date continuous close contact ceases^{vi}
 - Returning to work: The day after the PCR test that is collected 3 days following the date continuous close contact ceases
 - CARES Act Leaveⁱ: Up to 9 days through September 30, 2021 (includes one potential partial day)ⁱⁱ

Table 7: Continuous Close Contact Timeline

Day (#)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Positive Person (PP)	PP	PP	PP	PP	PP	PP	PP	PP	PP	PP	PP ^{vii}				
Close Contact (CC)	CC	CC	CC	CC	CC	CC	CC	CC	CC	CC	CC				
PCR Test (T)				T	T	T ^{vi}								T ^{viii}	
Quarantine (Q)							Q	Q	Q	Q	Q	Q	Q	Q	
CARES Act Leave (CA)ⁱ							CA	CA	CA	CA	CA	CA	CA	CA	CA ⁱⁱ
Return to Work (RTW)															RTW

Endnotes (referenced in document)

ⁱ CARES Act leave only applies on scheduled work days during normal work hours while required to quarantine

ⁱⁱ CARES Act leave is provided only for a reasonable number of hours necessary for the employee to process through MedWorks when returning to work

ⁱⁱⁱ There is a 4 calendar day allowance to schedule, take, and receive results of a PCR test for symptomatic cases. If an employee chooses not to take the PCR test, they will no longer be eligible for CARES Act leave after 4 calendar days from the date symptoms first appeared and must quarantine for the remaining 6 days

^{iv} If a vaccinated employee chooses not to take a PCR test within 3-5 days after close contact, they must quarantine for 14 days after the date of close contact, during which time CARES Act leave is not authorized

^v When a vaccinated employee has a close contact with a COVID-19 positive individual, no CARES Act leave applies because the individual is not initially required to quarantine and then has the ability to maintain base access by taking a PCR test within 3-5 calendar days from the date of close contact. If an employee develops symptoms, go to 'COVID-19 Symptoms' scenario

^{vi} If a vaccinated employee who is in continuous close contact with a COVID-19 positive person chooses not to take a PCR test within 3-5 days after the date of the initial close contact, CARES Act leave is not authorized for the following quarantine period

^{vii} If a vaccinated employee is in continuous close contact with multiple COVID-19 positive persons, then testing, quarantine, and CARES Act leave timelines are extended from the date of the last close contact

^{viii} If a vaccinated employee who has been in continuous close contact with a COVID-19 positive person chooses not to take a PCR test after 3 days from the date the continuous close contact ceases, they are required to quarantine for 14 days after that last close contact, during which time CARES Act leave is no longer authorized