



# City of Newport News HUMAN RESOURCES



## COVID-19 Updated Travel Guidance FAQs-#17

*Please note the guidance provided in this or any previous edition of FAQs is subject to change based on the most up-to-date information provided by the Department of Labor, Centers for Disease Control and/or Virginia Department of Health. This edition covers Vaccination FAQs.*

**Q: What does it mean to be fully vaccinated against COVID-19?**

**A:** *Employees are considered fully vaccinated:*

*2 weeks after their second dose in a 2-dose series (Pfizer or Moderna vaccines); or*

*2 weeks after a single-dose vaccine, (Johnson & Johnson Janssen vaccine)*

*If it has been less than 2 weeks since your final vaccine dose, you are **NOT** fully protected. Please continue following all prevention steps and safety protocols.*

**Q: If I am fully vaccinated do I need to quarantine if I travel?**

**A:** *Fully vaccinated travelers are less likely to get and spread COVID-19. However, international travel poses additional risks and even fully vaccinated travelers are at increased risk for getting and possibly spreading new COVID-19 variants. Fully vaccinated employees may travel within the United States and internationally **without** a post-travel self-quarantine as long as they continue to take COVID-19 precautions while traveling – wearing a mask, avoiding crowds, socially distancing, and washing hands frequently. The CDC recommends delaying international travel until you are fully vaccinated.*

*Update*

**Q: Will I be required to provide proof of my vaccination status before traveling to avoid having to self-quarantine prior to returning to work?**

**A:** *Yes. Fully vaccinated employees must display to their supervisor proof of their vaccination status **prior to** any high risk travel or high risk activities. **The Vaccination Record must include the employee's name, product name/manufacturer for each dose, lot # for each dose, and the date each dose was administered to the employee.** Employees may also provide their My Chart vaccine record in lieu of the actual vaccine card. Supervisors **do not** need to maintain any copies of your documentation.*

*Employees who are unable to provide this documentation or who are not fully vaccinated **prior to high risk traveling or participating in high risk activities** will be required to telework if available\* or determine if an isolated with PPE work assignment is available; if neither option is available, employees will quarantine for 10 days using PML for any missed time.*

*\*Employees choosing to travel high risk or participate in a high-risk activity may have limits to telework and isolated work assignment based on needs of the department and management. Overuse or abuse of high-risk situations may require employees to forfeit this option.*

## COVID-19 FAQs

**High Risk Travel** – Travel via mass transportation (bus, train, and airplane) or Level 3 Travel Advisory (per CDC)

**High Risk Activity** - Going to a large social gathering like a wedding, funeral, or party. Attending a mass gathering like a sporting event, concert, or parade. Taking public transportation like planes, trains, or buses, or being in transportation hubs like airports. Traveling on a cruise ship or riverboat.

*Deviations from protocol may occur with Public Safety and mission critical infrastructure personnel or personnel required to travel for city business.*

**Q: Can my supervisor legally request proof that I received the COVID-19 vaccine to determine my quarantine status prior to returning to work from travel?**

**A:** Yes. The Equal Employment Opportunity Commission (EEOC) issued guidance permitting supervisors to request confirmation from their employees as to whether they obtained the COVID-19 vaccine. However, employees are advised not to provide any medical or genetic information as part of the proof. *Supervisors **will not** maintain copies of any employee's vaccine or other medical documentation.*

**Q: If I am fully vaccinated, do I still need to follow the safety protocols?**

**A:** We are still learning how vaccines will affect the spread of COVID-19. While we encourage all eligible employees to receive the vaccine, every employee must continue to follow the safety protocols as established by the City of Newport News and the Governor's Executive Order 63 and 67, which include face coverings in public, social distancing and enhanced personal hygiene. The fact is, while the vaccine is ~95% effective in preventing COVID-19, vaccinated individual can still carry and transmit the virus to others. Continuing to follow safety protocols is a must to prevent exposure and spread of the virus.

**Q: What is the travel guidance for those of us who have not been fully vaccinated yet?**

**A:** The CDC's existing guidance for people who are not fully vaccinated has not changed. The CDC discourages non-essential travel both domestic and internationally by those who are not fully vaccinated. *Employees who are not fully vaccinated prior to traveling high risk or participating in high risk activities will be required to telework if available\* or determine if an isolated with PPE work assignment is available; if neither option is available, employees will quarantine for 10 days using PML for any missed time.*

**Q: Once I have completed my quarantine, am I cleared to return to work?**

**A:** Once an employee has successfully completed their quarantine period the employee may return to work. The employee must be symptom and fever free for at least 24 hours prior to returning.

**Additional Resources from the Centers for Disease Control and Prevention:**

- [Domestic Travel During COVID-19](#)
- [International Travel During COVID-19](#)