

Updated Physical Distancing and Masking Guidance

This message is intended for all DOL employees and contractors.

As a follow up to the [Updated Masking Guidance](#) and in accordance with the CDC's updated [Interim Public Health Recommendations for Fully Vaccinated People](#) and guidance from OMB, fully vaccinated Federal employees, fully vaccinated onsite contractors, and fully vaccinated visitors to Federal buildings are no longer required to physically distance from one another or wear masks while in DOL workspaces. Individuals who are not fully vaccinated must continue to wear a mask and must practice physical distancing while in DOL workspaces.

To clarify what this announcement means for individuals in DOL workspaces:

- If you are fully vaccinated (at least 2 weeks past your final dose), you may but are no longer required to wear a mask or physically distance.
- If you are **not** fully vaccinated (at least 2 weeks past your final dose), you must continue to wear a mask and practice physical distancing consistent with the requirements set forth in DOL's COVID-19 Workplace Safety Plan.

Although it is not required, we note that fully vaccinated Federal employees, onsite contractors, and visitors are free to continue to wear a mask and practice physical distancing if they wish. While we continue to be encouraged by the increasing number of Americans vaccinated and the effectiveness of the vaccines in limiting transmission and protecting vaccinated people, we recognize that some people cannot or may not get the vaccination, or have a condition that may prevent them from being fully protected even when fully vaccinated. For these reasons and to be sensitive to coworkers, fully vaccinated individuals may choose to continue to wear a mask and practice physical distancing.


As a reminder, DOL remains in a maximum telework posture, which means that all employees who are telework eligible are expected to telework, unless approved by a supervisor to perform onsite work essential for business needs. Other components of the DOL [COVID-19 Workplace Safety Plan](#) – including the 25 percent workplace occupancy limit – also remain in place. We will continue to update our Plan based on federal government and public health guidance.

All DOL employees should continue to follow the guidance issued by their facility about entrances and public spaces. However, within DOL spaces, the DOL guidance permitting fully vaccinated DOL employees, contractors, and visitors to remove their masks and refrain from physically distancing should be in effect. Thank you for your patience as we work to update signage in our workspaces.

You may have heard or read that Agencies have been directed to develop plans for a safe increased return of employees and contractors to physical workplaces, as well as our future policies related to telework, alternative work schedules, and remote work. These plans are due to OMB by July 19, and teams at DOL are thoughtfully developing an approach with feedback we've received from employees and union partners. OMB issued a memo on June 10 to help agencies with developing these plans, which the DOL Coordination Team is reviewing. To be clear, July 19 is simply the date by when we will have our plans in place. As these plans are finalized and implemented, we will be sure to communicate updates and provide ample notice to employees

We recognize that these changes as well as the continuing challenges of the pandemic may cause increased anxiety, stress, depression, or other mental health conditions during this time. As a reminder, DOL continues to offer WorkLife programs and resources to help employees balance and manage daily home and work responsibilities or deal with life challenges. The [Employee Assistance Program](#) (EAP) is a free service available to help DOL employees resolve life challenges, through confidential counseling and coaching with experienced, licensed counselors — including legal and financial consultation. EAP is available 24 hours a day/7 days per week/365 days per year by calling 800-222-0364. In instances where in-person sessions are limited phone consultations are available. Employees are encouraged to reach out to EAP for help on coping with difficulties that they may be experiencing. Additional information regarding the EAP program and other helpful [WorkLife](#) programs and services can be found on LaborNet.

If you need the COVID-19 vaccine, search [vaccines.gov](#), text your ZIP code to 438829, or call 1-800-232-0233 to find locations near you. Additional information can be found on the LaborNet [COVID-19 Vaccine Information page](#).

The DOL COVID-19 Coordination Team will continue to follow up with answers to frequently asked questions from DOL agencies and staff regarding these changes. Please send your questions to 

Thank you for your cooperation.

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