

Mask Policy and Frequently Asked Questions (FAQs)

EB COVID-19 Mask Policy, August 2021

Effective Tuesday, August 17, all EB employees and contractors, regardless of vaccination status, are required to wear an approved face covering while in any indoor spaces where it is not possible to maintain an appropriate social distance (six feet.)

Masks do not need to be worn while outdoors, while sitting at a workstation distanced from others, while eating or drinking or when working in large production spaces where it is possible to socially distance.

When in doubt, please exercise caution and wear a mask.

This policy aligns the Company with guidance from the Centers for Disease Control and Prevention (CDC) and a recent Defense Department directive.

FREQUENTLY ASKED QUESTIONS

What's the reason for this new requirement?

The CDC has designated our Connecticut and Rhode Island locations as areas of “high” COVID-19 transmission which is the most severe under the current CDC standards. According to the CDC, this level of COVID-19 transmission is largely due to the Delta variant and is a cause for concern. The Delta variant is highly contagious. Infections in the vaccinated population are rare and less serious, but still possible. That means vaccinated people could infect others. EB's posture is aligned with new public health guidance from the CDC, evolving guidance from the states of CT and RI, and with policies recently instituted by the Navy and Department of Defense.

Are COVID-19 cases on the rise at Electric Boat?

Yes, we have observed rising case rates among vaccinated and unvaccinated people across our facilities.

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I am currently working from home. Should I continue to do so?

If you currently have a Memorandum of Understanding (MOU) to document a flexible work arrangement, discuss whether any adjustments to your arrangement are required with your direct supervisor. Office-based employees that have previously worked remotely are encouraged to discuss a temporary return to working from home with their leadership to keep workplace density down.

If I am working at my desk or workstation, do I still have to wear a mask?

If you are six feet away from others, you can remove your mask unless approached by others or until you have to walk to another location.

I work in a four-person cubicle. How does the new mask guidance apply?

If no one is within six feet, or if barriers exist between desks, you do not have to wear a mask. However, wear a mask if someone approaches you or you have to move through common areas or hallways.

How do the new mask guidelines affect multiple people riding in the same vehicle, like VanTrans, EB shuttle buses or carpools?

Everyone riding in VanTrans, EB shuttle buses or carpools must wear a mask regardless of vaccination status.

Who should I contact if I have a medical condition or other exemption that doesn't require me to wear a mask?

Please contact the Groton Yard Hospital or QP Dispensary for further guidance.

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How long will this new requirement be in effect?

That depends on the spread of COVID-19. The most effective way to stop the spread is to get vaccinated. Employees are encouraged to get vaccinated at one of the EB pharmacies, which have stock of COVID-19 vaccines.

If I get vaccinated, do I have to tell anyone at EB?

While it is not required that you report your status, sharing your vaccination status helps to decrease the risk of the spreading COVID in our workplace. Once vaccinated, please report the change in your status via <https://homeport.ecms.gdeb.com/Pages/Corona-Virus-Updates.aspx> using the *Report Your COVID-19 Vaccination* button.

Can I refuse to wear a face mask?

EB's goal is to keep all employees safe and as a result we are following current CDC guidelines. If you have concerns, we recommend that you discuss them with your [HR Business Partner \(HRBP\)](#). As of Tuesday, August 17, all employees, regardless of vaccination status, are expected to wear a face covering. If you refuse, you will be subject to disciplinary action. If a medical condition or other exemption prevents you from wearing a mask, please contact the Groton Yard Hospital or QP Dispensary for further guidance.

Given the increased transmission rate of the Delta variant of COVID-19, will Facilities change how EB's office buildings are cleaned?

Yes. Facilities will be increasing the cleaning frequency of office spaces and high touch-points such as doorknobs and work surfaces.

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What is considered an approved face covering?

Face covering must be worn by all employees in accordance with the face covering policy for all employees, visitors, vendors, Navy personnel and delivery personnel while on EB property, including transit through shipyard or other facility. Please note:

- Face coverings can be obtained at tool cribs or via department contacts.
- Face coverings must cover both mouth and nose.
- The use of Company provided or self-supplied face coverings are acceptable.

Appropriate Face Coverings:

TYPE	DESCRIPTION	COMMENTS
Full and Half-Face Respirators	<ul style="list-style-type: none">• Available for employees medically-cleared for use and qualified through training• P100 cartridges can be used indefinitely when used for COVID-19 protection• Must be used on clean-shaven skin	<ul style="list-style-type: none">• Respirators to be returned on a daily basis
Dust Masks (Including Surgical Masks, N95, KN95)	<ul style="list-style-type: none">• Must cover the mouth and nose• Can be used approximately 5 days or until damaged or dirty• Store in paper bags when not in use• Surgical masks must be worn with the blue side out• If there is an exhalation valve, a second layer/mask must cover the valve	<ul style="list-style-type: none">• Do not launder.• For company supplied masks, store them in your locker at the end of each shift• Exchange damaged/soiled masks at Tool Cribs
NOMEX® Hood/Hard Hat Liner	<ul style="list-style-type: none">• NOMEX® outermost layer when performing hot work must cover your mouth and nose• Can be cleaned at home	<ul style="list-style-type: none">• Wash in washing machine on warm or hot setting using laundry detergent.• Do not use bleach or fabric softener.
Homemade / Purchased Cloth Coverings	<ul style="list-style-type: none">• Must cover mouth and nose• Can be cleaned at home	<ul style="list-style-type: none">• Wash in washing machine on warm or hot setting using laundry detergent.• Do not use bleach or fabric softener.

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Make sure your mask is compatible with your otherwise-required PPE.

Your mask should not stop you from wearing safety glasses, hard hat or other PPE. Face coverings can cause safety glasses to fog up and limit vision. Use anti-fog wipes to help limit fogging.

If you are using a mask with an exhalation valve, there must be another layer covering the valve.

Medical face shields are not a substitute for required PPE.

If you believe you have a medical condition that prevents you from wearing a face covering, contact Medical Services:

EB Medical
Connecticut/Offsite Locations
(860) 433-3470
ebmedical@gdeb.com

EB QP Medical
Rhode Island Locations
(401) 268-2244
ebqpmedical@gdeb.com

How will classroom training be impacted by this change?

At this time there will be no adjustments to room capacity, however all participants of classroom training sessions are required to wear a mask.

I have a medical condition and am considering asking my supervisor for permission to continue working from home or petitioning to start working from home. What is the process?

The current Flexible Work Arrangement (FWA) policy is not intended to address accommodations for medical conditions. Requests for a FWA are considered on a case-by-case basis and may be approved or denied at the Director, Manager or Supervisor's discretion and must be consistent with the Directorate's business needs. You are encouraged to discuss with your direct supervisor whether working from home is an option for you. If your direct supervisor believes meaningful work can be accomplished at home your request may be approved. The Medical Department does not need to be involved in this determination.

If you feel that you need an accommodation for a medical condition, contact EB Medical to discuss the process. You will be asked to meet with the Medical Department to provide supporting documentation about your condition. EB has an Accommodation Review Committee which meets to review requests for accommodations.

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