

CORONAVIRUS (COVID-19) COMMUNICATIONS



May 29, 2020

General FAQs

Q What is the COVID-19 antibody test?

A The antibody test is a fast blood test that may tell you if you have ever been infected with COVID-19. It looks for the presence of antibodies in your blood. Per CDC, it is not approved for diagnosis of live or current COVID-19 infection. Only the swab test (also known as the nucleic acid test) is approved for diagnosis of live COVID-19 infections.

Q Should I take the antibody test?

A Taking the antibody test is a personal choice. It is good practice to consult with a physician before taking any type of medical test.

Austal USA's goal is to protect employees from COVID-19. If you take the COVID-19 antibody test and are positive, you must inform Austal USA Medical. Austal USA policy prohibits anyone who tests positive for COVID-19 antibodies from coming on site, unless they have taken the swab test (nucleic acid test) and are negative. This ensures they do not have a live virus infection, which could be contagious to others.

Q Am I still required to social distance and use enhanced PPE if I test positive for COVID-19 antibodies, and I am negative for the swab COVID-19 test?

A Yes, Austal USA is committed to protecting its employees from COVID-19. The CDC has not made a determination on immunity. Therefore, all workers must comply with social distancing and enhanced PPE policies while on site or places of business.

Q If an employee works in close proximity to a co-worker who tests positive for COVID-19 what actions will Austal take?

A Austal's COVID-19 taskforce will initiate a contact tracing investigation to determine who was potentially exposed and assess individual exposure risk. Depending on the outcome of the investigation, employees may be allowed to continue working per CDC guidelines or they may be sent offsite for testing.

If testing is required due to potential work exposure associated with working in verified close proximity (as defined by the CDC) to someone who's tested positive for COVID-19, Austal will pay base wages for work days missed to employees directed by Austal to test.

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Q If an employee is potentially exposed to COVID-19, can the employee continue working?

A Based on the CDC's guidelines for 'Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19', employees may continue working provided they are not symptomatic and adhere to the following practices until 14 days after last exposure.

1. Pre-screen through Medical before shift
2. Monitor for symptoms throughout the day, and check in with Medical after break
3. Wear a mask at all times while on site
4. Social distance as work duties permit
5. Routine disinfecting and cleaning of workspaces (supported with Site Services personnel)

Employees are required to report potential exposure to Austal Medical and receive approval to continue working per CDC guidelines.

Q If an employee tests for COVID-19, is that employee required to quarantine?

A It is critical employees inform Austal Medical if they plan to test for COVID-19. Austal Medical and the COVID-19 taskforce will determine if the employee should quarantine, or continue working in accordance with CDC guidelines. To report COVID-19 symptoms, exposure, or testing contact Medical by calling 251-445-8585 or email Covid_19_medical@austalusa.com.

Q Will Austal pay workers to stay home if they are sick?

A Employees who contract COVID-19 may qualify for short-term disability (STD). Austal will waive the two-week waiting period for employees who are presumptive or confirmed. Vacation and personal time can also be taken without advance notice. For all other sickness, standard disability, leave and attendance policies apply.

Q Will Austal shutdown completely?

A The US Navy has officially declared our work 'mission essential'. As such, Austal USA plans to maintain operations. The health and safety of our workers is our top priority.

Q I have childcare issues that conflict with a portion of my shift. Can I work a partial shift?

A No, employees must work a full shift or use paid time off in accordance with Austal policy. Employees are encouraged to work with their manager in these situations to determine if an alternative shift is a feasible option.

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Q Are there other shift options available other than night shift?

A Due to the nature of production work and the benefits working 5/8s provides, shift options outside of the currently available shifts are not feasible. Work with your management team to determine if less significant schedule deviations are feasible for accommodation within the established 5/8s day or 4/10s night shifts.

Benefit FAQs

Q How do I get tested for Coronavirus? How much will it cost?

A If you have symptoms for Coronavirus, contact your doctor's office. Do not come onsite. Your doctor will assess whether you need to be tested and will facilitate testing.

Q Is Telemedicine available through my health plan?

A Both BC/BS and United Health Care are offering telemedicine options.

Telemedicine Access/ Scheduling: Log in to your myuhc.com (www.myuhc.com), or uhc.com/virtual visits on your home computer or your mobile device, then choose a provider available. The physician can diagnose and prescribe medication. The cost for this visit will be less than an in-person doctor's visit and payment may be through available HRA funds or by debit/credit card if HRA funds are not available.

Blue Cross/Blue Shield telehealth services (different from the Teladoc benefit) are available to all members beginning March 16, 2020. Telehealth allows **in-network PPO providers** to provide medically necessary services to members that can be appropriately delivered via telephone consultation. This is applicable for members who wish to receive their care remotely and wish to limit their exposure. It can also serve as an initial screening for members who need to be tested for COVID- 19.

The expanded telehealth services are applicable to all Blue Cross and Blue Shield of Alabama members even if the service is rendered outside of the Blue Cross and Blue Shield of Alabama service area. Members who receive care outside of the Blue Cross and Blue Shield of Alabama service area will need to file their claims to the local Blue Cross plan per usual order of business.

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Q How will I make up my insurance premiums if I have pay period(s) with no pay?

A You have two, possibly three, options:

1. Payment by check or money order for weekly premiums missed. Check will be made out to Austal USA and mailed to the attention of Sheryl Wainwright. Mailing address is 100 Addesco Road, Mobile, 36609.
2. You may authorize a repayment agreement upon return to work and your insurance premiums will be deducted through payroll on pre-tax basis. The premiums will be doubled each week until premiums are caught up.
3. If you are on a medical leave and qualify for Short-term Disability, your premiums will be payroll deducted.

Q How can I help my family through this stress of the Coronavirus outbreak? Contact Austal's EAP Plan through Optum.

A Contact EAP toll-free at 866-342-6892. EAP is available 24 hours a day, seven days a week as long as necessary to help Austal employees and families with fear and anxiety through this crises. This service is free of charge and is open to anyone (your friends and family members). You can also find helpful information at www.liveandworkwell.com.

Q If I am quarantined, how will I receive my prescription medication?

A CVS-Caremark are relaxing refill restrictions by waiving early refill limits on 30-day prescriptions for maintenance medications at any in-network pharmacy and waiving charges for home deliveries. Contact your closest CVS Pharmacy for assistance or log in to your account at www.caremark.com