

# CORONAVIRUS (COVID-19) COMMUNICATIONS



June 14, 2021

## COVID-19 Benefit Changes

**Effective July 1, 2021**, Austal is returning to its regular short-term disability program and policies for paid time off. The items below will discontinue:

- Paid quarantine for employees exposed to COVID-19 at work
- Short-term disability two-week waiting period waiver for employees diagnosed with COVID-19

If you, a spouse, or a household member tests positive for COVID-19, you can request a leave of absence (LOA) through Austal's Leave Coordinator. **Please do not come onsite.** Employees who do not qualify for FMLA can request personal leave of absence (PLOA) by contacting their HR Representative.

Employees exposed to COVID-19, regardless of location or circumstance, must contact Austal USA Medical to report exposure and receive quarantine and testing instructions. Standard leave policies apply.

California benefits will continue to be administered in accordance with state law and Cal/OSHA's Emergency Temporary Standard.

## Other Pandemic Policies and Procedures Continue to be in Effect

- Report personal or family illnesses or exposure to COVID-19 to Austal Medical by calling 251-445-8585 or email [covid\\_19\\_medical@austalusa.com](mailto:covid_19_medical@austalusa.com).
- Do not come to work if you are sick
- Physically distance and wear masks in accordance with Austal policies applicable to your location and vaccination status
- Wash your hands regularly

**As always the safety and health of our Austal family is the number one priority!**

Please consider being vaccinated for COVID-19. It is the best way to protect yourself, your coworkers, and your family.

COVID-19 vaccines have proven effective at preventing severe illness and transmission of the virus. Vaccinated employees are not required to quarantine after exposure to COVID-19 unless they are symptomatic.