

May 15, 2023

To: All Udall Foundation Employees
From: David Brown, Executive Director
Subject: Udall Foundation COVID-19 Agency Safety Plan

This memo outlines the processes and protocols that guide the safe operations of the Morris K. Udall and Stewart L. Udall Foundation (Udall Foundation) in response to the COVID-19 pandemic. This agency safety plan is issued in accordance with the Office of Management and Budget (OMB) memorandum [M-21-15](#); in response to the Executive Orders *Protecting the Federal Workforce and Requiring Mask-Wearing* and *Moving Beyond COVID-19 Vaccination Requirements for Federal Workers*; and consistent with the [National Strategy for the COVID-19 Response and Pandemic Preparedness](#).

This agency safety plan supersedes all previous OMB guidance regarding the safe operations of the Udall Foundation during the COVID-19 pandemic. A copy of this memo shall be placed on the Udall Foundation's public website at www.udall.gov.

This agency safety plan may be updated in the future at the direction of OMB or by agency leadership, in response to evolving pandemic conditions and preparedness requirements and consistent with guidelines established by the Safer Federal Workforce Task Force.



David P. Brown, Ph.D.
Executive Director

Udall Foundation COVID-19 Agency Safety Plan

The Udall Foundation created this agency safety plan to guide its employees in implementing public health best practices as determined by the Centers for Disease Control and Prevention (CDC). The Udall Foundation will balance delivery of its authorized mission with adaptation to the everyday challenges that the COVID-19 pandemic presents to its workforce.

1. Health and Safety

a. COVID-19 Coordination Team

The Udall Foundation has established an agency COVID-19 Coordination Team (Section 5) which includes representatives from each program area as well as the agency's General Counsel. Due to the Udall Foundation's small size it is impractical to hire new, public health staff into its workforce; instead the COVID-19 Coordination Team will maintain awareness of national, state, and local public health guidance as appropriate and needed for any decision-making.

The COVID-19 Coordination Team is responsible for establishing, implementing, and monitoring compliance with COVID-19 safety protocols as well as making determinations regarding telework, remote duty stations, and travel. The COVID-19 Coordination Team meets weekly and as appropriate may consult with OMB, the Office of Personnel Management (OPM), and the General Services Administration (GSA) on specific questions or issues. Because the Udall Foundation leases privately owned office space, the COVID-19 Coordination Team will also consult with property management and ownership as needed regarding this plan.

The COVID-19 Coordination Team, through the Executive Director, will provide COVID-19 safety updates to Udall Foundation employees on a regular basis. Distribution of safety information may occur via all-office emails, at all-hands meetings, and on the agency's Intranet and public website.

b. Telework and Remote Duty Stations

The agency transitioned to a "situational telework" posture on February 14, 2022. Udall Foundation employees will continue to have the benefit of situational telework on an ongoing basis, consistent with the agency's telework policy and supervisor approval. The Udall Foundation has designated certain agency positions to be eligible for permanent remote duty stations; those employees are also eligible for situational telework consistent with agency policy and supervisor approval.

Should OMB require a future maximum telework posture for Federal agencies, the Udall Foundation will adhere to a 25% building occupancy limitation at its offices, excepting any case-by-case requirements for mission critical activities. The Executive Director will approve any exceptions to the occupancy limitation.

c. Physical Distancing and Face Coverings

Udall Foundation employees and visitors should adhere to current public health guidance from the CDC, in accordance with appropriate Federal, State, and Local public health directives including CDC's [Community Levels Guidance](#) and the Safer Federal Workforce Task Force's [Initial Implementation Guidance](#) for Federal agencies. As of May 11, 2023, the CDC is basing its Community Levels Guidance on COVID-19 hospital admission levels only. The Udall Foundation COVID-19 Coordination Team will communicate changes to agency safety protocols such as physical distancing requirements, the use of face coverings, occupancy limitations, and the provision of personal protective equipment (PPE) to employees and visitors.

Employees and visitors to the agency's Tucson, Arizona headquarters and Washington, D.C. offices should wear a high-quality mask or respirator when the CDC Community Level is High, regardless of vaccination status.

Udall Foundation employees should considerately make visitors aware of the agency's safety requirements. If a visitor refuses to adhere to the agency's safety requirements, he or she must be directed to conduct business with the agency off-site (i.e., via phone or online) and to depart the premises.

Reasonable accommodations to the above requirements will be made for qualifying individuals in accordance with Udall Foundation and Equal Opportunity Employment Commission (EEOC) guidance and procedures.

d. Environmental Cleaning and Disinfection

Cleaning services at the Udall Foundation's Tucson, Arizona headquarters are provided by a commercial cleaning company. The University of Arizona is responsible for cleaning services at the agency's Washington, D.C. office. Regular cleaning services at both locations include enhanced cleaning and disinfection in common use, high-touch, and high-density spaces such as lobbies, restrooms, and stairwells. Office spaces are cleaned and disinfected regularly in accordance with best sanitation practices.

In the event of a suspected or confirmed case of COVID-19 in the agency's offices, enhanced environmental cleaning and disinfection may be performed in accordance with CDC guidance. Udall Foundation employees and visitors may be asked to vacate any affected spaces until cleaning and disinfection is completed. The Udall Foundation COVID-19 Coordination Team will determine the suitable scope of any workplace closures that may be necessary following a suspected or confirmed COVID-19 case.

e. Hygiene

Hand sanitizer stations are available at the agency's Tucson, Arizona and Washington, D.C. offices. Udall Foundation employees and visitors are encouraged to frequently wash their hands with soap and water for at least 20 seconds, or to use hand sanitizer, in accordance with CDC guidance on hand hygiene including before eating, drinking, or smoking and after using the

restroom. To the extent funds are available, the Udall Foundation will provide approved disposable masks on request to employees and visitors.

f. Ventilation and Air Filtration

The Udall Foundation leases privately owned space for both its Tucson, Arizona and Washington, D.C. offices. To the maximum extent practicable the agency works with its property managers to optimize the proportion of outdoor ventilation, improve filtration, and reduce or eliminate recirculation.

2. Vaccinations; Testing; Symptom Monitoring; Contact Tracing, Isolation, and Quarantine; and Confidentiality

a. Vaccinations

On May 9, 2023, Executive Orders 14042 and 14043 were revoked. Consequently, the Udall Foundation is not requiring its employees and visitors be vaccinated against COVID-19 and has suspended all collection of COVID-19 vaccination information from employees, visitors, job applicants, and others doing business with the agency. Previously collected employee vaccination information is maintained in a limited access location on the agency's internal network.

The agency will monitor OMB, OPM, and CDC guidance regarding COVID-19 vaccination and determine whether any future adjustments to this operating posture are needed.

b. Testing

Pursuant to Safer Federal Workforce Task Force guidance issued on August 11, 2022, the Udall Foundation has suspended its COVID-19 screening testing program for employees, visitors, and attendees at agency events who are unvaccinated, are not fully vaccinated, or who choose not to provide vaccination information. This includes employees who have a pending or approved reasonable accommodation request for exception or extension to the COVID-19 vaccination requirement for Federal employees.

The agency will monitor OMB, OPM, and CDC guidance regarding COVID-19 testing and determine whether any future adjustments to this operating posture are needed.

c. Symptom Monitoring

If Udall Foundation employees or visitors are not feeling well, they should not enter the agency's Tucson, Arizona headquarters or Washington, D.C. office or engage in official travel. Any Udall Foundation employee who develops symptoms consistent with COVID-19 while at the agency's offices should notify their supervisor and promptly leave the workplace.

d. Contact Tracing, Isolation, and Quarantine

The agency's Operations Coordinator is responsible for maintaining a record of building access at the agency's Tucson, Arizona headquarters. The University of Arizona is responsible for administering and tracking building access for the Udall Foundation's Washington, D.C. office.

In accordance with Safer Federal Workforce Task Force and CDC guidelines, a Udall Foundation employee who tests positive for COVID-19, regardless of vaccination status, should:

- Isolate at home for five days;
- Return to the office after five days, if no or resolving symptoms (employees continuing to exhibit a fever should continue isolating until it resolves);
- Continue to wear a mask around others for an additional five days.

Pursuant to Safer Federal Workforce Task Force guidance issued on August 11, 2022, the CDC recommends the following actions for Udall Foundation employees who have been identified as a close contact to an individual testing positive for COVID-19:

- Wear a high-quality mask or respirator when around others indoors for ten full days after last exposure;
- Watch for symptoms for ten full days after last exposure;
- Take precautions if they will be around people who are more likely to get very sick from COVID-19;
- Get tested at least five full days after last exposure.

Udall Foundation employees who develop symptoms consistent with COVID-19 should isolate immediately and get tested.

e. Confidentiality

The Udall Foundation will be transparent in communicating information about an employee's or visitor's positive test or close contact status to its workforce, as relevant and appropriate and consistent with privacy and confidentiality regulations and laws. All medical information collected from agency employees, including test results and any other information obtained from testing and symptom monitoring, will be treated confidentially and accessible only by those with a need to know in order to protect the health and safety of personnel.

3. Travel

There are no restrictions on official travel for Udall Foundation employees, regardless of vaccination status or size of event. Agency employees should follow current Safer Federal Workforce Task Force [guidelines](#) regarding travel procedures if they have recently contracted or been deemed a close contact of someone with COVID-19.

Udall Foundation employees and invitational travelers of the agency should adhere to CDC guidelines before, during, and after travel. Appropriate travel precautions may include: carefully assessing travel risk prior to travel, including levels of COVID-19 community transmission; wearing a mask at airports, on airplanes, and while using mass transit; maintaining physical

distance from non-household members as able; maintaining good hand hygiene by regularly washing hands with soap and water or using an alcohol-based hand sanitizer; and getting tested and staying home after higher-risk travel, as defined by the CDC, before returning to the workplace. The CDC has extensive guidelines for both domestic and international travel and Udall Foundation employees should consult these resources carefully.

4. Visitors

Both the Udall Foundation's Tucson, Arizona headquarters and Washington, D.C. office are open for agency operations. Visitors are required to adhere to the same safety protocols as Udall Foundation employees as articulated in this safety plan. Pursuant to Safer Federal Workforce Task Force guidance issued on August 11, 2022, the Udall Foundation will no longer request vaccination status information from visitors to the agency's offices or attendees at agency events.

5. Udall Foundation COVID-19 Coordination Team

- David Brown, Executive Director
- Gwen Franks, General Counsel
- Brian Manwaring, Director, National Center for Environmental Conflict Resolution
- Stephanie Kavanaugh, Deputy Director, National Center for Environmental Conflict Resolution
- Alicia Harris, Director, Education Programs
- Bret Muter, Deputy Director, Education Programs
- Myles Sharp, Chief Financial Officer
- Jerry Carter, Chief Data and Information Officer
- Sara Moeller, Administrative Officer