



# Director's Office

One Capitol Hill | Providence, RI 02908 | 401-222-2280

James E. Thorsen

Dear colleagues,

The State's COVID-19 Policy has been updated to account for new guidance from the federal government and the Rhode Island Department of Health in response to the growing number of Rhode Islanders who have become fully vaccinated.

[While the updated policy, which takes effect immediately, is available here](#), we outlined high-level changes here for convenience.

In accordance with [Executive Order 21-54](#), a fully vaccinated person is someone who has received all recommended dose(s) of a COVID-19 vaccine authorized by the U.S. Food and Drug Administration (FDA) or the World Health Organization (WHO) and it has been at least 14 days since the administration of the final dose.

## Masks

- *Fully vaccinated employees* do not need to wear a mask in a state facility.
- *Employees who have not been fully vaccinated* are required to wear cloth face coverings or a [higher-grade mask](#) while at work (including in state vehicles) unless the employee can easily, continuously, and measurably maintain at least 3 feet of distance from other employees and/or visitors for the duration of their work (e.g., solo office or outdoor work) or unless they have a health condition which prevents them from safely wearing a mask.

Both vaccinated and unvaccinated people in some settings, such as, hospitals, acute care facilities, nursing homes, assisted living facilities, and correctional facilities, must continue wearing a mask. If you have questions regarding facility-specific rules involving mask wearing, please contact your agency or department leadership.

## Daily Health Screenings

- *Fully vaccinated employees who voluntarily show their vaccination card to a screening captain at their facility* will no longer be required to complete a daily health screening.
- *Fully vaccinated employees who choose not to voluntarily disclose their vaccination status and employees are not fully vaccinated* must continue to complete a daily health screening using the [State's Self-Screening Portal](#) or a verbal screening and obtain a color sticker from a screening captain.

Starting Monday, June 7, fully vaccinated employees can voluntarily show proof of vaccination to their screening captain or security officer to receive a gold-color sticker. Please keep this sticker on your employee badge moving forward, and you will no longer need to complete the daily self-screening. Please see the Frequently Asked Questions (FAQ) document to learn more about what constitutes acceptable proof of vaccination.

If you have not been fully vaccinated or if you are fully vaccinated but do not want to show your proof of vaccination to a screening captain or security officer, you must continue completing the daily self-screening and receive the sticker that you must wear throughout your shift. As a reminder, depending on your answers to the screening questions and list of symptoms, you will receive one of the following result screens: Approved, Approved Pending, or Denied. Only come to work if you receive a



# Director's Office

One Capitol Hill | Providence, RI 02908 | 401-222-2280

James E. Thorsen

- Green, Approved screen; or a
- Yellow, Approved Pending screen and you have a clearance letter from Human Resources' Disability Management Unit (DMU).

Please note that if you receive a red, denial screen you must stay home from work. If you think you would fail the in-person screening or screening portal questionnaire you should stay home and contact your supervisor and the Human Resources DMU at 574-8401.

One additional note for all employees who are still required to continue to complete a daily health screening, either verbally or through the [Self-Screening Portal](#): The questions will be updated effective Monday, June 7 in recognition of the different requirements per guidance from the Centers for Disease Control and Prevention (CDC) and the Rhode Island Department of Health for both those who are fully vaccinated and non-fully vaccinated. In particular, questions have been updated for close contacts, and domestic and international travel restrictions. Please be sure to carefully read all the questions before answering to ensure you are accurately answering each question.

It is important that all employees, regardless of their vaccination status, continue monitoring how they feel every day. If you are [experiencing any COVID-19 symptoms](#), you cannot enter the building and must contact your supervisor and Human Resources representative.

## **Potential Exposure**

The policy includes updated information about the steps that employees who are fully vaccinated, employees who are not fully vaccinated, and those who have had COVID-19 within the last 90 days should take if they have a potential exposure to someone with COVID-19.

## **Teleworking**

Throughout the pandemic, we have relied on the [State's Teleworking Policy](#), which was implemented in 2018, as the vehicle to allow state employees to telework on a full- or part-time basis.

As noted, this policy predates the pandemic and will remain in effect. Having experienced an event that forced thousands to telework, the State has the infrastructure to accommodate teleworking.

Participation in a teleworking arrangement is voluntary and subject to the prior written approval of the employee, employee's immediate supervisor, the Agency Director, and the Executive Director of Human Resources. All teleworking arrangements must be on a temporary basis and may be terminated as required by agency operating needs.

[Please refer to the FAQ document to learn more.](#) If your questions are not addressed in this document, please feel free to email [DOA.HRContact@hr.ri.gov](mailto:DOA.HRContact@hr.ri.gov).

Thank you,

James E. Thorsen  
Acting Director of Administration