



# Navy Region Southeast All Hands Message

Coronavirus (COVID-19)

Update: October 18, 2021

Oct. 18, 2021

**HPCON Bravo** – NS Guantanamo Bay

**HPCON Charlie** – All other NRSE Installations

**STATUS UPDATE #24**

Team Southeast,

New Coronavirus guidance continues to be issued as the Department of Defense (DoD) and the Navy remain committed to balancing the safety and well-being of shipmates and families while still meeting operational requirements. DoD and the Navy have determined that the vaccine remains the best tool we have for managing and reducing the effects of COVID-19.

Vaccines have been required for all uniformed personnel since August, and the deadline for receiving the vaccine and being fully vaccinated is Nov. 28, 2021, for active duty and Dec. 28, 2021, for Reserve service members. Last week the Navy released [NAVADMIN 225/21](#) which provides guidance for administrative disposition of Service Members who are not fully vaccinated in accordance with DoD and Navy policy.

Civilian employees must be fully vaccinated no later than Nov. 22, 2021. For more information, see the “[Mandatory Coronavirus Disease 2019 Vaccination of Department of Navy Civilian Employees](#)” memorandum. DoD has also authorized the use of up to four hours of administrative leave per vaccination event for civilian employees. You can find more information about the [Administrative Leave for Coronavirus Disease 2019 Vaccination of Department of Defense Employees here](#).

To ensure we are meeting the requirements of vaccinating the civilian workforce, all civilian employees will be required to sign a new form, DD Form 3175, validating their vaccination status. You should be asked to complete the form this month. Exemptions for religious or medical reasons must be requested by Nov 8, 2021. Contact your supervisor or EEO Reasonable Accommodations Specialist representative for more information. NAF employees can reach out to the NAF EEO Office at (866) 295-0320 or [mill\\_cnrc\\_naf\\_eeo@navy.mil](mailto:mill_cnrc_naf_eeo@navy.mil).

In addition to these recent mandates, DoD has also issued guidance for personnel and official [visitors gaining access to DoD buildings and DoD-leased spaces](#). In accordance with the Safer Federal Workforce Task Force guidance, attestation of an individual's status as fully vaccinated

or presentation of a recent negative COVID-19 test is a condition of physical access to DoD buildings and DoD-leased spaces in non-DoD buildings in which official DoD business takes place. This requirement applies to all individuals issued a credential by DoD that affords recurring access to DoD facilities. This requirement does not apply to personnel receiving ad hoc access to DoD facilities or visiting the commissary, exchanges, museums, or MWR resources.

As more and more people receive vaccines, the opportunities to change the Health Protection Condition (HPCON) will improve. Right now, all but one of Navy Region Southeast's installations are in HPCON Charlie. A recent Fragmentary Order (FRAGO) from United States Fleet Forces (USFF) and NAVNORTH reiterated the actions required under each HPCON. HPCON C means:

- Utilize telework, flexible scheduling, and alternate work locations to meet occupancy standards where possible.
- Encourage medically vulnerable individuals to shelter-in-place and utilize telework as much as possible to minimize exposures.
- Personnel who reside with medically vulnerable persons should telework if possible and take precautions to limit their exposures as well.
- Civilians with underlying health conditions may have a legal right to a reasonable accommodation.
- Less than 25% of normal occupancy in the workplace where possible, consistent with mission accomplishment.

A couple of other items from the USFF FRAGO to highlight:

- At all HPCON levels, service members may attend religious services and places of worship so long as they follow all federal, state, local and public health officials' guidelines.
- Immunized individuals are not required to ROM before, during or after travel (must maintain health protection measures).

As a reminder, [ALNAV 032-21](#) directs that Service Members who are fully immunized against COVID will be subject to restrictions no higher than those corresponding to HPCON B.

The "[Updated Coronavirus Disease 2019 Guidance Related to Travel and Meetings](#)" memorandum issued Sept 24, 2021, highlights that fully vaccinated individuals are not restricted from official travel, both domestic and international. However, individuals who are not fully vaccinated or who decline to provide information about their vaccination status, are limited to mission-critical official travel, both domestic and international.

DoD and the Navy have determined that the spread of COVID-19 has significantly increased risk to the workforce and the mission. As Secretary of Defense Lloyd Austin said, "The COVID-19 vaccine is necessary to protect the Force and defend the American people."

We don't have answers to all the questions yet, and more information on Navy policy concerning the vaccine requirement is likely forthcoming. COVID is not only a health and safety issue, but a readiness issue. "[To defend this Nation, we need a healthy and ready force.](#)"