



COVID-19 Policy

Updated 04.24.24

We continue to follow guidance provided by the Centers for Disease Control as well as other federal and state governments. Based on recent updates, we are revising our COVID-19 policy as noted below. The policy below replaces any previous guidance we have provided.

Vaccinations

Frontier does not require employees or candidates to get vaccinated against COVID-19, but we strongly encourage all current employees to get vaccinated if they are able to. Getting vaccinated is the single most important step we each can take to protect each other and minimize the impact of the virus. Vaccinations should occur outside of normally scheduled work hours.

Symptoms of COVID-19

Similar to other contagious diseases, and to protect all members of Team Frontier, employees should not report to work if they are experiencing any symptoms of COVID-19 [as defined by the CDC](#) such as fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting or diarrhea. Employees who feel unwell should use their available sick time.

Getting Tested

Employees who are exhibiting symptoms of COVID-19 and believe they may be positive for COVID-19, should get tested. Employees may use their available sick time if time off is needed to get tested. For pay protection and dependability point waivers, an employee MUST contact their supervisor AND send positive test results to LOA@flyfrontier.com within 24 hours of receipt. Please note that the only forms of acceptable testing for pay protection and dependability point waivers are laboratory PCR tests, rapid antigen tests supervised by a designated employee of Frontier or rapid antigen tests supervised remotely from the manufacturer through a video call so that the telehealth proctor can confirm the person's identity and test results.

Dependability Point Waivers

Dependability point waivers will be issued for time missed from work for a confirmed positive COVID-19 test, or for any employee who is individually directed by Frontier Management, the CDC, State or Local Health Department to quarantine, up to the return-to-work guidelines provided by the CDC at the time of the positive test. Dependability point waivers max out after an initial 5-day period, after which point the standard Dependability Policies are in effect. Medical quarantine recommendations from medical professionals due to known exposures will not be covered by dependability waivers.

Return to Work after Positive COVID Case

Per current CDC guidance, employees who have tested positive for COVID-19 and whose symptoms are getting better overall and who have been fever-free for 24 hours without the assistance of medication may return to work. Employees returning to the workplace may choose to wear a mask, but use of a mask is not required.

Pay Protection

Employees without sick time to use will be pay protected for time away from work when they either 1) test positive for COVID-19 and provide written verification (i.e. positive COVID-19 test results via a PCR test or proctored rapid test) from a doctor or qualified health care provider, or 2) are directed by Frontier management to isolate themselves due to COVID-19 risks. The length of the pay protection will be consistent with the CDC guidelines in place at the time of the positive test or symptom onset. Currently, employees are able to return to work when their symptoms are getting better overall and they have been fever-free (without the use of medication) for 24 hours. Pay protection maxes out at five (5) days, or as required by law. After that time, employees who are still symptomatic can use available sick time, vacation time, or approved leave to extend their absence. Employees who are feeling better and meet the guidelines from the CDC are encouraged to return to work as soon as they are able to.

Documentation

Documentation will be required for the waiving of Dependability Points or for Pay Protection. Any documentation is subject to authentication and verification; falsification of documentation is subject to Frontier's Discipline Policy and will result in termination. All documentation must be sent to LOA@flyfrontier.com.

Questions

If you have questions on this policy, please contact your supervisor or F9HRCommunications@flyfrontier.com.