

Crewmember COVID-19 Symptoms or Exposure

Last Modified on 08/11/2021 5:30 pm MDT

As we continue to see positive trends in terms of declines in COVID-19 cases, hospitalization rates and increases in vaccinations, we are updating the COVID-19 Policy initially released on March 17, 2020. The policy below replaces any previous guidance we have provided.

Vaccinations

Frontier is not requiring employees to get vaccinated, but we do strongly encourage all employees to get vaccinated against COVID-19 as soon as they are able to. Getting vaccinated is the single most important step we each can take to get the virus under control. Vaccinations should occur outside of normally scheduled work hours.

Symptoms of COVID-19

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. Positive test results should be sent to LOA@flyfrontier.com within 24 hours of receipt.

Dependability Waivers

Dependability waivers will be issued for time missed from work for a positive COVID-19 test, or for any employee who is individually directed by Frontier Management, the CDC, State or Local Health Department to quarantine. Medical quarantine recommendations from medical professionals due to known exposures will not be covered by dependability waivers.

Pay Protection

Employees 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) from a doctor or qualified health care provider, or 2) are directed by Frontier management to isolate themselves due to COVID-19 risks. The pay protection will last for up to ten (10) days, after which time employees can return to work (with a physician's note or negative test, as needed) or use available sick time, vacation time, or approved leave to extend their absence. As applicable, dependability points will not be assessed for the initial absence period of up to ten (10) days; subsequent absences would be subject to the company's Dependability Policy.

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 should be sent to

LOA@flyfrontier.com.

Questions

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