U.S. Personal Travel and Vacation FAQ

Q: If I travel internationally (including cruises), will I be required to quarantine upon return and, if so, how will that time be treated?

A: Yes, currently the U.S. Centers for Disease Control and Prevention (CDC) recommends no non-essential international travel and requires a 14-day quarantine for those returning from certain international travel locations with widespread, ongoing coronavirus (COVID-19) transmission. Likewise, the U.S. Department of State has issued a Global Level 4 Health Advisory and advises U.S. citizens to avoid all international travel. If an employee travels internationally for personal reasons, the employee may be required to support the burden of pay during the quarantine period through the use of vacation, floating holidays and/or leave without pay.

Q: If I travel domestically, will I be required to quarantine upon return and are there additional restrictions?

A: Generally, no quarantine is required. While the company places no restrictions on domestic travel for personal reasons, BWXT’s goal to maintain a healthy work environment as an essential business is paramount. Employees considering domestic travel are encouraged to research the travel restrictions in place at their domestic travel destination. Some states still retain quarantine requirements for travelers coming from certain locations. In addition, while BWXT expects all employees to practice social distancing, frequent hand washing, limited face touching and wearing of face coverings in public places, travel increases the risk of exposure, especially via a high density mode of travel or to destinations with significant levels of community spread. Therefore, returning employees may require further risk assessment before they are permitted to enter a BWXT facility. Such risk assessment may include facts such as whether you came in close contact with someone undergoing testing for or who has been diagnosed with COVID-19, or if you have developed any COVID-19-related symptoms prior to returning to work.
Q: If I return from travel, then get sick, will I get paid?

A: Yes, depending on the type of illness, all BWXT employees are paid when sick according to their respective benefit plans, including any COVID-19-related modifications.

Q: If I can’t use my vacation that I carried over from 2019 by the deadline, can I extend its use until later in the year or will the company buy back my unused 2019 vacation?

A: The company policy on vacation leave allows non-bargaining agreement employees to carryover up to 40 hours of unused vacation from one year to the next. All vacation hours carried over must be used by July 31, 2020.

Q: What is more important, isolating ourselves for an extended time or supporting the state’s reopening efforts to help the economy?

A: BWXT encourages all employees to follow the CDC and local health guidelines during community reopening efforts to prevent exposure to themselves and others. As an essential business, our ability to support our customers and the nation is paramount, and BWXT expects all employees to factor our essential designation into any decisions made that may increase their exposure risks.