

MEMORANDUM

March 16, 2022

TO: University of Guam Employees
FROM: Thomas W. Krise, President 
SUBJECT: **President's Directive 2022-04:**
Government of Guam Employees Vaccination and Updated Social Gathering/Congregation Guidance

This directive adjusts current University of Guam guidance and reflects changes from the Governor's Executive Order (EO) 2022-06 and Department of Public Health & Social Services (DPHSS) Guidance Memo 2022-11.

This directive addresses:

- **Rescinding of the vaccination requirement for Government of Guam employees.** Government agencies shall continue to comply with federal vaccination requirements, where applicable. The guidance also states that, *"Individuals who are not vaccinated or boosted are at an increased risk of infection, hospitalization, and death as a result of COVID-19. Such individuals are encouraged to get vaccinated immediately, prior to engaging in activities in congregate settings in which mask use is compromised."*
- **Changing requirements for social gatherings and congregations.** Outdoor social gatherings are no longer subject to numerical restriction, subject to applicable DPHSS guidance. Indoor gatherings shall continue to be limited to no more than one hundred (100) persons, subject to applicable DPHSS guidance.

President's Directive 2022-04 adopts these changes and makes them effective in this directive:

- All UOG employees are no longer required to get vaccinated for COVID-19. However, all employees are still highly encouraged to get vaccinated or boosted for those qualified, especially if at risk.
- UOG sponsored events outdoors and indoors will follow the guidance set forth above by the EO and DPHSS Guidance: Outdoors – no numerical restriction; Indoors – one hundred (100) people is the maximum allowed.
- In line with DPHSS Guidance, UOG will continue to comply with mask wearing, hand sanitizing/hand washing, cleaning and disinfecting areas, signage, and 6-foot social distancing (with the exceptions as outlined by the UOG COOP, such as but not limited to, classrooms/labs and meetings or resource rooms, etc).

Additionally:

- **All employees should return to work back on-campus.** Deans and directors have the authority to institute remote work schedules and rotating work schedules based on the prevention of possible exposure to or spread of COVID-19 within an office or department. Rotating schedules will help to ensure that students, external and internal customers, and visitors conducting business on-campus

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continue to receive in-person or on-site UOG services. Rotating work schedules do not apply to employees with separate, individual offices unless approved by their supervisor. **This provision will remain in place until further notice.**

NOTE: Employees who are authorized to telework or work remotely are required and expected to physically report to duty within two hours of receiving notice from their supervisors.

- **Official Travel.** The prohibition on official travel is rescinded. Official travel must consider the enroute requirements, requirements at the destination, and requirements upon return at the time of travel to ensure it is feasible and authorized for the round trip to occur safely and without undue delays.

General campus safety protocols for official on/off-campus activities

- [Download the most recent COVID-19 Campus Safety Guidance \(LINK\)](#)
- **When to Quarantine, Isolate, or Get Tested:** UOG continues to align with current DPHSS guidance on isolation and quarantine procedures. Employees and students who have been in close contact with individuals who have tested positive for COVID-19 **ARE NOT REQUIRED** to quarantine or get tested if they don’t feel sick and have no symptoms.

[UOG employees should follow the University’s adapted Isolation & Quarantine Guidelines flowchart \(LINK\)](#). The UOG flowchart resembles that of DPHSS’ current guidance. Deans and directors have the authority to implement stricter measures based on their specific situations within their areas of operation. Mask wearing, sanitizing, and sign-in/seating charts (for contact tracing) remain in effect.

- **Masks:** Use of KN95, KF94, N95, or 3-layer surgical masks are recommended for employees and students working and attending classes on campus. Cotton, neoprene, and other fabric-only masks are not recommended, as they may not provide adequate protection against the new COVID-19 variant. KN95 masks are available upon request, while supplies last. (Recommended masks are available for purchase at the Triton Store.) [View chart of recommended masks \(LINK\)](#).

Contact Information

For more information and to report non-compliance, email covidsafety@triton.uog.edu.

This directive will be added to the UOG COVID-19 Updates and Operations website at <https://www.uog.edu/covid-19/#Operations>.