

NFL-NFLPA Club Facility Protocol for the 2020 Season

- I. Introduction. Prior to NFL players returning to NFL Club facilities to engage in permissible football activities, NFL Clubs will each be required to develop an Infectious Disease Emergency Response (“IDER”) Plan that sets forth the Club’s plan for containing an outbreak of disease (in this case, the COVID-19 pandemic). The NFL and NFL Players Association (NFLPA) will provide two model baseline IDER Plans for Club use: (1) for use for any activities in which fewer than twenty (20) players report to Club facilities at any one time; and (2) for use when Club facilities reopen for groups of players larger than twenty (20) at one time. Each Club’s IDER Plan will be subject to review and approval by the NFL, NFLPA and Infection Control for Sports (“ICS”) (formerly known as the Duke Infection Control Outreach Network or “DICON”).

- II. Facility Access
 - a. Access to Restricted Areas (as defined below) in Club facilities will be limited to a defined group of essential personnel. Based on their roles and job responsibilities, essential football personnel will be assigned a “Tier” that will determine to which areas of Club facilities individuals will have access, as well as when and for what purpose. Each individual must display a Club or League-issued credential around his or her neck displaying his or her “Tier.” The credential must include a photograph.

 - b. **Restricted Areas** shall include the following areas: practice and stadium playing fields and sidelines; locker rooms; athletic training rooms and medical exam areas; player meal and meeting rooms; player lounge areas and weight rooms.

 - c. **Tier 1** will consist of players and necessary personnel who must have direct access to players. **Tier 2** will consist of other essential personnel who may need to be in close proximity to players and other Tier 1 Individuals and who may need to access Restricted Areas. Only individuals assigned to Tiers 1 and 2 will be permitted access to Restricted Areas, and there will be limits on the number of individuals from each club who may be assigned Tier 1 and Tier 2 access at any given time. Restricted Areas must be secured at all times and credentials must be checked prior to allowing access to such areas. **Tier 3** will consist of individuals who perform essential facility, stadium or event services but do not require close contact with Tier 1 Individuals. Club and other personnel who work exclusively in areas of club facilities that are or will be completely cordoned off from the rest of the facility (*e.g.*, club office employees) do not need to be credentialed in one of the three access Tiers, provided these individuals do not access any areas of the club facility or stadium outside of their cordoned-off area on days in which Tier 1 Individuals are in the facility. Such personnel may not access any Restricted Area even on days in which Tier 1 Individuals are absent from the facility, and they are prohibited from having close contact with any Tier 1 Individuals.

- d. At least seven (7) days prior to the first mandatory reporting date for players for the 2020 NFL Season, each club must submit to the NFL (attention: Meghan Carroll) a list of individuals who the club wishes to designate to have Tier 1, Tier 2 and Tier 3 access for the 2020 Training Camp and Preseason. At least seven (7) days prior to the start of the 2020 NFL Regular Season, each club must submit to the NFL (attention: Meghan Carroll) a list of all individuals who the club wishes to have Tier 1, Tier 2 and Tier 3 access for the 2020 NFL Regular Season. Each list must include the individual's first name, last name, title, role (if unclear with title), employer (if not the club), and requested access Tier. The NFL will review the lists and either approve or require revisions. Any proposed changes to a club's list must be submitted to, and approved by, the NFL (attention: Meghan Carroll).
- e. **Tier 1.** The following categories are examples of essential and on-field personnel that are eligible for Tier 1 access, if designated by their club and approved by the NFL (collectively "Tier 1 Individuals") (**Maximum Number 60, in addition to players on roster. Examples of individuals that may be in Tier 1**
- Players
 - Coaches
 - Athletic Trainers
 - Team Physicians
 - Head Strength and Conditioning Coach
 - Head Equipment Manager
- Tier 1 Individuals are permitted to access Restricted Areas on an as-needed basis.
- f. **Tier 2.** Non-playing personnel who are required to be in close contact with Tier 1 Individuals or who may access Restricted Areas when Tier 1 Individuals are present, but who can reasonably maintain physical distance from Tier 1 Individuals or are able to use PPE while performing their jobs, are eligible for Tier 2 access (collectively "Tier 2 Individuals"). Maximum Number 20 Examples of categories of individuals who may be designated as Tier 2 Individuals include:
- Club Facility Staff
 - Additional Coaches, Strength and Conditioning Coaches,
 - Additional Athletic Trainers/Team Physicians/Medical Staff
 - Additional Equipment Managers
 - Ownership Representatives
 - General Managers
 - Football Operations/Football Administration Employees
 - Club Communications/PR Staff
 - Video Personnel
 - Security Personnel Assigned to Restricted Areas
 - Certain NFL and NFLPA Staff, as needed (does not count against club maximum of Tier 2 Individuals)

Tier 2 Individuals may be permitted access to Restricted Areas and Non-Restricted Areas of club facilities on an as-needed basis. Clubs must limit access to Restricted Areas for Tier 2 Individuals to the extent possible. Tier 2 Individuals must wear PPE at all times when in club facilities, should minimize any necessary time spent in Restricted Areas, and must avoid close contact with Tier 1 Individuals whenever possible. Tier 2 Individuals must also maintain physical distance from Tier 3 Individuals.

- g. **Tier 3.** Individuals who perform essential facility, stadium or event services but do not require close contact with Tier 1 Individuals are eligible for Tier 3 access (collectively, “Tier 3 Individuals”). Tier 3 Individuals must avoid close contact with Tier 1 Individuals (and Tier 2 Individuals) and are only permitted to access Restricted Areas when Tier 1 Individuals are not present (**Maximum Number 45**). Categories of essential personnel who are eligible for designation as a Tier 3 Individual include, by way of example:
- Certain Operational Personnel (e.g., cleaning service providers)
 - In-house Media and Broadcast Personnel (e.g., camera operators, audio technicians)¹
 - Field Manager
 - Field maintenance providers
 - Transportation Providers
 - Additional Stadium or Security Personnel not assigned to Restricted Areas
- h. As players return to the facility, clubs shall isolate players and essential football personnel from other club staff by implementing the following measures:
- a. Clubs must designate or create a separate entrance to the facility for the sole use of Tier 1 and Tier 2 Individuals. If a separate entrance is not available, clubs must schedule a dedicated time when a single entrance may be used only by player and essential football staff, and clubs must clean and disinfect this area before and after use.
 - i. Where possible, the flow of foot traffic into and out of the facility must be automated or no-touch to remove or reduce the use of touchpoints (e.g., door handles, doorknobs, and push bars).
 - j. Clubs must also designate those portions of the facility that players access “Restricted Areas—Tier 1 and Tier 2 Access Only”. Access to the Restricted Areas of the facility must be limited to players and essential football personnel

¹ Pursuant to the Media Protocol, certain members of the media (“Pool Media”) may have access to practice and playing fields, while practicing physical distancing and wearing PPE consistent with the Facilities Protocol.

assigned Tier 1 and Tier 2 access. Clubs must clearly mark Restricted Areas with signage.

- k. All players and/or club employees who have access to the Restricted Areas must undergo daily screening and testing prior to entering the facility.
 - a. The daily screen for all “football essential” employees (anyone who accesses the Restricted Areas of the facility) shall include:
 1. Testing under the applicable protocol
 2. Questionnaire:
 - Have you been in close contact with a confirmed case of COVID-19?
 - Are you experiencing a cough, shortness of breath, or sore throat?
 - Have you had a fever (temperature above 100.4) in the last 48 hours?
 - Have you had new loss of taste and/or smell?
 - Have you had vomiting or diarrhea in the last 24 hours?

III. Physical Distancing

- a. Clubs must establish physical distancing protocols to allow players and/or staff to maintain six (6) feet of distance from one another when inside the facility.
- b. Clubs are required to promote physical distancing by rearranging or removing furniture and/or using distance markers to assure spacing (e.g., workstations, meeting rooms), modifying the use of common areas, displaying signs that discourage hand shaking or other contact, and using cones or tape to establish one-way traffic in hallways and common corridors where possible.
- c. Clubs must reconfigure locker rooms to permit six (6) feet of space between each player (by using every other locker or adding additional lockers) where possible. Each player must have individual space designated to store his belongings, without comingling, if locker space is unavailable.
- d. Strength and conditioning workouts must be limited to small groups (no more than 15) of scheduled players to allow for physical distancing. The athletic training staff must require individual, staggered player appointments instead of setting a single time for large groups to arrive. Clubs must stagger other player appointments, meetings and workouts at the facility in order to permit physical distancing.
- e. Meetings must be conducted virtually to the extent possible. If in-person meetings are necessary, Clubs must make efforts to hold in-person meetings outdoors with participants sitting apart from one another and wearing masks. In-person meetings that do not permit physical distancing are prohibited. Meetings with more than

twenty (20) individuals must be conducted virtually, unless physical distancing practices can be adhered to. Communal use of materials, devices, or supplies during meetings is prohibited. Any administrative, playbook, and advanced work should be conducted on a personal electronic device.

IV. Facility Cleaning and Disinfecting

- a. Prior to opening facilities to players, facilities must be closed to all personnel for a period of 48 hours to permit deep, comprehensive cleaning/disinfection by a professional service.
- b. Once open:
 - i. Common areas: Clubs must retain cleaning staff sufficient to clean, disinfect and sanitize all common areas that players access (at practice facilities and stadiums) both before they arrive to the facility and after they depart the facility. Clubs must retain staff sufficient to meet these requirements, including by retaining a daytime and nighttime cleaning staff, if necessary .

1. All “high touch” surfaces in common areas in the facility must be cleaned at least three (3) times a day with hospital-grade EPA List N disinfectants.² Products that have a contact time of less than or equal to 3 minutes are required. “High Touch” surfaces include tables, desks, countertops, door and cabinet handles, light switches, phones, keyboards, handrails, toilets, sink handles, touch screens, elevator buttons and entry security keypads.
2. All other surfaces must be cleaned at least once daily with hospital-grade EPA List N disinfectants.
3. Clubs must have at least a two-week supply of hospital-grade EPA List N disinfectants prior to players returning to the facility, which should be restocked as supplies are used.
4. Clubs must ensure they have proper air flow and filtering throughout the facility. Clubs should measure ventilation in enclosed spaces by calculating air changes per hour, where possible. If CO2 levels in a room equals or exceeds 1,000 parts per million, then the room must undergo a comprehensive cleaning/disinfection.

ii. Weight Room

² EPA List N disinfectants can be found at https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2#filter_coll.

1. Clubs must locate or relocate equipment to better ventilated or outdoor areas of the facility; encouraging conditioning activities to occur outside; providing personalized equipment; and opening roll-up doors, windows, roofs to promote air circulation.
2. All equipment must be disinfected each day before the first workout and after each participant's workout using hospital-grade EPA List N disinfectants.
3. To the extent that equipment must be shared amongst players, Clubs must provide individual disinfecting wipes near such equipment so that players may clean the equipment before and after each use.
4. Hand sanitization stations and wipes must be placed in close proximity to the equipment for players to use during workouts. Players shall use hand sanitizer after using each piece of equipment.
5. Clubs must remove equipment that cannot be sanitized or disinfected after each use (e.g., chalk bucket) unless it is provided solely for individual use for the full season.
6. Strength and Conditioning coaches must wear masks while supervising workouts. Clubs must also provide masks for players for use during workouts (although use must be strongly encouraged, it is not mandatory).
7. At the conclusion of all workouts, clubs must thoroughly clean all training equipment, preferably with an electrostatic disinfection process (i.e. Clorox 360) or use of vaporized hydrogen peroxide.

iii. Player Meeting Rooms

1. Player meeting rooms must be cleaned before and after each use.

V. Equipment Cleaning and Disinfecting

- a. Player Equipment: Helmets, shoulder pads and other daily use specific hard surface equipment must be cleaned after each practice or game using EPA list N disinfectants. Mouthpieces must be sanitized post practice with either appropriate UV light treatment or acceptable solution such as "Defense Solution." Player gloves and uniforms must be washed daily. Clubs must use disinfectant detergent in all laundry cycles.
- b. Personal Items: Every individual entering the facility must clean and disinfect his or her cellphones, keys, and any other frequently-touched objects being carried. Individuals must not share any personal items (including clothing).

- c. Field Equipment: Field equipment must be cleaned with EPA list N disinfectants at the end of each practice. Field turf must also be disinfected.
- d. Towels: Clubs must provide players with individual or single-use towels during practice, training and games. Towels must not be shared. Following each use, towels must be laundered with disinfectants. Clubs are responsible for obtaining a sufficient supply of towels.
- e. Hydration: For their protection, players are not permitted to share water or sports drink bottles. Common water/hydration sources that do not permit physical distancing are prohibited. Use of individual single use water/sports drink bottles or disposable bottles or cups is required.

VI. Food Service

- a. Clubs must establish a process for safely distributing meals, dietary supplements, or medicines (such as Advil and Tylenol) to Tier 1 Individuals.
- b. Meal room access must be limited only to Tier 1 and Tier 2 Individuals who have undergone appropriate screening and testing. Clubs must consider further limiting access (discouraging group dining) or staggering mealtimes to permit physical distancing.
- c. Whenever possible, Clubs should have one kitchen or catering staff responsible for all meal preparation and distribution at the facility and avoid rotating outside vendors.
- d. Whenever possible, clubs should serve pre-made meals provided in individually packaged containers or bags, in takeout form. Clubs must use disposable utensils and plates and single-use condiments.
- e. Buffet-style, communal and self-serve food spreads are prohibited (even for coffee bars and/or shake and fueling stations). Attendants must be available at those stations.
- f. Meal room staff must be trained in proper hygiene and use of proper PPE. Meal room staff must be subject to daily screening (e.g., symptom questionnaires).
- g. Meal room must be disinfected after each meal with EPA list N disinfectants.
- h. Clubs must review and adhere to the FDA's best practices for food handling and preparation (available at www.fda.gov/media/136811/download).

VII. Personal Protective Equipment (PPE) and Hygiene

- a. All players and staff must wear masks (surgical or cloth) at all times when inside the facility (unless a mask cannot be worn by players due to interference with performance of athletic activities). Surgical masks must be replaced daily or more frequently if visibly soiled. Cloth masks must be laundered daily (with disinfectants), and/or staff and athletes must be provided with a sufficient supply of cloth masks so that they may rotate masks every three days. Clubs are responsible for obtaining an adequate supply of surgical and cloth masks.
- b. If a mask cannot be worn due to interference with performance of athletic activities, the mask must be placed in a labeled paper bag and the athlete must observe physical distancing practices for the duration of the activity. Hand hygiene must be encouraged every time the mask is touched, removed, or replaced.
- c. Gloves are required for staff in frequent contact with others and are mandatory for those who work with food or who refill supplies.
- d. Clubs must make hand sanitizer and other hygiene materials (soap, tissues) available in all areas of the facility. This means that every meeting room, training room or other common area in the facility must have a hand sanitizing station available for use. Where possible, clubs are encouraged to use no-touch dispensers.
- e. The Club must maintain a supply of the following PPE for use by the medical staff to treat players who become symptomatic:
 - a. N95 Masks
 - b. Goggles
 - c. Full Face Shields
 - d. Gowns (FDA-approved gowns that meet AAMI standards)
 - e. Gloves (FDA-approved medical grade gloves)
- f. Clubs must have at least a two-week supply of all PPE and hygiene materials on hand at all times. Clubs must confirm they have obtained this supply of PPE before players return to the club facility. If a club experiences difficulty obtaining any type of required PPE, or is concerned that obtaining the required PPE will result in a shortage to their local first responders, the club should notify the League immediately.
- g. The NFL and NFLPA, through their respective experts, will continue to evaluate PPE needs and requirements and update the Clubs on an ongoing basis. Engineers are currently working on possible PPE solutions (e.g., visors integrated with respiratory technology) for on-field usage during athletic activity

and in games. Player needs and concerns are being addressed through this process and additional information will follow.

VIII. Compliance With Protocols

- a. The NFL and NFLPA will strictly enforce compliance with the terms of this Club Facility Protocol.
- b. The NFL Management Council and NFLPA may ensure each Club's compliance with these regulations by conducting unannounced inspections. Such inspections will be conducted jointly. Clubs are required to fully cooperate with the individuals conducting these inspections. Prior to re-opening Club facilities to players, Clubs may be required to submit to such an inspection conducted by representatives of the NFL and NFLPA.
- c. Club personnel are required to promptly report to the Club's Infection Control Officer any information regarding a potential violation of this protocol. Players should notify the NFLPA of any potential violation. The NFL and NFLPA will jointly investigate all such reports.
- d. Monthly Certification. Prior to opening Club facilities to players and each month during the 2020 season, the Infection Control Officer and the Head Team Physician of each Club must jointly certify, in a form provided by and submitted to the NFL, that the Club acted in full compliance with the provisions of (i) its approved IDER Plan and (ii) these Protocols.