

# **NFL-NFLPA COVID-19 PROTOCOLS FOR THE 2021 REGULAR SEASON**

**August 30, 2021**

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## **Education Protocol**

I. Introduction. The NFL and the NFL Players Association, through their respective infectious disease experts, have developed material that Club medical staffs must use to educate Tier 1 and Tier 2 Individuals (as defined in the Club Facility Protocol) about COVID-19, COVID-19 vaccinations, details of the Club's Infectious Disease Emergency Response ("IDER") Plan and best practices for reducing the risk of infections, testing and treatment. All Tier 1 and Tier 2 Individuals were required to complete this COVID-19 education before full rosters of NFL players were permitted to return to work.

a. Such education covered the following topics:

- i. COVID-19 Vaccinations
- ii. Symptoms of COVID-19: Fever  $>100.4$ , cough, shortness of breath, loss of sense of smell or taste, etc.

1. Emphasis on reporting symptoms immediately and what to do if you have symptoms of COVID-19

2. Considerations for high-risk individuals:

- African American, Hispanic or Pacific Islander
- BMI  $\geq 28$
- Sleep apnea
- Hypertension
- Altered immunity
- Diabetes mellitus
- Moderate to severe asthma
- Cardiac disease

iii. Infection Prevention:

1. Vaccination education- benefits and safety
2. Following guidelines delineated by the CDC and local/state health departments.
3. All Tier 1 and Tier 2 Individuals must practice good personal health habits and engage in preventative actions to help prevent the spread of COVID-19, which include:
  - a. Stay home when sick, except to get medical care (and if leaving the home is necessary, wear a facemask or face covering around other people)

- b. Cover coughs and sneezes with a tissue, then throw the tissue in the trash, then wash hands with soap and water > 20 seconds.
  - c. Proper and required use of PPE at the Club facility (i.e., use of masks, gloves, etc.) as required by the Club Facility Protocol.
  - d. Wash hands often with soap and water for at least 20 second—if soap and water are not available, use an alcohol-based hand sanitizer.
  - e. Clean hands before eating.
  - f. Avoid touching eyes, nose, and mouth.
  - g. Consume individual food and beverages and do not share with others (e.g., cups, water bottles).
- iv. Team travel and transportation
  - v. Risk Mitigation protocols
  - vi. COVID-19 Testing and Screening Protocols
  - vii. Physical distancing requirements (6ft at all times) and limitations within the Club facility
  - viii. What to do if a Tier 1 or Tier 2 Individual has contact with an individual who tests positive for COVID-19
  - ix. Guidance for safely working out (individually or in groups) away from the Club facility
  - x. Cleaning and sanitizing recommendations for personal residences and vehicles
  - xi. Food safety
  - xii. Media and fan interactions
  - xiii. Resources (including vaccinations, testing and behavioral health) for family/household members
- b. Such education has been jointly developed by the NFL and NFLPA in video and/or standard PowerPoint presentation format and provided to all players and football staff via electronic means (i.e., email link, text message, “pushed” to players’ tablets, etc.). Each Club must hold at least one (1) live virtual education session during which players and members of the football staff may have the opportunity to ask any questions of the Club medical staff and/or Infection

Control Officer. Representatives from the NFLPA shall have the right to attend and participate in these sessions.

- c. Written educational materials will also be provided to all players and football staffs electronically.
  - d. The Club's Head Primary Care Sports Medicine Physician, in conjunction with the Club's Infection Control Officer, shall be responsible for providing such education to all players and football staff members. He or she may be assisted by other members of the Club's medical staff and/or athletic training staff if he or she deems it appropriate.
  - e. Each Club's Infection Control Officer shall certify to the NFL Management Council, in a form provided by the NFL and NFLPA, that such electronic education was provided to all players and football staff, and that all players and members of the football staff have acknowledged completion of the education no later than one week prior to the start of Training Camp. The NFL Management Council shall provide copies of the certifications to the NFLPA.
- II. The NFL and NFLPA also developed standard COVID-related educational information/resource materials to be provided to players' and club staff's families. Each Club shall also offer a virtual information/education session/webinar for family members of players and Club football staffs, during which such family members will have an opportunity to ask questions. Representatives from the NFLPA shall have the right to attend and participate in these sessions.
- III. Each Club was responsible for providing additional in-person, if feasible given restrictions of physical distancing, or virtual education to all players and Club football staffs outlining the Club's Facility Protocol, at both the Club facility and Club stadium, Team Travel Protocol and the Club's IDER Plan.
- a. Each Club shall post extensive signage within the Restricted Areas (as defined in the Club Facility Protocol) of the facility, including but not limited to medical exam areas and athletic training, weight, locker, and meal rooms, on health policies, consisting of the following documents to provide additional education to players and football staffs on COVID-19 best practices:
    - i. CDC guidance on COVID-19 prevention
    - ii. CDC guidance to stop the spread of germs
    - iii. CDC guidance on COVID-19 symptoms
    - iv. Local/State COVID-19 advisories

- b. Subsequent educational sessions and materials will be provided on an ongoing basis, as frequently as is practicable and appropriate, including in the event there are cases of positive COVID-19 tests among players and/or football staff.
  - c. Clubs must ensure that any players and/or new members of the football staff who join the Club are provided with the educational materials required by this Protocol.
- IV. The NFL and NFLPA, through their respective infectious disease experts, will provide regular updates and/or education materials to be shared with players and Club employees via virtual meetings, emails, posters and other communications as appropriate. This may include highlights and relevant reminders regarding the NFL-NFLPA COVID-19 Protocols.

## **Club Facility Protocol**

- I. Introduction. Prior to NFL players returning to NFL Club facilities for Training Camp for the 2021 Season, NFL Clubs were required to update its Infectious Disease Emergency Response (“IDER”) Plan from the 2020 Season that sets forth the Club’s plan for containing an outbreak of disease (in this case, the COVID-19 pandemic). Each Club’s updated IDER Plan was 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”) as outlined in the parties’ side letter agreement. Any changes to the Club’s 2020 IDER Plan should be highlighted. The parties will continue to update this Protocol as circumstances warrant and as the science evolves.
- II. **Facility Access**
  - a. Access to Restricted Areas (as defined below) in Club facilities during the 2021 Regular Season 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 issued credential displaying his or her “Tier.”
  - 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 essential football personnel whose job function requires direct access to players for more than 10 minutes at a time on a regular basis. **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 periodically. 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 2M** will consist of designated members of the media. **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 when Tier 1 Individuals are present in the facility and they are prohibited from having close contact with any Tier 1 Individuals (this is designed to permit nighttime cleaning staff to enter and disinfect Restricted Areas after Tier 1 individuals have vacated the facility). **Tier 3-Outdoor Access (“OA”)** will

consist of individuals who may need to attend or observe outdoor practice sessions but do not require close contact with Tier 1 Individuals. Individuals with a Tier 3-OA credential will not be permitted inside Restricted Areas of the Club facility at any time.

- d. At least seven (7) days prior to the first mandatory reporting date for players for Training Camp, each Club was required to submit to the NFL (attention: Meghan Carroll) a list of individuals whom the Club wishes to designate to have Tier 1, Tier 2, Tier 3, Tier 2M and Tier 3-OA access for the 2021 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. Clubs will be required to pare each list down to the applicable maximum per Tier for each day and personnel who report on those days must undergo testing as required by the NFL-NFLPA Screening and Testing Protocol. 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 Daily Number 65**).
  - Players
  - Coaches
  - Athletic Trainers
  - Team Physicians
  - Strength and Conditioning Coaches
  - Equipment Managers

Tier 1 Individuals are permitted to access Restricted Areas on an as-needed and regular basis.

For Club staff only: **COVID-19 Vaccination Requirement:** In order to be eligible for Tier 1 status, an individual must either be fully vaccinated or have been granted a religious or medical exemption by his or her employer. For purposes of this requirement, "fully vaccinated" means 14 days have passed since the individual received the last dose required in the vaccine sequence (i.e. 14 days after the single Johnson and Johnson vaccine dose or 14 days after the second Pfizer or Moderna dose), OR the individual has previously tested positive for COVID-19 as documented by (i) a valid rt-PCR test or (ii) a quantitative antibody test (taken at the Club facility and administered by BioReference Laboratory personnel after August 26, 2021 and before the individual has received any dose of a COVID vaccine) demonstrating COVID total antibody levels (IgG, IgA, IgM) to the spike protein of 100 U/mL or greater, and a positive antibody test to the COVID IgG nucleocapsid protein, and 14 days have passed since the individual received one dose of any COVID vaccine (Johnson & Johnson, Pfizer or Moderna). Any Tier 1 Individual who has not received at least one dose of a COVID vaccine or who has not received an approved medical or religious

exemption by June 7, 2021, will not be permitted to access Restricted Areas of the Club facility or interact with players in person until such time that he or she becomes fully vaccinated.

- f. **Tier 2.** Non-playing personnel who are required to be in close contact with Tier 1 Individuals periodically or who may access Restricted Areas when Tier 1 Individuals are present, but who can reasonably maintain physical distance from Tier 1 Individuals and are able to use PPE while performing their jobs, are eligible for Tier 2 access (collectively “Tier 2 Individuals”). (**Maximum Daily Number 45.**) Examples of categories of individuals who may be designated as Tier 2 Individuals include:
- Club Facility Staff (including cafeteria and food service staff who will have contact with Tier 1 or Tier 2 Individuals)
  - Additional Coaches/Strength and Conditioning Coaches
  - Additional Athletic Trainers/Team Physicians/Medical Staff
  - Additional Equipment Managers
  - Ownership Representatives
  - General Managers
  - Field Manager
  - Football Operations/Football Administration Employees
  - Club Communications/PR Staff
  - In-house Media and Broadcast Personnel
  - 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, but intermittent, basis. Clubs must limit access to Restricted Areas for Tier 2 Individuals to the extent possible. Tier 2 Individuals who are not fully vaccinated pursuant to an approved religious or medical exemption must wear PPE at all times when at 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 avoid interactions with Tier 3 Individuals. Clubs may modify their lists of Tier 2 Individuals to account for those Tier 2 Individuals who are not present at the Club facility on a daily basis. All such modifications must be submitted to the NFL (Attn. Meghan Carroll) in advance. **The total number of employees credentialed in Tiers 1 and 2 and present at the Club’s facility on a given day may not exceed 110.** However, if a Clubs does not designate 65 individuals as Tier 1 Individuals on a given day, the Club may reallocate the remaining Tier 1 credentials to Tier 2 Individuals, but in no event may the number of Tier 1 Individuals present in the facility on a given day exceed 65. For example, if a Club designates 50 employees as Tier 1 Individuals, the Club may designate 60 employees as Tier 2 Individuals. Tier 2M, Tier 3 and Tier 3-OA credentials may

not be reallocated. In addition, each Club may designate up to three (3) Protocol Compliance Personnel who will have Tier 1 access to the Club facility but will not count against the Club's Tier limits. They will be charged with monitoring the Club's compliance with these Protocols. BioReference Lab (BRL) Personnel will also be required to be fully vaccinated and will not count against the Club's Tier limits.

**COVID-19 Vaccination Requirement:** In order to be eligible for Tier 2 status, an individual must either be fully vaccinated or have been granted a religious or medical exemption by his employer. Protocol Compliance Personnel must be fully vaccinated; individuals with religious or medical exemptions may not serve as Protocol Compliance Personnel. For purposes of this requirement, "fully vaccinated" means 14 days have passed since the individual received the last dose required in the vaccine sequence (i.e. 14 days after the single Johnson and Johnson vaccine dose or 14 days after the second Pfizer or Moderna dose), OR the individual has previously tested positive for COVID-19 as documented by (i) a documented valid rt-PCR test or (ii) a quantitative antibody test (taken at the Club facility and administered by BioReference Laboratory personnel after August 26, 2021 and before the individual has received any dose of a COVID vaccine) demonstrating COVID total antibody levels (IgG, IgA, IgM) to the spike protein of 100 U/mL or greater, and a positive antibody test to the COVID IgG nucleocapsid protein, and 14 days have passed since the individual received one dose of any COVID vaccine (Johnson & Johnson, Pfizer or Moderna). Any Tier 2 Individual who has not received at least one dose of a COVID vaccine or who has not received an approved medical or religious exemption by June 7, 2021 will not be permitted to access Restricted Areas of the Club facility or interact with players in person until such time that he or she becomes fully vaccinated.

**Tier 2M.** Members of the media who will only be permitted in the facility media room, media-approved areas of the practice fields and stadium playing fields and sidelines (as permitted by the Game Day Protocol). Tier 2M Individuals must wear masks at all times when in the Club facility. They will not be permitted access to other Restricted Areas in the Club facility (including locker rooms and medical areas). (**Maximum Daily Number: 25**).

**COVID-19 Vaccination Requirement:** In order to be eligible for Tier 2M status, an individual must be fully vaccinated. Clubs must confirm vaccination status of media members. For purposes of this requirement, "fully vaccinated" means 14 days have passed since the individual received the last dose required in the vaccine sequence (i.e. 14 days after the single Johnson and Johnson vaccine dose or 14 days after the second Pfizer or Moderna dose).

- 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, must wear PPE at all times when in the Club facility and are only permitted to access Restricted Areas when Tier 1 and Tier 2 Individuals are not present (**Maximum Daily Number 50**). Examples of categories of essential personnel who are eligible for designation as a Tier 3 Individual include:

- Certain Operational Personnel (e.g., cleaning service providers)
- Food preparation/kitchen personnel (who will prepare meals but have no contact with Tier 1 or Tier 2 Individuals)
- Additional In-house Media and Broadcast Personnel (e.g., camera operators, audio technicians)
- Field maintenance providers
- Transportation Providers
- Additional Stadium or Security Personnel not assigned to Restricted Areas

- h. **Tier 3-Outdoor Access:** Individuals who may attend or observe the Club’s outdoor practice, but do not require close contact with Tier 1 or Tier 2 Individuals are eligible for Tier 3-Outdoor Access (“Tier 3-OA”) (collectively, “Tier 3-OA Individuals”). Tier 3-OA Individuals are not permitted inside the Restricted Areas of the Club facility at any time (which includes the Club’s indoor practice facility). Tier 3-OA Individuals must remain at least 10 feet away from the practice field and maintain physical distance from Tier 1 Individuals, Tier 2 Individuals, Tier 2M Individuals and Tier 3 Individuals at all times. Tier 3-OA Individuals who are not vaccinated, must wear PPE at all times. (**Maximum Daily Number. 50**). Categories of personnel who are eligible for designation as a Tier 3-OA Individual include:
- Media and broadcast personnel (provided there are already a minimum of 10 media/broadcast personnel assigned to Tier 2M)
  - Additional security personnel
  - Additional medical personnel (e.g., EMTs)
  - Club Scouts
- i. **Fans and Visitors.** Fans and visitors will not be permitted to access Restricted Areas of Club facilities at any time.
- j. **Entrance/Facility Design:** Clubs shall isolate Tier 1 and Tier 2 Individuals from other Club staff by implementing the following measures:
- i.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 Tier 1 and Tier 2 Individuals, and Clubs must clean and disinfect this area at least once daily.

- ii. Where possible, the flow of foot traffic into and out of the Club facility must be automated or touchless doors to remove or reduce the use of touchpoints (e.g., door handles, doorknobs, and push bars). Clubs must also designate those portions of the facility that players access “Restricted Areas—Tier 1 and Tier 2 Access Only”.
- iii. Access to the Restricted Areas of the Club facility must be limited to players and essential football personnel assigned Tier 1 and Tier 2 access. Clubs must clearly mark Restricted Areas with signage.
- iv. Screening: All players, Club employees and contractors who have access to the Restricted Areas must undergo daily screening and any required testing prior to entering the facility pursuant to the Screening and Testing Protocol. The daily screen for all “football essential” employees must include the questions included on the COVID-19 Screening Form attached to the Screening and Testing Protocol.

### **III. Physical Distancing**

- a. Clubs must establish physical distancing protocols to allow players who are not fully vaccinated to maintain six (6) feet of distance from one another when inside the facility. **The following restrictions are not required to be applied to fully vaccinated players and/or staff.**
- b. Clubs are required to promote and enforce physical distancing for players and staff who are not fully vaccinated 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 who is not fully vaccinated (by using every other locker or adding additional lockers) where possible. If not possible, Clubs must consider other measures to reduce risk such as adding plexiglass dividers between lockers or adding temporary lockers in outside tented areas or take other measures to prevent transmission. Each player must have individual space designated to store his belongings, without comingling, if locker space is unavailable. Clubs must implement schedules that minimize the time players who are not fully vaccinated spend in the locker room and also use the locker room in “shifts” to allow for physical distancing. Clubs should also assign lockers so that players who are not fully vaccinated within the same position groups are not concentrated in one area.
- d. Showers may be used but players who are not fully vaccinated should be kept at least six (6) feet apart when in use. Clubs may consider shutting off some shower heads to ensure physical distancing is maintained. The use of showers is encouraged after strenuous physical activity and is essential before entering any other water-based

therapy treatment area. Showers shall be cleaned and disinfected with hospital grade EPA List N disinfectants at least once per day.

- e. Cold tubs may be used so long as physical distancing requirements are met for players who are not fully vaccinated. Hydrotherapy pools may also be used so long as players who are not fully vaccinated remain physically distant. Disinfection of these areas must be conducted in accordance with the latest ICS manual.
- f. Saunas and steam rooms may be used by fully vaccinated players ONLY; they may not be used by players who are not fully vaccinated.
- g. Strength and conditioning workouts:
  - i. **When players who are not fully vaccinated are included:** Workouts must be limited to groups small enough to allow scheduled groups of players to practice physical distancing at all times; capacity of each weight room will be limited to 15 players at a time. Clubs may have multiple weight rooms. Divided weight rooms may not be used by vaccinated and un-vaccinated players concurrently.
  - ii. **When the entire group of players is fully vaccinated:** There is no capacity limit on the weight room for groups of players and staff who are fully vaccinated. **Tier 1 and Tier 2 staff who are not fully vaccinated will not be permitted to access the weight room when players are present.**
- h. Athletic Training Room: The athletic training staff must require individual, staggered player appointments for players who are not fully vaccinated, instead of setting a single time for large groups to arrive. **Tier 1 and Tier 2 staff members who are not fully vaccinated are not permitted to access the athletic training room when players are present.**
- i. Meetings should be conducted virtually to the extent possible. Clubs must make efforts to hold in-person meetings with players who are not fully vaccinated sitting a minimum of six (6) feet apart from other participants and wearing masks. In-person meetings that do not permit physical distancing for players who are not fully vaccinated are prohibited. **Tier 1 and Tier 2 staff members who are not fully vaccinated are not permitted to participate in in-person meetings at the Club facility.** Clubs are encouraged to conduct any administrative, playbook, and advanced work on a personal electronic device.

#### IV. Facility Cleaning and Disinfecting

- a. To ensure proper cleaning and disinfecting of Club facilities:
  - 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) at least once daily. 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 Club facility must be cleaned at least once daily with hospital-grade EPA List N disinfectants.<sup>1</sup> 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. Clubs may provide disinfectant wipes to Tier 1 and Tier 2 Individuals to clean their individual personal items (e.g., phones, keys).
    2. 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.
  - ii. Ventilation: Clubs must ensure they have proper air flow and filtering throughout the facility. Clubs must maximize air filtration to the highest capabilities of their existing HVAC systems, including by upgrading MERV filters to the maximum extent consistent with system design. Clubs will be asked to demonstrate compliance with the foregoing in their IDER Plans and may also be subject to inspection. Clubs must measure ventilation in enclosed spaces (e.g., meeting rooms and weight rooms) by calculating air changes per hour, where possible. If CO<sub>2</sub> levels in a room equals or exceeds 1,000 parts per million, then the room must undergo a comprehensive cleaning/disinfection.
  - iii. Weight Room
    1. Clubs must locate or relocate equipment to better ventilated or outdoor areas of the facility; encourage conditioning activities to occur outside; provide personalized equipment where possible; open roll-up doors, windows and roofs to promote air circulation; and measure ventilation as outlined above.

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<sup>1</sup> EPA List N disinfectants can be found at [https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2#filter\\_col1](https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2#filter_col1).

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 possible, Clubs should provide certain training equipment on an individual basis. Absorbent items (ropes, bands, foam rollers, etc.) must be provided on an individual basis. 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. Clubs must clean and disinfect surfaces that require extensive contact between a player and the surface (e.g., after activities that require a player to lie down or sit on the floor) after each use. Clubs may provide towels or mats to players for such activities or may provide individual sanitizing wipes for players to use to wipe down the surface to satisfy this obligation.
7. Strength and Conditioning Coaches must be fully vaccinated in order to be in the weight room while players are working out and must wear masks at all times while supervising player workouts or interacting with players inside the Club facility. Players who are not fully vaccinated must wear masks at all times while in indoor weight rooms (including while actively engaged in a workout). Clubs must provide masks for their use.
8. At the conclusion of all workouts, Clubs must thoroughly clean all training equipment. This may be accomplished by use of an electrostatic disinfection process or use of vaporized hydrogen peroxide.

iv. Training and Treatment Rooms

1. Treatment and rehab tables must be disinfected after each use.
2. For their protection, players and training staff are prohibited from using creams, gels, lotions, or balms from a shared container. Clubs must remove any shared containers from the facility to avoid such improper use.

3. Team medical staff/providers (including but not limited to athletic trainers, massage therapists, physical therapists and team physicians) must wear masks when providing treatment to or interacting with players inside the Club facility.

v. Player Meeting Rooms

1. Player meeting rooms must be cleaned at least once per day with hospital-grade EPA List N disinfectants.
- vi. Suspected or Confirmed Cases of COVID-19. In the event anyone in the Club facility is identified as experiencing symptoms of COVID-19, the Club must take steps outlined in the Treatment Response Protocol to minimize potential transmission, including immediately cleaning and disinfecting all surfaces (including equipment), door handles, gym equipment, bathrooms and shower facilities to which the symptomatic individual had access in the previous 24 hours.

**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 or other ICS-approved disinfection methods. Mouthpieces must be sanitized post practice or game with either appropriate UV light treatment or acceptable solution such as “Defense Solution.” Players may be provided with individual cups of sanitizing solution to sanitize their mouthpieces. Player gloves and uniforms must be washed daily. Clubs must use disinfectant detergent in all laundry cycles. If gloves cannot be laundered (e.g., leather), players must be provided with sufficient pairs so that they may rotate pairs every day.
- b. Field Equipment: Field equipment must be cleaned with EPA list N disinfectants each day.
- c. 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.
- d. 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 and Tier 2 Individuals.
- b. Meal room access must be limited only to Tier 1 and Tier 2 Individuals when players are present. Tier 3 Individuals and other non-tiered Club employees are not permitted to have meal room access when players are present. Clubs must ensure sufficient physical distancing between tables for players who are not fully vaccinated so that they do not sit within six (6) feet of each other while consuming food and drink (while masks are down). Tier 2 Individuals must maintain physical distance from players and Tier 1 staff in the meal room while eating. All non-player Tier 1 and Tier 2 Individuals must be fully vaccinated to eat in any meal room; non-fully vaccinated staff must have only grab-and-go meals. Clubs should limit the time spent in the cafeteria for players who are not fully vaccinated.
- 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 shake and fueling stations). Attendants, wearing appropriate PPE and observing physical distancing, must be available to serve food, coffee or beverages at those stations. Individual-serving coffee machines are permissible, so long as disinfecting wipes are available and they are wiped down after each individual use.
- 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. The 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](http://www.fda.gov/media/136811/download)).

**VII. Personal Protective Equipment (PPE) and Hygiene**

- a. All players and staff who are not fully vaccinated must wear masks (surgical masks are preferred; gaiters and masks with valves or vents are prohibited) at all times when inside the Club facility. Masks must also be worn outdoors when

players who are not fully vaccinated are within close proximity to one another; provided, however, players who are not fully vaccinated are not required to wear a mask during an outdoor, on-field practice session. . For example, an unvaccinated player may remove his mask as he walks to practice once he is outdoors and he must put a mask back on as he re-enters the club facility after practice. An indoor practice field or bubble will be considered “outdoors” for purposes of this requirement. Masks will also not be required during stretching, warm-ups and walk-throughs conducted outdoors or in an indoor practice field or bubble. Masks will be required during walk-throughs conducted in meeting rooms and/or hotel ballrooms. “Welders” face shields are not a permissible substitute for masks at the Club facility. Surgical masks must be replaced daily or more frequently if visibly soiled. If cloth masks are used, they 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. If cloth masks are used, there must be a mechanism in place to ensure that masks are not mixed and shared. Clubs are responsible for obtaining an adequate supply of surgical and cloth masks. **Failure to adhere to this requirement by a non-vaccinated player or staff member will subject that individual to discipline set forth in Exhibit A. Fully vaccinated players and staff are exempt from this requirement.**

- b. Medical providers (including but not limited to athletic trainers, team physicians, equipment staff, masseuses, chiropractors, etc.) must wear masks when actively providing treatment to or directly interacting with players inside the Club facility, regardless of vaccination status. Equipment Managers must wear masks when interacting directly with players inside the Club facility, regardless of vaccination status. Strength and Conditioning Coaches must wear masks when supervising player workouts in the weight room, regardless of vaccination status.
- c. Clubs must maintain video of facility surveillance cameras for a period of at least 30 days. NFL Security will coordinate regular collection and review of footage to ensure compliance with these Protocols, specifically use of masks and PPE. Clubs are reminded that failure to enforce strict compliance with the mask/PPE requirements will subject the Club to discipline under the Protocol by the league. Players are reminded that if they are identified as failing to comply with the mask/PPE requirements, they will be subject to discipline under the Protocols.
- d. Each Club shall identify at least three (3) Tier 1 staff members to serve as “Protocol Compliance Officers” who shall be responsible for ensuring Protocol compliance at all times within the Club facility and during travel (e.g., everyone wearing masks, practicing physical distancing, wearing Kinexon tracking devices, not lingering in cafeteria and/or locker room, etc.). These individuals will not count against the Club’s Tier limits (as set forth above).

**COVID-19 Vaccination Requirement:** In order to be eligible to serve as a Protocol Compliance Officer, an individual must be fully vaccinated. Clubs must confirm vaccination status of these individuals. For purposes of this requirement, “fully vaccinated” means 14 days have passed since the individual received the last dose required in the vaccine sequence (i.e. two weeks after the single Johnson and Johnson vaccine dose or two weeks after the second Pfizer or Moderna dose), OR the individual has previously tested positive for COVID-19 as documented by (i) a valid rt-PCR test or (ii) a quantitative antibody test (taken at the Club facility and administered by BioReference Laboratory personnel after August 26, 2021 and before the individual has received any dose of a COVID vaccine) demonstrating COVID total antibody levels (IgG, IgA, IgM) to the spike protein of 100 U/mL or greater, and a positive antibody test to the COVID IgG nucleocapsid protein, and 14 days have passed since the individual received one dose of any COVID vaccine (Johnson & Johnson, Pfizer or Moderna).

- e. Gloves are required for staff in frequent contact with others and are mandatory for those who work with food.
- f. Clubs must make hand sanitizer and other hygiene materials (e.g., soap, tissues) available in all areas of the Club facility. This means that every meeting room, training room or other common area in the Club facility must have a hand sanitizing station available for use. Where possible, Clubs are encouraged to use no-touch dispensers.
- g. The Club must maintain a supply of the following PPE for use by the medical staff to treat players who become symptomatic:
  - i. N95 Masks
  - ii. Goggles
  - iii. Full Face Shields
  - iv. Gowns (FDA-approved gowns that meet AAMI standards)
  - v. Gloves (FDA-approved medical grade gloves)
- h. 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 for Training Camp. 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 NFL immediately.
- i. The NFL and NFLPA, through their respective experts, will continue to evaluate PPE needs and requirements and update the Clubs on an ongoing basis.

**VIII. Group Activity Outside of the Club Facility**

- a. Tier 1, Tier 2 and Tier 3 Individuals (including players) who are fully vaccinated are permitted to gather with other fully vaccinated Tier 1, Tier 2 or Tier 3 Individuals (including players) outside of the Club facility. Unvaccinated Tier 1, Tier 2 and Tier 3 Individuals (including players) are prohibited from gathering in groups of more than three (3) Tier 1, Tier 2, and Tier 3 Individuals (including players) outside of the Club facility or team travel. Unvaccinated Tier 1, Tier 2 and Tier 3 staff and players are prohibited from engaging in meetings, practices and/or training activities outside of Club facilities unless approved by the NFL and NFLPA. If a Club is “shut down” due to an outbreak, Tiered staff and players are not permitted to gather in any number for any reason. Clubs and players are reminded that violations of this provision will result in discipline.

## **NFL-NFLPA Team Travel Protocol For The 2021 Regular Season**

### I. Introduction

- a. This Protocol will govern Team Travel during the 2021 Regular Season. Clubs are required to comply with its requirements, including when using hotels and/or travel partners in the Club's home city.
- b. The parties will continue to update this Protocol as circumstances warrant and as the science evolves.

### II. Game Travel

- a. Clubs must establish operational processes for all team travel that promote cleanliness and reduce interactions between members of the Traveling Party (as defined below) as much as possible. Clubs must endeavor to travel in a controlled environment at all times and maintain physical distancing. In addition to the protocols set forth below, Clubs must follow, and ensure their travel partners follow, applicable guidelines and regulations delineated by the CDC<sup>2</sup> and local/state health departments. Only Tier 1 and Tier 2 Individuals are permitted to travel with their Club (collectively, for purposes of this Protocol, the "Traveling Party"). Only fully vaccinated members Tier 1 and Tier 2 staff members may travel with the team; while Tier 1 and Tier 2 staff members who have approved religious or medical exemptions may travel, they must travel separately from the team, but will count towards the "Traveling Party." Clubs must limit the number of non-player members in the Traveling Party to no more than **75 people**. **Clubs are strongly encouraged to further reduce the number of non-player members in the Traveling Party if possible.** Each Club may also travel two (2) or three (3) members of its BioReference testing team with the Traveling Party, and these individuals will not count toward the Traveling Party limit of 75 people. In addition, the three (3) COVID Protocol Coordinators will not count against the Club's Traveling Party limit.
- b. Members of the Traveling Party who are not fully vaccinated and who do not travel on the team charter (i.e., staff members with approved religious or medical exemptions, medical or advance football operations personnel) must receive a negative Mesa Test result in the visiting team city prior to joining the rest of the Traveling Party and/or accessing Restricted Areas on Game Day, and must test daily thereafter. The prohibition against such individuals eating in a cafeteria and attending meetings in-person continues during road travel.
- c. Clubs must ensure that players who are not fully vaccinated minimize time in crowded settings, and are supplied with and utilize masks, gloves, hand sanitizer, and disinfectant wipes.

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<sup>2</sup> <https://www.cdc.gov/coronavirus/2019-ncov/travelers/faqs.html>

<https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-in-the-us.html>

<https://www.cdc.gov/quarantine/air/managing-sick-travelers/commercial-aircraft/infection-control-cabin-crew.html>

- d. In addition to the COVID-19 testing outlined in the NFL-NFLPA Screening and Testing Protocol, each member of the Traveling Party is subject to daily symptom checks as set forth in that Protocol, while traveling and mandatory hand cleaning when entering the team hotel, Club facilities, planes, buses, and other shared facilities.
- e. Unless there is no other travel option available for transportation to perform essential working functions while traveling, individuals in the Traveling Party shall not take separate public transportation (e.g., buses, subways) while on the road to, or while in, other cities. Individuals in the Traveling Party who are not fully vaccinated shall not take private (e.g., taxis, Uber, Lyft) transportation on the road to, or while in, other cities. Use of private transportation (e.g., taxis, Uber, Lyft) by fully vaccinated individuals is permitted, subject to individual Club policies, but is encouraged to be kept to a minimum. Any fully vaccinated individuals using private transportation are encouraged to wear masks and keep the windows open during any such travel. Clubs must make all necessary arrangements to facilitate safe, clean and hygienic travel for the Traveling Party to and from all cities and games.
- f. Visiting teams will continue with the standard protocol of arriving in the game city the day prior to the game to ensure players, coaches, and Travel Party are isolated within the same lodging facility to administer any applicable screening and testing and allow for requisite gameday preparation (including hydration and rest).

### **III. Personal Protective Equipment (PPE)**

- a. Consistent with CDC guidance and TSA regulations requiring masks during air travel and on buses, all members of the Traveling Party must wear masks when traveling, including on planes, buses, trains and in cars.
  - i. Clubs must provide masks to players. Use of N-95 and KN-95 masks are encouraged.
  - b. Clubs must provide individual hand sanitizer, disinfectant wipes and other cleaning products to members of the Traveling Party so that they can clean their luggage and rooms upon arrival, including any high-touch surfaces (e.g., luggage handles, key cards, remote controls, phones).

### **IV. Disinfection**

- a. Clubs must require that all travel partners (hotels, airlines, buses) perform and confirm frequent disinfection of all facilities, rooms, surfaces, etc. Clubs must provide third parties with the NFL-NFLPA mandated standards. Charter companies, hotels and transportation companies must represent in their contracts that they have read, understood and agree that they will, to the greatest extent possible and permissible given relevant governing regulations and/or third party union restrictions,

meet or exceed NFL-NFLPA mandated standards as a condition of the contract and staff NFL related events with fully vaccinated individuals.

i. Hotels

1. All “high touch” surfaces in areas accessible to multiple members of the Traveling Party must be cleaned at least once per day with hospital-grade EPA List N disinfectants. “High Touch” surfaces include tables, desks, countertops, door and drawer handles, cabinet handles, light switches, phones, television remote controls, handrails, toilets, sink handles, touch screens, and elevator buttons.
2. Other areas of focus include guest rooms, meeting space (foyer, bathrooms, tables, chairs, AV equipment, etc.), elevators and elevator landings, arrival and departure routes, the lobby, and the fitness center.
3. Hotel staff must refrain from cleaning the interior of hotel rooms assigned to members of the Traveling Party for the duration of the Traveling Party’s stay, unless the stay is longer than one night, in which case cleaning may occur when members of the Traveling Party are not present. Hotels must ensure that all staff who interact with the Traveling Party wear appropriate PPE during such interactions.<sup>3</sup> Hotels must ensure appropriate cleaning of individual rooms, prior to the arrival of the Traveling Party.
4. Hotels must ensure that they have the proper air flow and filtration throughout the hotel.

ii. Airlines

1. Immediately prior to team arrival, all “high touch” surfaces must be cleaned with hospital-grade EPA List N disinfectants. “High Touch” surfaces include seats, arm rests, seat belts, tray tables, catering areas, touch screens or controllers, light/service call switches and buttons, windows, and bathrooms (toilets and sinks). Passengers must be provided with sanitizing wipes to wipe down “High Touch” surfaces while in flight.

iii. Buses

1. Immediately prior to boarding, all surfaces must be cleaned with hospital-grade EPA List N disinfectants. These areas include seats,

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<sup>3</sup> <https://www.cdc.gov/niosh/docs/2012-151/pdfs/2012-151.pdf>

windows, arm rests, seat belts, seat trays, cup holders, light switches/buttons, TV monitors, luggage bins and railings, stair railings, doors, bathrooms (toilets and sinks), and luggage bins below the bus.

**iv. Equipment and Luggage**

1. Whenever possible, the Traveling Party shall be responsible for their own luggage to avoid additional individuals handling the luggage. If not possible, then luggage should be sent directly to hotel rooms to avoid as many touchpoints as possible. Hotels must ensure appropriate sanitation procedures with regard to who touches luggage that is delivered to members of the Traveling Party. To the extent team equipment or luggage must be placed in storage on-site at the hotel, it must be stored in a clean, secure location, and be disinfected prior to returning to the team. Members of the Traveling Party shall not rely on bell staff for picking up luggage when leaving the hotel.

**V. Third Party Staff (e.g., Hotels, Airlines, Buses)**

- a. Clubs must require that all travel partners (hotels, airlines, buses) follow the below protocols with their staffs:
  - i. Standard screening of all staff that will have any direct contact with members of the Traveling Party (e.g., in-flight crews, bus drivers, etc.). This screening protocol that will be used should include COVID-19 testing to the extent permissible by the relevant staff's labor and other contracts and must be provided to the Club Infection Control Officer for review and approval in advance of its use. For clarity, the results of screening and testing of travel partner staffs will not be shared with the Club, but the Club is responsible for reviewing third-party screening protocols.
  - ii. To the extent it is within the travel partner's control, use of fully vaccinated staff or mandatory use of masks by staff having any direct contact (e.g., in-flight crews, gate area staff, bus drivers, luggage handlers) with members of the Traveling Party.
  - iii. Notification if any third-party staff member tests positive or is symptomatic for COVID-19 within 48 hours prior to Club arrival (e.g., arrival at hotel, arrival at airport, use of buses). No third-party staff member who has tested positive for COVID-19 or was symptomatic within the previous 14 days shall be permitted to participate in any NFL

Club travel. The Club shall immediately notify the NFL (Attn: Meghan Carroll) of any such COVID-19 positive travel partner staff.

- iv. Whenever possible, Clubs should work with airline partners using fixed crews, with limited commercial flight exposure, fully vaccinated staff and/or frequent testing for team flights.

**VI. Food Service**

a. Hotel

- i. The meal room must be private and dedicated to members of the Traveling Party only. It must be large enough to enable proper physical distancing for players who are not fully vaccinated. Automatic hand sanitizer stations must be set up at the entrance of the meal room, as well as stationed throughout the meal room.
- ii. Plates, utensils, cups, etc. must be disposable and condiments must be single serve packaging.
- iii. Kitchen and serving staff must wear masks, gloves, hair and beard covers, aprons, etc.
- iv. All meals must be provided to players and coaches/staff when traveling with the team. Self-serve buffet style dining is prohibited; food service with an attendant maintaining appropriate distancing and using appropriate PPE shall be permitted when necessary. Hydration must be provided in individual bottles or single-use cups. Fully vaccinated members of the Traveling Party will be permitted to leave the hotel to eat and/or use restaurants open to the public, subject to individual Club rules. Members of the Traveling Party who are not fully vaccinated are not permitted to leave the hotel to eat or otherwise use any restaurants (in hotel or otherwise) open to the public. Clubs should consider providing “welcome amenities” and/or utilizing private on-site vendors at hotels—at a minimum for unvaccinated players—to provide food and drink in rooms upon arrival in order to minimize trips to public markets. Members of the Traveling Party may order hotel room service or other food directly to the room and may use third-party food delivery services with contactless delivery (e.g., Uber Eats, Grubhub, DoorDash, Postmates).

b. Air Travel

- i. To the extent possible, Clubs must require flight attendants to wear masks at all times. Flight attendants or Tiered Club staff may distribute food items, which must be individually wrapped and prepared.

- ii. If permissible, prior to player and staff arrival, flight attendants must place food items (snacks, prepackaged items, etc.), hand sanitizer, masks, gloves, etc. in each seat.
    - 1. Clubs must assign seats for players and staff.
  - iii. Fully vaccinated members of the Traveling Party may eat and drink during flight. For players who are not fully vaccinated, eating and drinking must be limited to the extent possible on an aircraft. Single-use utensils, napkins, plates, condiments, and hand wipes must be provided for and disposed of after each meal.
- c. Postgame Meal
- i. Use of masks/gloves by personnel responsible for packaging meals is mandatory.
  - ii. Clubs must provide premade meals provided in individually packaged containers or bags in takeout form to be distributed to the Traveling Party upon exiting the Stadium.

**VII. Physical Distancing**

- a. Clubs must establish physical distancing protocols that allow players who are not fully vaccinated to maintain six (6) feet of distance from one another whenever possible.
- b. Hotel
  - i. Hotels must make private entrances/exits available to members of the Traveling Party whenever possible. Hotels must also provide a private check-in area for members of the Traveling Party.
  - ii. Players must have their own hotel rooms. Fully vaccinated members of the Traveling Party may make separate housing arrangements while traveling, subject to individual Club policies. Members of the Traveling Party who are not fully vaccinated may not make separate public or private housing arrangements while traveling. Fully vaccinated members of the Traveling Party are permitted to have room visits from other fully vaccinated individuals, subject to individual Club policies. For players who are not fully vaccinated, room visits are permitted only by members of the Traveling Party. Members of the Traveling Party who are not fully vaccinated are prohibited from congregating, visiting or mingling with individuals outside of the Traveling Party once they have arrived in the game city. Members of the Traveling Party who are fully vaccinated may

gather and visit with fully vaccinated friends and family while traveling, subject to individual Club policies.

- iii. Meeting and meal rooms must be large enough to ensure that players who are not fully vaccinated may maintain at least six (6) feet of distance from other participants.
- iv. Rooming blocks must ensure that the Traveling Party is isolated in the hotel.
- v. Members of the Traveling Party who are not fully vaccinated may not utilize the fitness center, pool, sauna or other shared hotel facilities during their stay at a hotel, unless such areas have been appropriately disinfected, are closed to other hotel patrons and only open to the Club Traveling Party. In such cases sanitizing wipes and hand sanitizer must be available, and physical distancing must be maintained at all times. Fully vaccinated members of the Traveling Party may use the hotel fitness center, pool, sauna or other shared hotel facilities.
- vi. Touch-free Departure. No member of the Traveling Party who is not fully vaccinated should visit the front desk upon departure. Check-out procedures, including key returns and the payment of incidentals must be handled remotely (*e.g.*, provide credit card number to pay incidentals, leave key in room or drop box).
- vii. Hotels must provide a clear path for members of the Traveling Party to get from the hotel to awaiting team transportation (and vice versa), including ensuring that fans do not gather at entrances or exits used by the Traveling Party.

c. Air Travel

- i. Planes must be configured to provide as much free space between passengers who are not fully vaccinated as possible, but at a minimum, where coach accommodations are used, so that members of the Traveling Party who are not fully vaccinated have at least one empty seat between them in each row. Clubs must assign seats on planes.
- ii. Whenever possible, Clubs should depart from or arrive into smaller private airports. If traveling through a public airport is unavoidable, Clubs should avoid using main terminal gates that could have the potential to expose members of the Traveling Party to the public boarding ramp.
- iii. When Clubs are required to screen for TSA compliance using charter rules, Clubs should make every effort to screen at the Club facility or

stadium, where possible, or planeside. Such screening must be conducted in a manner that meets disinfection and physical distancing requirements.

- iv. Passengers should hold their own documents and scan their own boarding pass or mobile device whenever possible.
- v. Clubs should consider allowing players and Traveling Party staff to travel to the airport for departure from home city in their own vehicles, including arranging for secure parking and a path from the vehicle to the aircraft.

d. Bus Travel

- i. Clubs must provide an adequate number of buses for transfers from the airport to the hotel, the hotel to the stadium, and the stadium to the airport, to ensure that players who are not fully vaccinated may adhere to physical distancing protocols. Clubs must assign seats on buses. Only members of the Traveling Party are permitted to travel on team buses, and the buses must be treated as restricted areas.
- ii. Bus drivers should be fully vaccinated, to the extent possible. If they are not fully vaccinated, they must have undergone appropriate screening and testing to ensure they are not experiencing symptoms of COVID-19, wear PPE at all times, and otherwise ensure that the bus is cleaned and sanitized before and after every trip. To the extent drivers park on-site and stay during the game, drivers must follow strict physical distancing guidelines, adhere to the NFL-NFLPA approved cleaning and hygiene protocols, and remain in private areas without interacting with other people.

**VIII. Team Personnel Developing COVID-19 While On the Road**

- a. Hotel. Traveling teams must ensure they will have at least one (1) hotel room in the game city until after they have boarded transportation for their home city and confirmed that no member of their Traveling Party has tested positive for or developed symptoms of COVID-19.
- b. Transportation Home. Each Club shall ensure that they have private air charter service to transport a player who develops symptoms of or tests positive for COVID-19 while on the road. The cost of transporting Club personnel will be borne by the Club.

**NFL-NFLPA Treatment Response Protocol For The 2021 Regular Season**

**I. Introduction.**

- a. This Treatment Response Protocol shall govern a Club's response when a player, or Tier 1, Tier 2 or Tier 3 Staff member or other Club employee experiences symptoms of or tests positive for COVID-19 pursuant to the Screening and Testing Protocol during the 2021 Regular Season.
- b. The parties will continue to update this Protocol as circumstances warrant and as the science evolves.

**II. Infection Control Officer and Infectious Disease Specialist.** Each Club shall identify an Infectious Disease Specialist (“IDS”) to serve as a point of contact in the event of an Infectious Disease Emergency (“IDE”), which shall be defined as circumstances caused by biological agents, including bacteria, viruses or toxins with the potential for significant illness or death. IDEs include naturally occurring outbreaks (e.g., measles, mumps, meningococcal disease), emerging and/or novel infectious diseases (e.g., COVID-19), and bioterrorism. Each Club must also appoint an Infection Control Officer to oversee the implementation of the NFL-NFLPA COVID-19 Protocols and to serve as the primary point of contact for any Club employee who experiences symptoms of COVID-19 or tests positive for COVID-19. The Infectious Disease Specialist Contact and Infection Control Officer must be identified prior to the start of 2021 Training Camp.

**III. Infectious Disease Emergency Response (“IDER”)** Plan. Prior to NFL players returning to NFL Club facilities to start Training Camp, each NFL Club was required to update its approved 2020 Season Infectious Disease Emergency Response (“IDER”） Plan, setting forth the Club’s plan for containing an outbreak of disease (in this case, the COVID-19 pandemic). Any changes to the Club’s 2020 IDER Plan should be highlighted. The NFL and NFL Players Association (NFLPA) provided a model baseline IDER Plan during the 2020 Season for Club use. Each Club’s 2021 IDER Plan was 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”) as outlined in the parties’ side letter agreement.

**IV. Reporting Requirements.**

- a. Clubs shall emphasize the importance of reporting symptoms consistent with COVID-19 immediately. Players and Club staff who develop any symptoms or suspect other players or Club staff of having symptoms should report the same immediately to their Club physician and/or ICO and isolate until a rapid Mesa test may be administered (regardless of vaccination status). Any player, Club employee or contractor (or any person sharing a home with the aforementioned individuals) who tests positive by rt-PCR or antigen testing (or such other testing agreed to by the parties pursuant to the NFL-NFLPA Screening and Testing

Protocol), shall: (i) immediately notify the Club's Head Team Physician and/or Head Athletic Trainer of such<sup>4</sup>, (ii) self-isolate, and (iii) be medically evaluated by either the Club's physician(s) or the individual's private physician, who shall consult with the Club physician and the Club's IDS (where applicable) to determine next steps, including COVID-19 testing pursuant to this Protocol. The following are common symptoms of COVID-19:

1. Loss or diminution of smell or taste
  2. Cough
  3. Shortness of breath
  4. Chest Pain
  5. Feeling feverish, chills
  6. Muscle pain (not exercise related)
  7. Nausea, vomiting, diarrhea
  8. Sinus or cold-like symptoms (headache, congestion, runny nose, sore throat)
  9. Fever (temperature  $\geq$ 100.4 degrees)
- b. All players, Club employees and contractors must promptly notify the Club's Head Team Physician and/or Head Athletic Trainer if he or she suspects coming into contact with someone that has COVID-19.
  - c. The Club Infection Control Officer must notify the NFL Chief Medical Officer of confirmed or suspected (i.e., based on symptoms) cases of COVID-19 as soon as possible and will include the following information:
    1. Date of the positive test
    2. Category of the known positive:
      - a. Owner/Employee:
        - i. Player
        - ii. Staff (Essential Football/Essential Support)
        - iii. Non-Essential Personnel
      - b. Vendor
      - c. Visitor
        - i. Business-side
        - ii. Restricted Area Access (if so, why?)
    3. Method of Detection
      - a. Home or Facility Screen
      - b. Test Result (and where)
      - c. Other
    4. Name and contact of local/state health department with whom the club is coordinating contact tracing
    5. Facility Access

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<sup>4</sup> Notification to the Club regarding persons who cohabitatem with player, Club employee or contractor that develop systems or test positive is the responsibility of the Club affiliated individual.

- a. Last time at facility
- b. Length of time at facility
- c. Categories of persons in contact with at the facility
- d. Nature and approximate duration of contact
- 6. Current quarantine location/Expected return date
- 7. Whether or not the individual is fully vaccinated and, if so, type of vaccine and date administered.

As soon as possible following receipt of such information, the NFL Chief Medical Officer will notify the NFL Players Association's Medical Director about an individual testing positive at the club and convey all of the above information in a deidentified manner. The NFL Chief Medical Officer will also notify Infection Control for Sports ("ICS") (formerly known as the Duke Infection Control Outreach Network ("DICON")) of the above information (in a deidentified manner), who will be available to offer assistance and support to the club medical staff as needed (e.g., transmission mitigation, disinfection, etc.). Should the NFL Players Association learn of a COVID-19 positive test for a player or other club employee, the NFLPA will provide the above (deidentified) information to the NFL Chief Medical Officer as soon as possible after receiving the information.

V. Protocol for Club Employees, Contractors or Players Who Are Not Fully Vaccinated and Experience Symptoms of COVID-19

- a. Any player or Club employee/contractor who is not fully vaccinated and works at a Club facility in which NFL players enter either (i) reports and /or exhibits symptoms of COVID-19 or (ii) has a confirmed temperature reading at or above 100.4 degrees Fahrenheit **may not enter the Club facility**, but instead must immediately self-isolate away from the facility and other Club employees and must contact the Club's Infection Control Officer, Head Athletic Trainer or Head Team Primary Care Sports Medicine Physician for testing and further consultation and direction.
- b. If a player or Club employee/contractor who is not fully vaccinated develops symptoms of COVID-19 for the first time while inside the Club facility, that individual must be placed in a mask and immediately isolated in a separate room with a closed door and transported and quarantined at home as soon as possible. Particular care should be taken to limit/eliminate any contact with Restricted Areas in the Club facility.
- c. Any player, Tier 1, Tier 2 or Tier 3 Individual who is not fully vaccinated develops symptoms of COVID-19 will be tested pursuant to the Screening and Testing Protocol as soon as medically feasible but in no case may interact with other Tiered staff or players until that test occurs.

- d. The following additional testing for NFL Players who are High Risk (as defined below) or have COVID-19 symptoms are required:
  - i. Home pulse oximeter, if confirmed COVID-19 positive.
  - ii. If fever or flu-like symptoms are present and COVID-19 is not confirmed initially, testing for other viral syndromes such as influenza and RSV should be considered (i.e., respiratory multiplex viral PCR).
  - iii. If initial PCR testing is negative, repeat testing for COVID-19 must be considered pursuant to the Screening and Testing Protocol.
  - iv. Confirmation of another virus does not rule out co-infection with COVID-19, and re-testing for COVID-19 should be considered if symptoms persist beyond one week.
  - v. Labs and ECG are not recommended in patients being managed as an outpatient during the acute phase of a COVID-19 illness as conducting these tests place others at risk when the patient should be in isolation; however, players will require some cardiovascular evaluation before a return to exercise (as set forth below).
- e. Clubs must also take the following steps to minimize potential transmission to others in the event that a Club employee, contractor or player who is not fully vaccinated is identified as experiencing symptoms of (but has not tested positive for) COVID-19:
  - i. Identify all other Club employees, contractors and players, who have had “Close Contact<sup>5</sup>” with the symptomatic (but not COVID positive) individual and closely monitor them for any changes in their health or signs of potential COVID-19 symptoms.
    - a. Any player, Tier 1, Tier 2 or Tier 3 Individual who is “Fully Vaccinated” and who has had Close Contact with a symptomatic individual who is not fully vaccinated and remains asymptomatic shall be tested for COVID-19 as soon as practicable, but shall not be required to isolate. Such a “fully vaccinated” “Close Contact” should receive a Mesa Test daily for five (5) days after the exposure. For purposes of these Protocols “Fully Vaccinated” means that 14 days have passed since the individual received his or her

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<sup>5</sup> The CDC defines “Close Contact” as living in the same household, being within six (6) feet of someone for at least fifteen (15) cumulative minutes, or being in direct contact with secretions from a sick person with COVID-19 (e.g., being coughed on). Close Contact does not include brief interactions, such as walking past someone. For purposes of clarity, this shall include individuals who have had Close Contact with an infected individual while playing a game or during game associated travel. For purposes of these Protocols, an individual may qualify as a “Close Contact” even if they do not have 15 cumulative minutes of contact with an infected individual. Certain Close Contacts will be determined to be “High Risk” Close Contacts as defined below in these Protocols.

last dose of the applicable vaccine (a single dose of Johnson & Johnson, or the second dose of Pfizer or Moderna), OR the individual has previously tested positive for COVID-19 as documented by (i) a documented valid rt-PCR test or (ii) a quantitative antibody test (taken at the Club facility and administered by BioReference Laboratory personnel after August 26, 2021 and before the individual has received any dose of a COVID vaccine) demonstrating COVID total antibody levels (IgG, IgA, IgM) to the spike protein of 100 U/mL or greater, and a positive antibody test to the COVID IgG nucleocapsid protein, and 14 days have passed since the individual received one dose of any COVID vaccine (Johnson & Johnson, Pfizer or Moderna). For example, if an individual received his single dose Johnson & Johnson vaccine or his second Pfizer or Moderna dose on May 1, that individual is “fully vaccinated” as of May 15; or if an individual previously tested positive for COVID as documented by (i) a valid rt-PCR test or (ii) a quantitative antibody test (taken at the Club facility and administered by BioReference Laboratory personnel after August 26, 2021 and before the individual has received any dose of a COVID vaccine) demonstrating COVID total antibody levels (IgG, IgA, IgM) to the spike protein of 100 U/mL or greater, and a positive antibody test to the COVID IgG nucleocapsid protein, and received one dose of any COVID vaccine (Johnson & Johnson, Pfizer, or Moderna) on May 1, that individual would be considered “fully vaccinated” on May 15.

- b. Any player, Tier 1, Tier 2 or Tier 3 Individual who is not fully vaccinated and has had Close Contact (but is not a “High Risk” Close Contact) with a symptomatic individual and remains asymptomatic shall immediately be isolated away from others, and receive a PCR virus test (or such other test required by the parties) as soon as practicable. Such individual must continue to isolate him or herself until the results of the PCR virus test are obtained and are negative. Thereafter, if this individual remains asymptomatic, he or she will be permitted to continue to attend the Club facility and participate in activities, subject to the following:

- i. Daily testing post-exposure on Days 1-8 and thereafter in accordance with the regular testing schedule set forth in the Screening and Testing Protocol;
  - ii. Daily health questionnaires for COVID-19 symptoms, which shall include the questions in the attached COVID-19 Screening Form; and
  - iii. Daily temperature checks.
  - iv. A record of all testing and screening results shall be maintained by the Club medical staff. For players, testing records shall be entered into each player's EMR.
- c. In the event a player, Tier 1, Tier 2 or Tier 3 Individual who is not fully vaccinated is identified as a Close Contact (but not a "High Risk" Close Contact) to a symptomatic individual on the day before a game or on Game Day, and that individual remains asymptomatic, that individual shall immediately receive a Mesa Test as soon as practicable. Such individual must isolate him or herself until the results of the test are obtained and are negative. Thereafter, if this individual remains asymptomatic, he or she will be permitted to travel and/or participate on the day before a game and/or Game Day, subject to the following:
- i. Daily testing post-exposure on Days 1-8 and thereafter in accordance with the regular testing schedule set forth in the Screening and Testing Protocol;
  - ii. Daily health questionnaires for COVID-19 symptoms, which shall include the questions in the attached COVID-19 Screening Form; and
  - iii. Daily temperature checks.
  - iv. A record of all testing and screening results shall be maintained by the Club medical staff. For players, testing records shall be entered into each player's EMR.

2. Immediately clean and disinfect (with hospital-grade EPA List N disinfectants) all surfaces (including equipment), door handles, gym equipment, bathrooms and shower facilities to which the symptomatic individual had access in the previous 24 hours.
  3. Reinforce the importance of enhanced hygiene by all individuals, including players and members of the football staff, throughout the club.
- ii. The symptomatic individual who is not fully vaccinated may not return to any Club facility or interact with any other Club employee or consultant (other than the medical staff) unless and until each of the following has occurred:
1. The individual has had two (2) negative PCR virus tests, at least 24 hours apart; and
  2. For players, Tier 1, Tier 2 and Tier 3 Individuals: the Club's Head Team Primary Care Sports Medicine Physician approves the individual to return to the Club's facilities and the NFL Chief Medical Officer is notified.
- VI. Protocol for Tier 1, Tier 2 and Tier 3 Individuals and Players Who Are Fully Vaccinated and Experience Symptoms of COVID-19
- a. Any player or Tier 1, Tier 2 or Tier 3 Individual who is “fully vaccinated” (as defined in these Protocols) and either (i) reports and /or exhibits symptoms of COVID-19 or (ii) has a confirmed temperature reading at or above 100.4 degrees Fahrenheit **may not enter the Club facility**, but instead must immediately self-isolate away from the facility and other Club employees and must contact the Club’s Infection Control Officer, Head Athletic Trainer or Head Team Primary Care Sports Medicine Physician for testing and further consultation and direction.
  - b. If a player or Tier 1, Tier 2 or Tier 3 Individual develops symptoms of COVID-19 for the first time while inside the Club facility, that individual must be placed in a mask and immediately isolated in a separate room with a closed door until such time that the individual may receive a Mesa Test and result.
  - c. Any player, Tier 1, Tier 2 or Tier 3 Individual who is “fully vaccinated” and develops symptoms of COVID-19 will be tested pursuant to the Screening and Testing Protocol as soon as medically feasible but in no case may interact with other Tiered staff or players until that test occurs.

- i. The symptomatic individual who is fully vaccinated shall immediately be given a Mesa Test and must isolate away from other Tier 1, Tier 2, Tier 3 Individuals and players until the results of that Mesa Test return negative.
  1. If the results of the Mesa Test are negative, the individual may enter the Club facility. This individual shall receive daily Mesa Tests for three (3) days thereafter, or as long as symptoms persist, whichever is longer. The individual must also wear a mask as long as symptoms persist.
  2. If the results of the Mesa Test are positive, the individual shall be given a second Mesa Test and a BRL PCR Test, and sent home to isolate. The individual will be treated as a fully vaccinated individual who has received a positive Mesa Test pursuant to this Protocol.

**VII. Care and Monitoring for players, Tier 1, Tier 2 and Tier 3 Individuals Who Test Positive for COVID-19**

- a. Club medical staff shall direct the care of any player who tests positive for COVID-19. Players shall remain entitled to also consult with their personal physicians in all related matters, including care and treatment. While in isolation following a positive test for COVID-19 (as specified below), a player or Tier 1 or Tier 2 must be in daily communication with Club medical staff, including regular follow-up testing (pursuant to the NFL-NFLPA Screening and Testing Protocol) and monitoring of symptoms. Clubs should identify a health care facility to which it will refer players who test positive for COVID-19 for treatment if the circumstances warrant, including but not limited to hospitalization.
- b. Initial Management after a positive test for COVID-19 (regardless of symptoms):
  - i. The infected individual must immediately isolate from all people (other than medical professionals, as necessary) and continue his or her isolation and restrict all activities outside the home (other than receiving medical care) until he or she receives clearance from his or her physician and (for players, Tier 1 and Tier 2 Individuals) the Club's Head Team Primary Care Sports Medicine Physician.
  - ii. If the individual is at the Club facility when he or she tests positive for COVID-19, the infected individual must be placed in a mask and immediately isolated in a separate room with a closed door in the Club facility, and transported and quarantined at home as soon as feasible.

iii. The infected individual must be provided with a thermometer and pulse oximeter and infected individuals must be instructed to conduct daily self-symptom and temperature checks.

1. Players, Tier 1 and Tier 2 Individuals who test positive for COVID-19 must communicate their daily symptom and temperature checks to the Club's Head Athletic Trainer and/or Head Team Primary Care Sports Medicine Physician on a daily basis.
2. Clubs should consider monitoring infected players' HRV, respiratory rate and slow-wave sleep using wearable sensor technology (subject to the approvals set forth below).

Clubs must provide family/household members of the infected individual instructions about precautions, home cleaning, duration of isolation, and recommendations for daily monitoring of household contacts, as well as testing pursuant to the Screening and Testing Protocol.

c. Clubs must also take the following steps to minimize potential transmission to others in the event that a Club employee, contractor or player tests positive for COVID-19:

- i. “High Risk” Close Contacts: In the event that a Club employee, contractor or player tests positive for COVID-19, the Club ICO, working closely with IQVIA the NFL Chief Medical Officer and the NFL Management Council, in coordination with the NFLPA shall identify all other Club employees, contractors and players who have had Close Contact with the positive individual and closely monitor them for any changes in their health or signs of potential COVID-19 symptoms. Such individuals shall be identified as a “High Risk” Close Contact if they are not “fully vaccinated” (as defined in this Protocol), have had exposure to the confirmed positive individual that the NFL Chief Medical Officer, in consultation with those as set forth above, concludes represents a higher than normal risk of exposure due to the duration, proximity or other circumstances of the interaction with the confirmed positive. Such “High Risk” Close Contacts must be isolated immediately and will not be permitted to return to the Club facility or interaction with other Club employees and players until a minimum of five (5) days have passed since the last exposure to the infected individual (date of last exposure to the infected individual plus five (5) days) and must be monitored for symptoms while continuing daily PCR testing. For the sake of clarity, “fully vaccinated” individuals will not be designated as High Risk Close Contacts and will not be required to isolate away from the Club facility as

a result. However, any individual who would have been designated a High Risk Close Contact but for the fact that he or she is “fully vaccinated” may be designated as a “High Risk Vaccinated Contact” and therefore will be required to receive a Mesa Test daily for five (5) days after the exposure and must wear a mask indoors for that five-day period. These individuals will also be subject to in-person symptom screening with the Club ICO. Notwithstanding the foregoing, a High Risk Vaccinated Contact (player) may not be required to test on his off-day. Voluntary testing on off-days is permissible.

- a. For purposes of these Protocols “Fully Vaccinated” means that 14 days have passed since the individual received his or her last dose of the applicable vaccine (a single dose of Johnson & Johnson, or the second dose of Pfizer or Moderna) OR the individual has previously tested positive for COVID-19 as documented by (i) a valid rt-PCR test or (ii) a quantitative antibody test (taken at the Club facility and administered by BioReference Laboratory personnel after August 26, 2021 and before the individual has received any dose of a COVID vaccine) demonstrating COVID total antibody levels (IgG, IgA, IgM) to the spike protein of 100 U/mL or greater, and a positive antibody test to the COVID IgG nucleocapsid protein, and 14 days have passed since the individual received one dose of any COVID vaccine (Johnson & Johnson, Pfizer or Moderna).
- b. Players, Tier 1, Tier 2 and Tier 3 Individuals who have had Close Contact (but not a “High Risk” Close Contact) with the positive individual in the preceding 48 hours and who remain asymptomatic shall receive a PCR virus test (or such other test required by the NFL and NFLPA) as soon as practicable. Within 24 hours of receiving the results of the PCR virus test, if such test is negative, the individual will receive a second PCR test. Such individual must isolate him or herself until the results of the first test is obtained and is negative. Thereafter, if this individual remains asymptomatic, he or she will be permitted to continue to attend the Club facility and participate in activities, subject to the following:
  - i. Daily testing post-exposure on Days 1-8 (and thereafter in accordance with the regular testing schedule set forth in the Screening and Testing Protocol);

- ii. Daily health questionnaires for COVID-19 symptoms; and
  - iii. Increased temperature checks (minimum of 3 times daily).
  - iv. The individual should consider monitoring HRV, respiratory rate and slow-wave sleep using wearable sensor technology (subject to the approvals set forth below).
- c. In the event a player, Tier 1, Tier 2 or Tier 3 Individual who is not fully vaccinated is identified as a Close Contact (but not a “High Risk” Close Contact) to a positive individual on the day before a game or on Game Day, and that individual remains asymptomatic, that individual shall immediately receive a Mesa Test as soon as practicable. Such individual must isolate him or herself until the results of the test are obtained and are negative. Thereafter, if this individual remains asymptomatic, he or she will be permitted to travel and/or participate on the day before a game and/or Game Day, subject to the following:
- i. Daily testing post-exposure on Days 1-8 and thereafter in accordance with the regular testing schedule set forth in the Screening and Testing Protocol;
  - ii. Daily health questionnaires for COVID-19 symptoms, which shall include the questions in the attached COVID-19 Screening Form; and
  - iii. Daily temperature checks.
  - iv. A record of all testing and screening results shall be maintained by the Club medical staff. For players, testing records shall be entered into each player’s EMR.

2. Players, Tier 1, Tier 2 and Tier 3 who have had Low Risk<sup>6</sup> or Medium Risk<sup>7</sup> Exposures to the individual who tested positive must be monitored for symptoms of COVID-19 consistent with this protocol and will otherwise be tested at the normal cadence set forth in the Screening and Testing Protocol.
  - ii. Immediately clean and disinfect (with hospital-grade EPA List N disinfectants) all surfaces (including equipment), door handles, gym equipment, bathrooms and shower facilities to which the infected or symptomatic individual had access in the previous 24 hours.
  - iii. Reinforce the importance of enhanced hygiene by all individuals, including players and members of the football staff, throughout the Club.
- d. Any individual (including players) who is not “fully vaccinated” and tests positive for COVID-19 will NOT be allowed to travel, access any Club facility or have direct contact with any other players, Tier 1, Tier 2, Tier 3 Individuals or other Club employees, or contractors other than the medical staff unless and until each of the following occurs:
  - i. For Club employees/contractors who test positive but remain asymptomatic:
    1. 10 days have passed since the specimen that tested positive was collected (e.g., for a specimen collected on May 5 that tested positive, player will be eligible to return to practice on May 15 at the earliest); and
    2. The Club’s Head Team Primary Care Sports Medicine Physician, after consultation with Infection Control for Sports (formerly DICON) (“ICS”) and notification of the NFL Chief Medical Officer, determines that the individual may return to the Club facility and interaction with other Club employees/contractors.

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<sup>6</sup> For purposes of these protocols, a Low Risk Exposure is defined as an individual who was present at the club facility with the infected individual but had no interaction with the infected individual and had no shared locations with the infected individual in the previous 48 hours.

<sup>7</sup> For purposes of these protocols, a Medium Risk Exposure is defined as an individual who: maintained a distance of 6 feet or greater from the infected individual; had only brief interaction (less than 10 minutes) with the infected individual within 6 feet and both persons were wearing masks; had no physical contact with the infected individual or shared objects during practice, while other locations in the facility were shared with social distancing and cleaning standards as set forth in these protocols.

- ii. For Club employees/contractors who test positive and experience symptoms of COVID-19:
  - 1. At least 10 days have passed since the date symptoms of COVID-19 were first reported to Club medical staff; and
  - 2. At least 24 hours have passed since the individual last had a fever without the use of fever-reducing medications; and
  - 3. Other symptoms (e.g., cough, shortness of breath) have improved; and
  - 4. The Club's Head Team Primary Care Sports Medicine Physician, after consultation with ICS and notification of the NFL Chief Medical Officer, determines that the individual may return to the Club facility and interact with other, Club employees/contractors; and
  - 5. Any local regulations or requirements are satisfied.
  - 6. For symptomatic infections that are categorized as **mild**, prior to team training and game play, player must complete a minimum 3-day progressive exercise protocol under team medical staff supervision with appropriate clinical monitoring before returning to full participation. For **moderate to severe** infections (hospitalized), it is recommended that prior to team training and game play, the player complete a progressive exercise protocol for a minimum of 7 days or equal to twice the duration of the hospitalization.

e. Enhanced Mitigation Measures.

- i. In the event that the NFL Chief Medical Officer, in consultation with IQVIA, the NFLPA and the parties' jointly-appointed infectious disease experts at ICS determine that there is a cluster of positive test results at an individual Club, the NFL Chief Medical Officer may implement enhanced mitigation measures at that Club. These measures may include:
  - 1. Daily testing of all players and Tier 1 and Tier 2 staff, regardless of vaccination status, for a period to be determined by the NFL Chief Medical Officer, in consultation with the parties listed above<sup>8</sup>;

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<sup>8</sup> At this time, fully vaccinated players will not be required to test during their off-days.

2. Mandatory masking indoors for all players and all Tier 1 and Tier 2 staff, regardless of vaccination status;
  3. Grab-and-go meals at the Club facility; and
  4. Other measures reasonably directed by the NFL Chief Medical Officer in consultation with the parties listed above.
- f. Additional Cardiac Screening for Players Who Have Tested Positive For The COVID-19 Virus and Have Recovered and Players Who Test Positive for COVID-19 Antibodies
- i. Players with asymptomatic infections or only mild symptoms (common cold-like symptoms, no fever) do not require cardiac triad testing (ECG, Echo, Troponin). Additional testing may be performed as clinically indicated and at the discretion of the Team Physician. Asymptomatic players should be three (3) days from their diagnosis (positive test) to allow monitoring for symptom development before a return to exercise. Players with mild symptoms should be three (3) days from symptom onset and have symptom improvement (except for loss of taste or smell) before a return to exercise. Players should be monitored for new cardiopulmonary symptoms as they return to exercise.
  - ii. Players with moderate symptoms (fever >100.4°F, chills, flu-like syndrome for ≥2 days) or initial cardiopulmonary symptoms (chest pain, shortness of breath, palpitations) within the last 3 months should undergo the following testing prior to returning to participation:
    1. High-sensitivity troponin testing (or troponin I or T if high-sensitivity troponin);
    2. Standard 12-lead electrocardiogram (ECG); and
    3. Two-dimensional resting echocardiogram to assess left ventricular function.

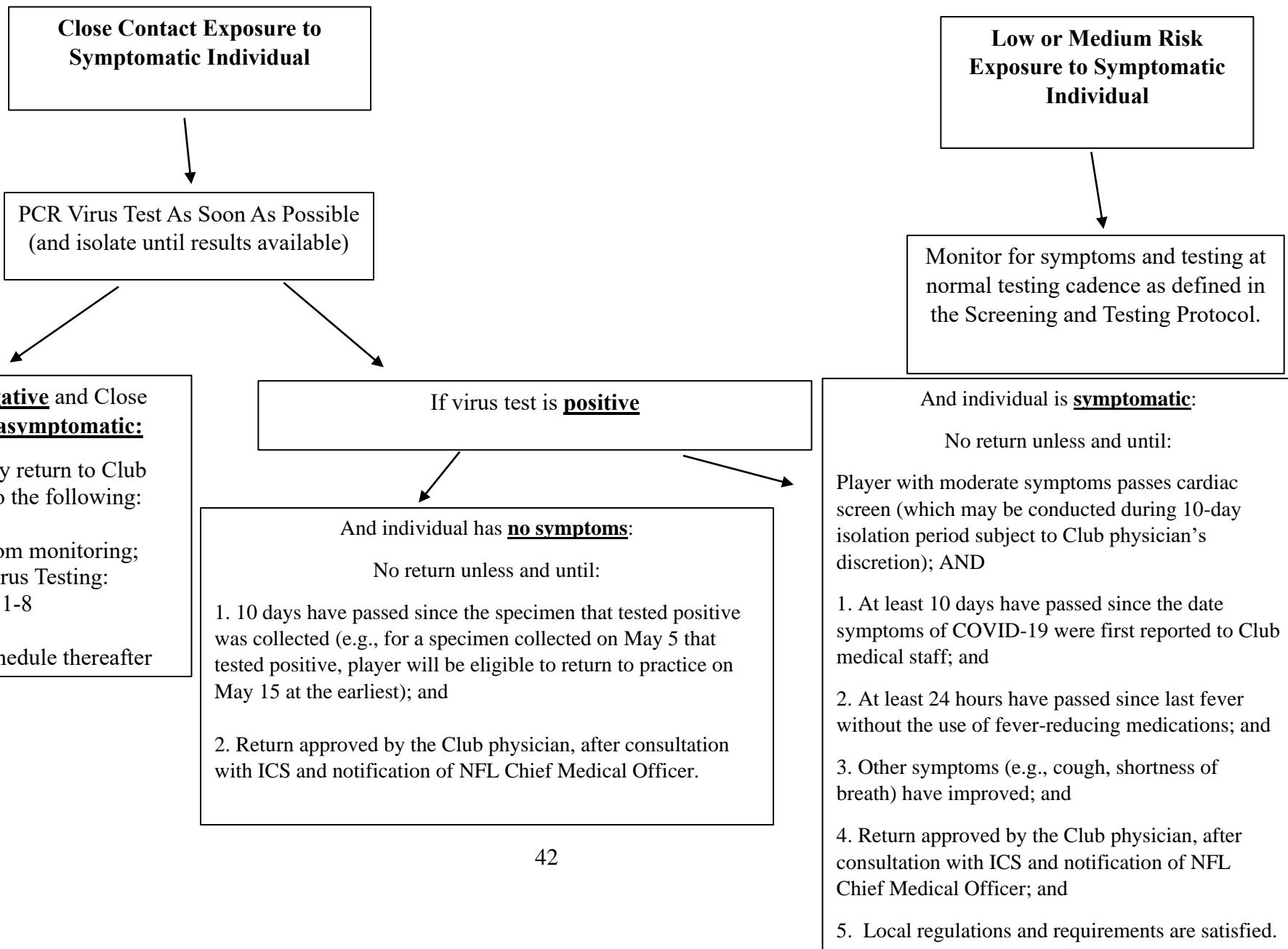
This screening may occur during the player's 10-day isolation period if symptoms have resolved (except for loss of sense of taste or smell) and subject to the Club physician's discretion. Players with remote infections and moderate symptoms more than 3 months ago who never received a cardiac work-up but have returned to full activity without symptoms do not need additional cardiac testing. Cardiology consultation and cardiac MRI should be considered for abnormal results and as clinically indicated. It is recommended that moderate symptoms have resolved before beginning a graded exercise progression. Athletes should be monitored for new cardiopulmonary symptoms, especially exertional chest pain, as they return to

exercise. Athletes with new exertional cardiopulmonary symptoms should be restricted from further exercise and evaluated by a cardiologist.

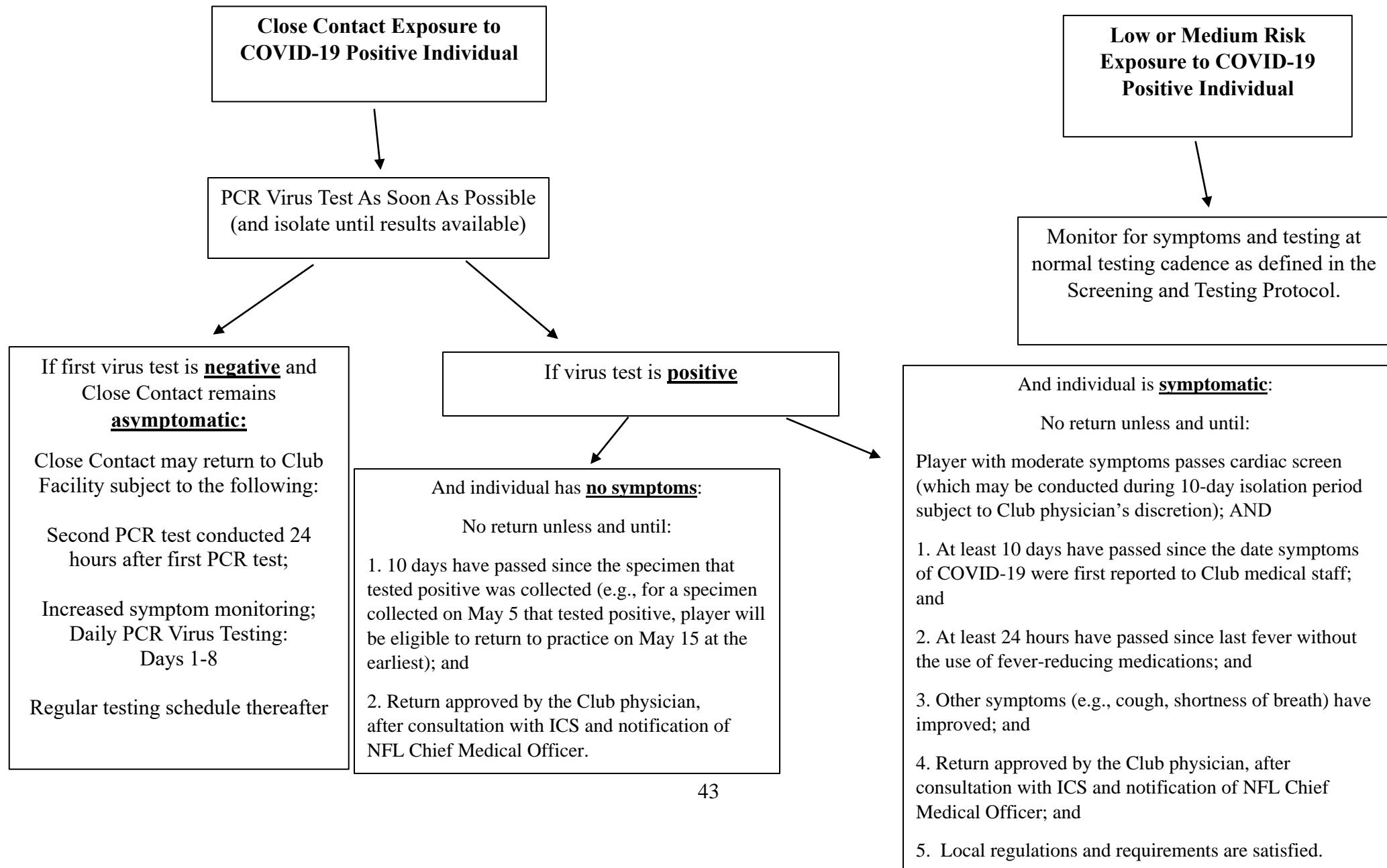
Athletes with cardiopulmonary symptoms when they return to exercise (exertional chest pain, excessive SOB, syncope, palpitations, or unexplained exercise intolerance) should undergo cardiac triad testing if not already performed and be evaluated by a cardiologist with consideration for a cardiac MRI or other testing as indicated.

Cardiac MRI is a diagnostic (not screening) tool and should be considered based on initial cardiac testing results and the clinical presentation, and interpreted by clinicians with expertise in this modality.

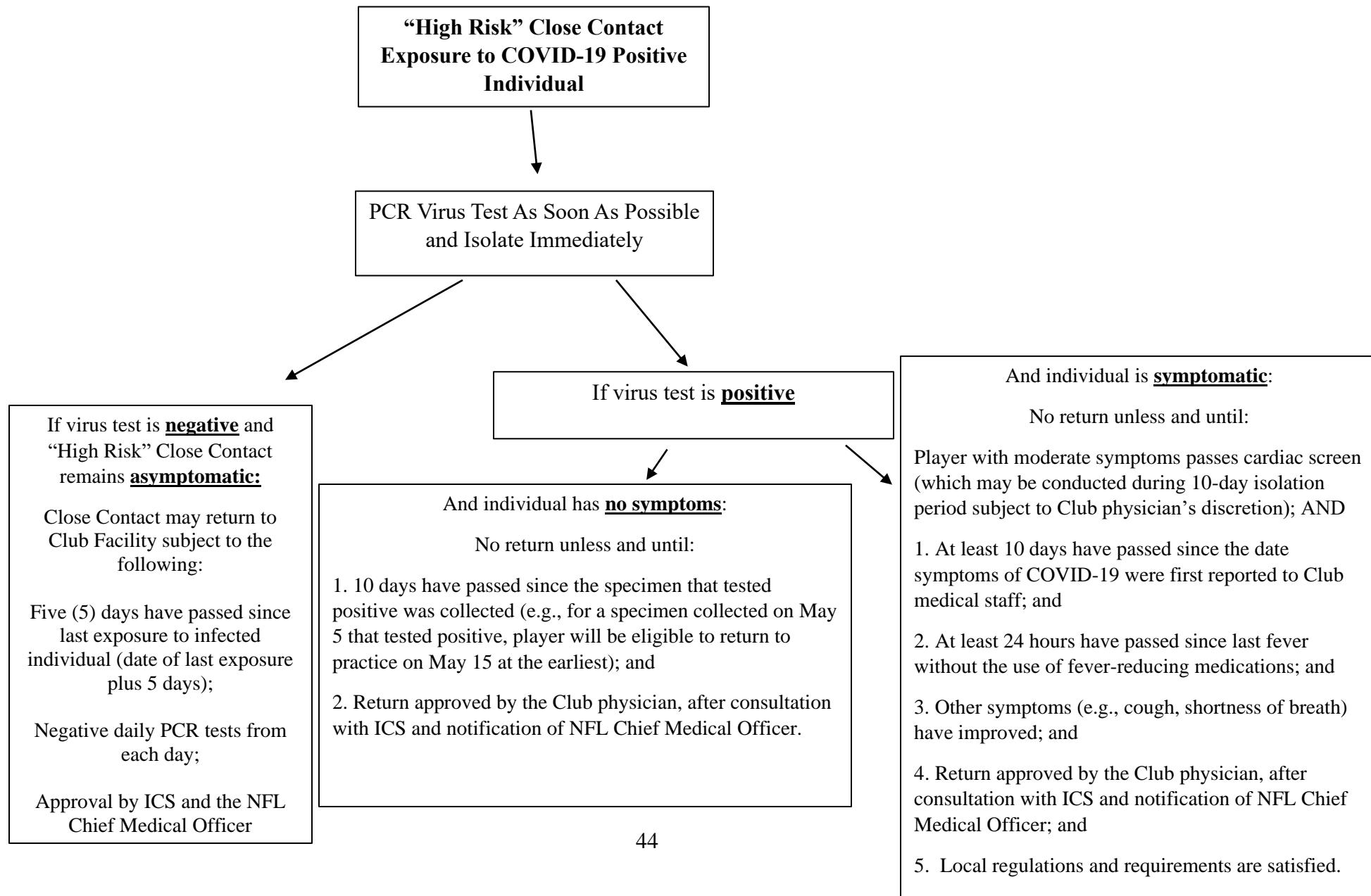
**g. Mitigation and Treatment Rubric for Non-Fully Vaccinated Individuals With Exposures to Symptomatic Individual**



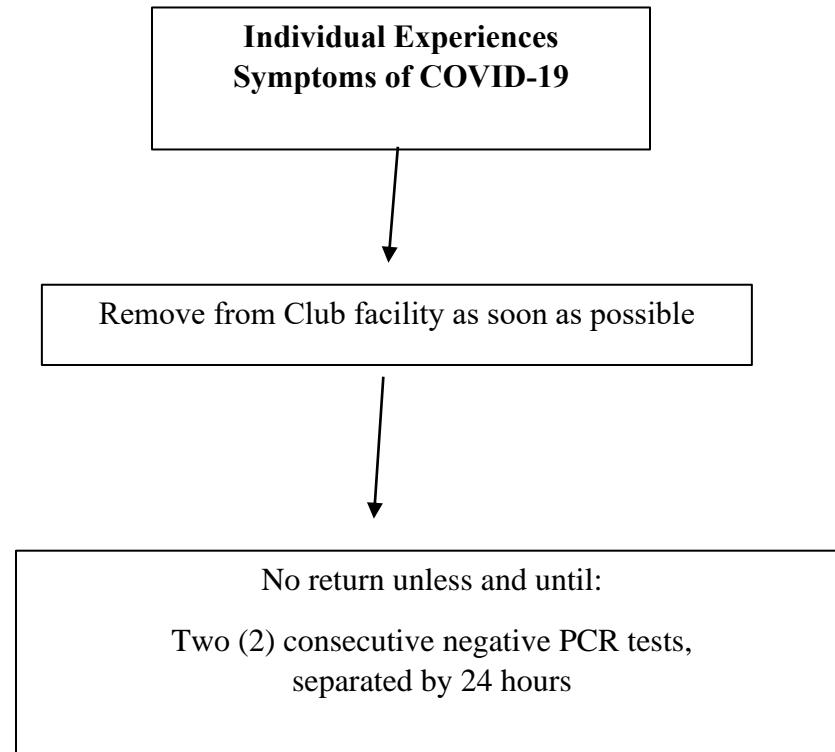
**h. Mitigation and Treatment Rubric for Non-Fully Vaccinated Individuals with Exposures to COVID-19 Positive Individual**



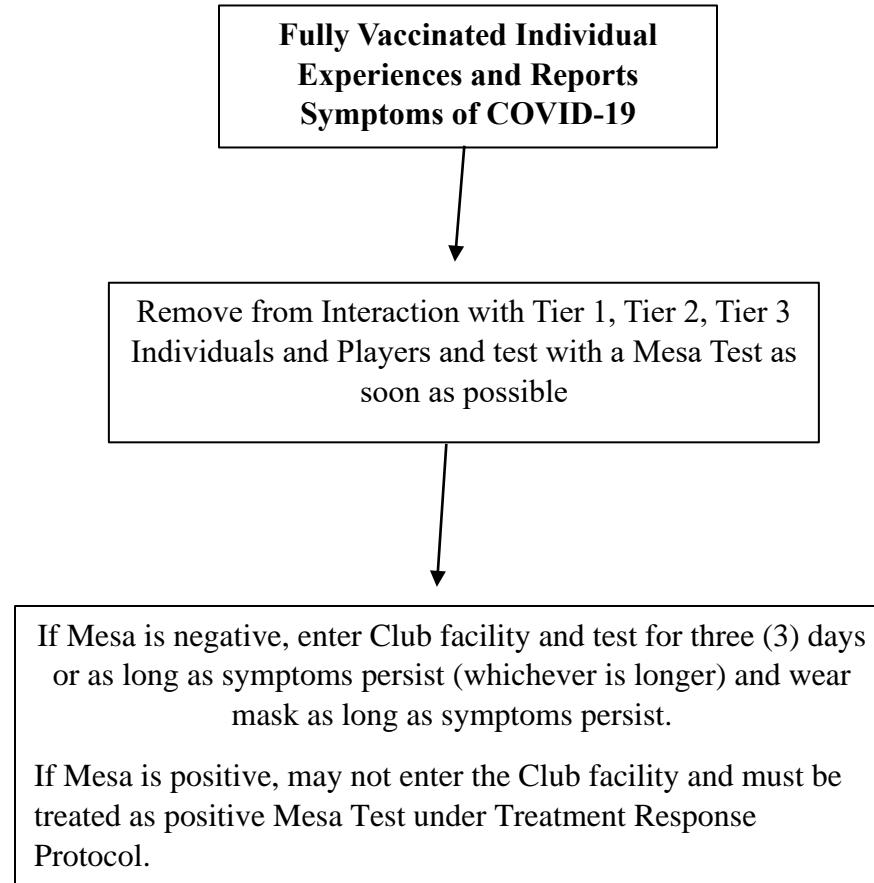
i. Mitigation and Treatment Rubric for “High Risk” Close Contact to COVID-19 Positive Individual



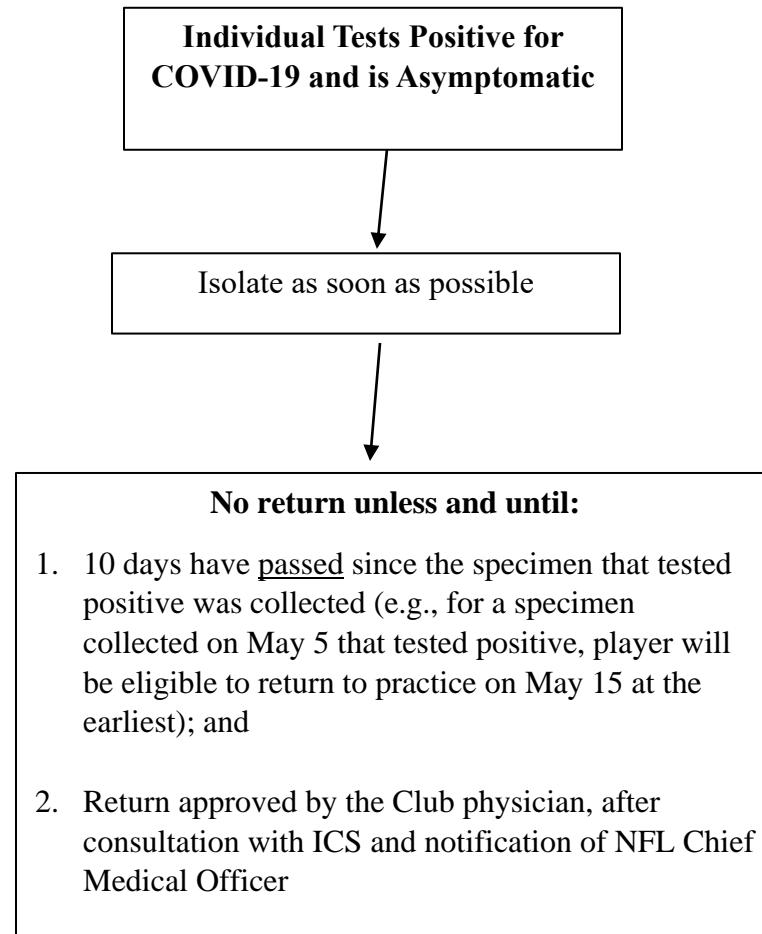
j. Treatment Rubric for Individuals Who Are Not Fully Vaccinated Experiencing Symptoms of COVID-19



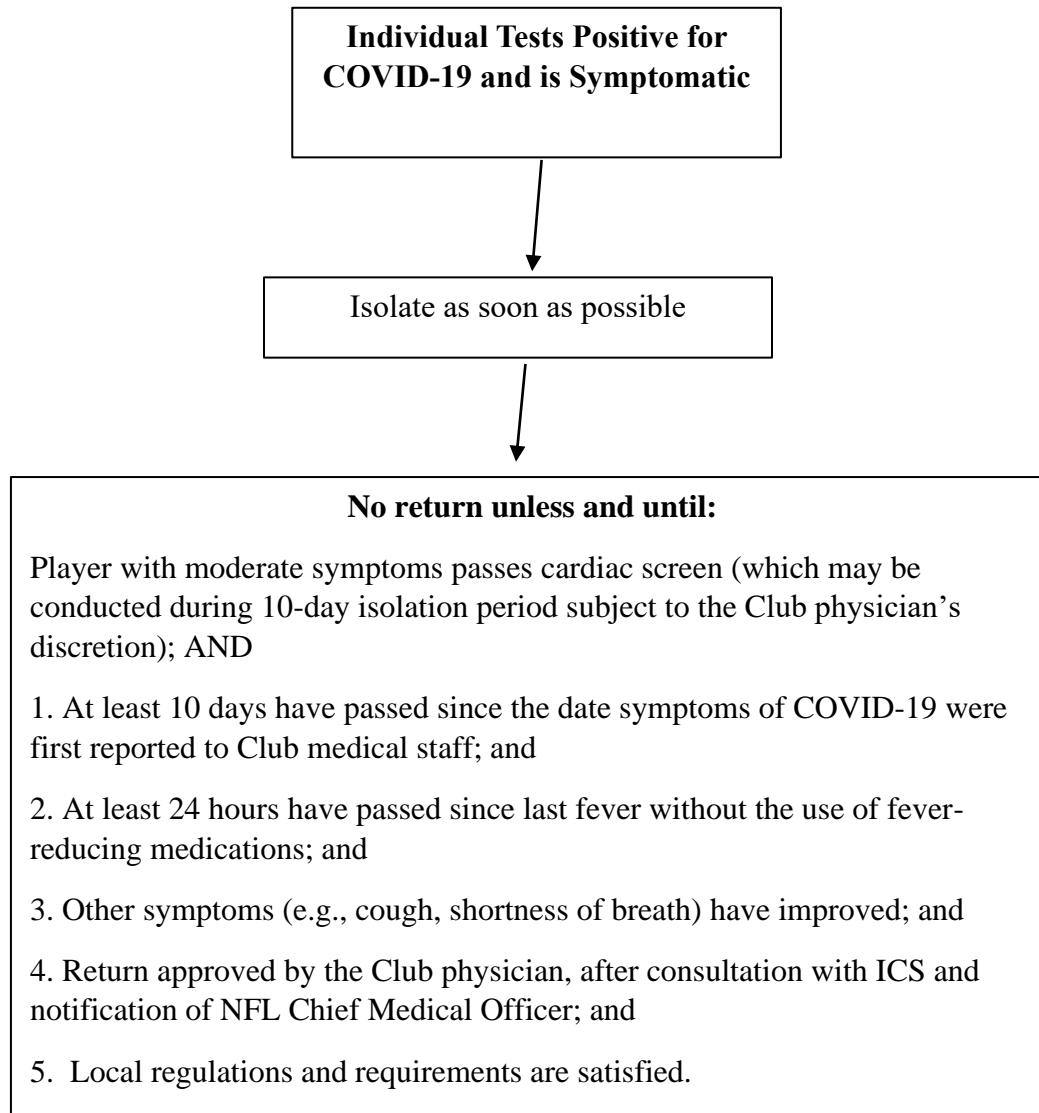
k. Treatment Rubric for Fully Vaccinated Individuals Experiencing Symptoms of COVID-19



1. Treatment Rubric for COVID-19 Positive Individual who is Asymptomatic



m. Treatment Rubric for COVID-19 Positive Individual who is Symptomatic



**VIII. Contact Tracing and Additional Measures to Reduce the Risk of Transmission**

- a. Contact tracing shall be conducted by IQVIA (a third-party firm with expertise in contact tracing that has been jointly appointed and retained by the Parties), in conjunction with the Club's Infection Control Officer and NFL Management Council immediately upon a positive test result of a Club employee or contractor. IQVIA, the Management Council and the Club's Infection Control Officer and will work cooperatively with local health authorities to identify other people who have been in contact with the person who tests positive. Clubs should proceed with contact tracing even if the response of local health authorities is delayed. If there are no such applicable local regulations, the Club ICO shall develop a process for contact tracing.
- b. Contact tracing is key to slowing the spread of COVID-19 and helps protect players, Club staff and the community. NFL players and Tiered Individuals are required to cooperate fully with contact tracing efforts, including providing honest and complete information. The NFL may impose discipline upon a player or Tiered Individual who fails or refuses to cooperate or knowingly provides misleading or incomplete information during a contact tracing interview conducted by the NFL, an NFL Club and/or IQVIA pursuant to these Protocols. The discipline for such a failure to cooperate or knowingly providing false information is set forth in Appendix A to these Protocols. For purposes of clarity, information disclosed during contact tracing may only be used for contact tracing. The only time that it may be used in a disciplinary matter is if it has been alleged that a player knowingly and intentionally failed to disclose information or provided false information during the contact tracing process. In other words, admission made during the contact tracing process may not be used as the basis for discipline for other COVID-19 Protocol violations (e.g., if a player admits during a contact tracing interview that he was in a bar with more than 10 individuals, that statement is not admissible to prove that he was in a bar with more than 10 individuals). Information disclosed during contract tracing interview shall be used for identifying potential contact exposures only. No personal data is recorded and data protection guidelines shall be observed. If the NFL or an NFL Club disciplines a player for any violation of the NFL-NFLPA COVID-19 Protocols, the NFL and/or NFL Club must demonstrate that it obtained evidence of such violation outside of contact tracing interviews. The only time that statements made in the course of contact tracing may be admitted into a disciplinary proceeding is if that proceeding is to determine whether player knowingly and intentionally failed to disclose information or provided false information during the contact tracing process
- c. In the event of a confirmed positive test for COVID-19 for any Club employee, contractor or individual accessing the Club facility, in coordination with local health officials, each Club must:

- i. Conduct a contact tracing investigation to identify all other Club employees, contractors and/or players, including at other Clubs, who had Close Contact with the infected individual;
  1. Contact tracing to determine Close Contact exposures in-game will be conducted using Kinexon tracking devices.
  2. Players, Tier 1, Tier 2, Tier 2M and Tier 3 Individuals will also be required to wear Kinexon Proximity Recording tracking devices at all times while engaged in team activities (including in the Club facility, during practices, and during team travel). Such devices will only be used to determine Close Contact exposures during team activities. The data and information collected from the Proximity Recording tracking devices shall not be shared with or used by the Club or any third party for any purpose other than evaluating Close Contact exposures and evaluating efficacy and compliance with the NFL-NFLPA COVID-19 Protocols.
- ii. Notify those individuals of their potential exposure and probable need for quarantine or isolation pending the results of testing;
- iii. Arrange for those individuals to be tested; and
- iv. Notify the proper health authorities as required by the applicable local regulation/law.
- v. Each Club's contact tracing procedures shall include the following mandatory steps:
  1. The Club ICO must review the Kinexon device proximity data for the infected/symptomatic individual to identify any other individuals who are Close Contacts to that person;
  2. The Club ICO must also interview the infected/symptomatic individual to determine whether there are additional Close Contacts that may be identified;
  3. For any occurrence when a Club has received a positive test result or an individual reports symptoms of COVID-19, the Club is required to engage IQVIA to participate in the entirety of the contact tracing process. Specifically, the Club ICO will be required to contact IQVIA and review: (i) the relevant Kinexon data for that individual and any Close Contacts identified as a result; (ii) whether additional individuals should be identified as Close Contacts; (iii) the information gathered as a result of the

Club's contact tracing interviews with the positive or symptomatic individual and any Close Contacts; and (iv) the steps taken as a result of the data and interviews. IQVIA may require the Club ICO to conduct further investigation and/or interviews upon its review. The Club is not required to have a member of IQVIA's staff participate in each interview but is encouraged to do so. Also, in certain circumstances the NFL Management Council and NFL Chief Medical Officer may participate in the contact tracing process to identify Close Contacts or additional risk of transmission.

4. If the Contact Tracing process results in the NFL Chief Medical Officer determining that certain individuals are "High Risk" Close Contacts, such "High Risk" Close Contacts must be isolated immediately and will not be permitted to return to the Club facility or interaction with other Club employees or players until a minimum of five (5) days have passed since the last exposure to the infected individual (date of last exposure to the infected individual plus five (5) days) and must be monitored for symptoms while continuing daily PCR testing. Fully Vaccinated Individuals will not be designated as High Risk Close Contacts.
- d. Such Close Contacts (other than players, Tier 1, Tier 2, and Tier 3 Individuals) should be referred to a local healthcare facility for COVID-19 virus testing.

## **NFL-NFLPA Game Day Protocol Involving Players For The 2021 Regular Season**

### **I. Introduction.**

- a. A key component of the NFL and NFLPA's COVID-19 Protocols is limiting exposure risk to NFL players, coaches, club medical staffs, and other club and league staff.
- b. This Game Day Protocol, in conjunction with other COVID-19 protocols shall govern the conduct of all NFL games during the 2021 Regular Season.
- c. The parties will continue to update this Protocol as circumstances warrant and as the science evolves.
- d. Prior to each NFL Club's first Preseason Game, each Club was required to supplement its 2020 approved Infectious Disease Emergency Response ("IDER") Plan to set forth the Club's plan for mitigating risk of COVID-19 transmission for Game Days pursuant to this Protocol. Any updates to a 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") as outlined in the parties' side letter agreement.

### **II. Game Day Personnel.**

- a. For purposes of this Game Day Protocol, the following individuals shall be designated as "Game Day Personnel." All Game Day Personnel will be required to be fully vaccinated, with the exception of players, club Tier 1 or Tier 2 Individuals who have approved religious or medical exemptions, and those who are working on game day in their capacity as a member of a municipal or government-affiliated labor union (e.g., police officers, EMTs). Maximum numbers for certain individuals will be established by NFL Football Operations.
  1. Players
  2. Club-Designated Personnel with Game Day Working Functions
  3. On-Field Stadium Operations and Security
  4. Stadium Entertainment and Game Presentation Personnel
  5. League Employees Deemed by NFL Football Operations to Have an Essential Game Day Working Function
  6. League Game Day Assistants
  7. Club Game Day Assistants
  8. Field Management Crew
  9. Game Officials<sup>9</sup>
  10. Unaffiliated Neurotrauma Consultants (UNCs)
  11. Airway Management Physicians (AMPs)
  12. Visiting Team Medical Liaisons (VTMLs)
  13. Certified Athletic Trainer Spotters (ATC Spotters)
  14. X-Ray Technician
  15. EMT/ALS Medical Personnel
  16. Broadcast Network

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<sup>9</sup> The work rules governing Game Officials are outlined in the NFL-NFLRA COVID Protocols.

17. NFL Films
18. Club & League Media
19. Club Ownership
20. Official League Visitors (Commissioner Approval Required)

- b. The NFL Football Operations Department must approve all league employees with “Game Day Access” and certify that they have an essential game function. All special league “Game Day” credentials must be approved by the Commissioner.

### **III. Game Day Access for Game Day Personnel.**

- **Bench Area Access.** The “Bench Area” shall be defined as an area on the sidelines of the field surrounding the Home or Visiting Team Bench, which shall be delineated with a yellow dotted line as specified in the NFL Game Operations Policy Manual. Only those individuals with Bench Area Access shall be permitted to be within the designated Bench Area at any time during a game or when Tier 1 Individuals are in the Bench Area. All individuals with Bench Area Access must be fully vaccinated with the exception of players, Tier 1 and Tier 2 Individuals with approved medical or religious exemptions and those who are working on game day in their capacity as a member of a municipal or government-affiliated labor union (e.g., police officers, EMTs). Any such individual with Bench Area Access who is not fully vaccinated, except for Active Players, shall be required to wear masks at all times; unvaccinated Inactive Players (e.g., Practice Squad or IR) who are on the sideline must also wear masks.
  - i. Only the following individuals shall have Bench Area Access. Maximum numbers will be established by NFL Football Operations:
    1. Players
    2. Club-Designated Personnel with Game Day Working Functions – All of these individuals must be Tier 1 or Tier 2 Individuals)
    3. Ownership
    4. Game Officials
    5. Chain Crew
    6. Ball Crew
    7. Coach-to-Coach Technicians
    8. Unaffiliated Neurotrauma Consultants (UNCs)\*
    9. Airway Management Physician (AMP)\*
    10. Visiting Team Medical Liaison (VTML).\*
    11. Instant Replay Field Communicator (Teal Hat)

\* These individuals may require limited Bench Area Access to assist the relevant Team if necessary. Otherwise, they will be permitted on the field but must stand outside the Bench Area.

- ii. Screening and Testing for Individuals with Bench Area Access.
  1. Unless otherwise stated in this Protocol, all unvaccinated players and Club-designated individuals with Bench Area Access

(pursuant to Section III (a) above) will undergo testing in accordance with the Screening and Testing Protocol; all individuals with Bench Access must undergo screening as required in the Screening and Testing Protocol.

2. All other individuals with Bench Area Access--including Club Physicians and Club Ownership—who are not fully vaccinated due to an approved medical or religious exemption--must receive approved PCR virus testing three (3) days prior to Game Day. UNC<sub>s</sub>, AMP<sub>s</sub>, VTML<sub>s</sub><sup>10</sup>, Club Physicians and Club Ownership may undergo such virus testing via an at-home saliva-based test provided by the Sports Medicine Research and Testing Laboratory (“SMRTL”) and must provide documentation of a negative viral test to the NFL Chief Medical Officer before they are permitted to report to the Stadium on Game Day. Game Officials, Club physicians and Club Ownership who are not fully vaccinated pursuant to approved religious or medical exemption must also undergo approved testing upon arrival in game city (and no more than 24 hours prior to Game Day) before they are permitted to report to the Stadium on Game Day. Testing cadence for these individuals and a maximum of five (5) club advance travel personnel will be set forth in a separate document.
3. No individual subject to this Game Day Protocol who receives a positive virus test prior to Game Day will be permitted access to the Stadium.
4. All individuals with Bench Area Access shall also undergo Symptom Screens on Game Day as follows:
  - a. **“Pre-Game Home Screen.”** Each individual with Bench Area Access must perform a self-screen before leaving his or her residence or hotel for the Stadium on Game Day. Each individual with Bench Area Access will complete a symptom and exposure questionnaire containing the questions in the attached COVID-19 Game Day Screening Form as part of the Pre-Game Home Screen. Any individual who records a temperature at or above 100.4 degrees Fahrenheit, or otherwise responds in a way that requires additional screening must immediately contact the appropriate ICO and, if applicable, the Head Team Physician as required by his/her Club’s IDER Plan and must not report to the Stadium.
  - b. **“Pre-Game Symptom Screen.”** Each individual with Bench Area Access will have his or her symptoms checked and recorded prior to entering the Stadium on Game Day. The

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<sup>10</sup> All UNC<sub>s</sub>, AMP<sub>s</sub> and VTML<sub>s</sub> will be required to be fully vaccinated in order to be granted access to the field or to interact with any Bench Area personnel on Game Day.

Pre-Game Symptom Screen will include the questions listed on the attached COVID-19 Game Day Screening Form. Any individual who responds in a way that suggests he or she may have been exposed to COVID-19 shall not be permitted to enter the Stadium on Game Day.

- c. Contact Tracing. All individuals with Bench Access (including Players) are required to wear Kinexon Tracing Devices following entry to the stadium until departure.
- b. Field Access. All Individuals with Field Access (but not Bench Area Access) must be fully vaccinated unless they are working on game day in their capacity as a member of a municipal or government-affiliated labor union (e.g., police officers, EMTs) that will not require vaccination. Individuals with Field Access will be permitted to be on the field during a game, but may not enter the Bench Area, absent emergency circumstances. Individuals with Field Access (but not Bench Area Access) must remain outside of the yellow dotted line. Individuals with Field Access (but not Bench Area Access) shall be identified and distinguished from others by wearing a field access armband as assigned by NFL Football Operations. Club Tier 1 and Tier 2 Staff Individuals with Field Access who are not fully vaccinated and have an approved medical or religious exemption and individuals who are working on game day in their capacity as a member of a municipal or government-affiliated labor unions and are not fully vaccinated shall wear appropriate masks or other face coverings and other proper PPE at all times (e.g., surgical masks or double-layered gaiters, not bandanas). Face shields are not approved face coverings however face shields may be worn in addition to face masks or double-layered neck gaiters. To the extent possible, effective at the conclusion of pregame warmups, only those individuals with approved Field Access shall be permitted to be on the field.
  - i. Only the individuals listed below shall have Field Access:
    - 1. Stadium Operations
    - 2. Security
    - 3. Stadium Entertainment and Game Presentation Personnel
    - 4. Field Crews
    - 5. League Game Day Assistants
    - 6. Other Club Game Day Assistants
    - 7. Club Media
    - 8. Broadcast Network
    - 9. NFL Films
    - 10. NFL Football Operations Support Staff
    - 11. League Media and Content/Local Media
    - 12. National and Spanish Language Radio
    - 13. Individuals who must perform necessary playing field remediation (including removal of tarps) or to address an emergency situation.
    - 14. Official League Visitors (Commissioner Approval Required)

- ii. Screening for Individuals with Field Access. All individuals with Field Access (but not Bench Area Access) who are not fully vaccinated (as defined in Section III (a) above) shall undergo: (i) testing as required by those with Bench Access OR in the case of municipal, state or federal employees or other employees who are working on game day in their capacities as members of labor unions, testing as required by their labor agreements. All Individuals with Field Access must complete a Pre-Game Home Screen and a Pre-Game Symptom Screen prior to entering the Stadium on Game Day, as described in Section III(a)(ii) above. Any individual with Field Access who receives a positive virus test, records a temperature at or above 100.4 degrees Fahrenheit, or otherwise responds in a way that suggests he or she may have contracted COVID-19 must not report to the Stadium on Game Day.
  - iii. Location of Individuals with Field Access. As part of their IDER Plans, Clubs will be required to submit a diagram identifying the proposed locations for all Field Access Individuals at their home stadium.
- c. No In-Game Field Access At Any Time.
- i. No other individuals may be permitted to have In-Game Field Access, including but not limited to fans, guests, non-essential Club or league staff, or non-working Club or league staff.

**IV. Protocols Governing the Stadium Environment.**

- a. General Rules.
  - i. Clubs must ensure they have proper air flow and filtration throughout the stadium, by measuring ventilation and calculating air changes. Clubs must maximize air exchange and filtration to the highest capabilities of their existing HVAC systems, including by upgrading MERV filters to the maximum extent possible consistent with system design. For domed stadiums, prior to each Clubs first game, Clubs must provide to the NFL (attn: Molly Delaney) a TAB Report (i.e., a test, adjust and balance of the HVAC system including air flow/static pressure of the stadium facility, details on the amount of outside air being introduced into the stadium, the calculated number of air changes per hour, the amount of return air being exhausted to atmosphere and returned to the mechanical room, and the level of MERV filtration in place).
  - ii. All individuals with Bench Area Access who are not fully vaccinated (as defined in Section III (a) above must maintain physical distancing (of at least 6 feet from other individuals) as much as possible. All individuals with Bench Area Access are prohibited from interacting with fans at all times (e.g., no autographs or photos). Interactions with the media shall be governed by the Media Protocol. All individuals with Bench Area Access (including players and club staff) are prohibited from sharing any personal items, including cups, food, towels, and clothing.
- b. Arrivals to the Stadium.

- i. The Home Team (players and coaches) may arrive at the Stadium in their individual vehicles.
  - ii. The Visiting Team must travel to the Stadium on Game Day via bus. All buses must comply with the requirements set forth in the Team Travel Protocol.
  - iii. Where possible, the Stadium arrival area and the path to the applicable (Home or Visiting Team, or Game Officials) Locker Room must be partitioned so that no other individuals will be within six (6) feet of Home or Visiting Team Personnel or Game Officials while they are walking to the Locker Room (e.g., by plexiglass, bike racks, or pipe-and-drape).
  - iv. Club media, NFL Films personnel with Field Access and Network personnel with Field Access will only be permitted to record arrivals to the Stadium from a distance greater than six (6) feet, while wearing appropriate PPE.
- c. Stadium Food Services.
    - i. Only individually pre-packaged food will be permitted for players, Club personnel, Game Officials and Game Day Personnel on Game Day.
  - d. Locker Room Protocols.
    - i. Access to the Players' Locker Room while players are present is restricted to **50 fully vaccinated individuals** in the following categories:
      - 1. Coaching Staff
      - 2. Athletic Training Staff
      - 3. Equipment Staff
      - 4. General Manager (Maximum – 1)
      - 5. Team Security (Maximum – 1)
      - 6. Club Public Relations/Communications/ Tier 1/Tier 2 Club Media (Maximum – 3)
      - 7. Clubhouse or Locker Room Support Staff (Maximum – 1)

In the event a player needs medical attention in the Locker Room or if a Club elects to conduct drug and steroid specimen collections on game day, a medical professional or specimen collector (e.g., Club Physician, X-Ray technician, UNC, VTML, EMT, etc.) may access the Players' Locker Room without being included in the maximum of 50 individuals with Locker Room access, provided that they are fully vaccinated. These individuals must wear masks at all times while in the players' Locker Room when players are present. A maximum of one (1) Club COVID Protocol Coordinator may also access the Locker Room for the purpose of managing Kinexon devices or to perform disinfection required by this Protocol without being included in the maximum of 50 individuals with Locker Room access, provided that they are fully vaccinated.

In addition, a Club Ownership Group may have Locker Room access, subject to the provisions set forth in the Ownership Policy.

- ii. Individuals responsible for player tracking, player microphones, and security measures will be permitted to enter the Locker Rooms in order to perform necessary pregame functions (individuals that directly interact with players to facilitate these devices must be fully vaccinated).
  - iii. Home and Visiting Team and Game Official Locker Rooms must be cleaned and sanitized pursuant to the requirements in the Facilities Protocol. Such cleaning must occur at least once on Game Day: immediately prior to Home and Visiting Teams and Game Officials arriving at the Stadium. The Visiting Team may elect to sanitize its own locker room rather than relying on the Home Team. If the Visiting Team intends to rely on the Home Team for sanitization, it must notify the Home Team no later than four (4) days prior to Game Day.
  - iv. Clubs are responsible for ensuring proper physical distancing in the locker rooms for players who are not fully vaccinated.
  - v. Clubs must make hand sanitizer and other hygiene materials (e.g., soap, tissues) available in all areas of the Locker Rooms. Where possible, clubs are encouraged to use no-touch dispensers.
  - vi. For their protection, players and training staff are prohibited from using creams, gels, lotions, or balms from a shared container. Clubs must remove any shared containers from the Locker Rooms to avoid such improper use.
  - vii. Clubs must maximize air flow and filtration in Home and Visiting Team Locker Rooms, and measure ventilation and calculating air changes. Prior to each Club's first game, Clubs must provide to the NFL (attn: Molly Delaney) a TAB Report (i.e., a test, adjust and balance of the HVAC system including air flow/static pressure of the stadium facility, details on the amount of outside air being introduced into the stadium, the calculated number of air changes per hour, the amount of return air being exhausted to atmosphere and returned to the mechanical room, and the level of MERV filtration in place).
- e. Training Room/Medical Rooms
- i. Clubs must ensure they have sufficient air flow and filtering in Home and Visiting Training/Medical Rooms, by measuring ventilation and calculating air changes. Prior to each Club's first game, Clubs must provide to the NFL (attn: Molly Delaney) a TAB Report (i.e., a test, adjust and balance of the HVAC system including air flow/static pressure of the stadium facility, details on the amount of outside air being introduced into the stadium, the calculated number of air changes per hour, the amount of return air being exhausted to atmosphere and returned to the mechanical room, and the level of MERV filtration in place).
  - ii. After every use, clean and disinfect surfaces in the training room (e.g., medical tables, stools, chairs, medical equipment, trash cans, recycle bins) using hospital grade EPA List N disinfectants.

- iii. Treatment and rehab tables must be disinfected after each use using hospital grade EPA List N disinfectants.
  - iv. All floors are to be swept and mopped with a hospital grade EPA List N disinfectant detergent solution.
  - v. All trash and medical receptacles shall be emptied, wiped out with a disinfectant solution, trash removed, and the can liner replaced.
  - vi. Showers may be used but players who are not fully vaccinated must be kept at least six (6) feet apart when in use. Showers shall be disinfected using hospital grade EPA List N disinfectants.
  - vii. Medical providers (including but not limited to athletic trainers, team physicians, equipment staff, masseuses, chiropractors, etc.), equipment managers, and strength and conditioning coaches must wear masks when actively providing treatment to and directly interacting with players in the training room.
- f. Movements On and Off the Field.
- i. Any time individual players or the Home or Visiting Team or Game Officials enter or exit the field, they must do so via a designated “Team/Officials Only” tunnel, where possible. In Stadiums in which Teams/Game Officials must travel through tunnels to which non-team personnel or Game Officials will have access, partitions (e.g., floor to ceiling plexiglass) must be installed to create a barrier between team personnel/Game Officials and any such non-team/Game Official personnel. This shall apply before pregame warmups, after pregame warmups, at halftime, at the end of the game, and when an injured player is being removed from the field and to the Locker Room.  
Notwithstanding the above, Club media, NFL Films personnel and Network personnel with Field Access are permitted in the tunnel to record players provided they remain six (6) feet away from Bench Area Access personnel at all times and wear appropriate PPE. It is recommended that robotic/fixed cameras are utilized where possible.
    1. Stadium/Team security will be responsible for clearing the tunnels during scheduled times from team arrivals to kickoff.
    2. For Stadiums with a limited number of tunnels, the Home Team must use partitions (e.g., plexiglass or pipe-and-drape) to ensure physical distancing may be maintained.
  - ii. Pregame Field Access.
    1. Any essential pregame on-field personnel, who have been approved by the league, are fully vaccinated and have appropriate credentials, must conduct their job, to the extent possible, no later than the conclusion of pregame warmups.
    2. Pregame Guests. Subject to the limitations set by the NFL, Clubs may invite fully vaccinated guests to the field level for the purposes of sponsorship agreements or as a special experience but such guests must remain within a rope and stanchioned area at

- least ten (10) feet away from any players. Pregame guests who are fully vaccinated must leave the field no later than the conclusion of pregame warmups.
- iii. NFL Films and the broadcasting network may each utilize two (2) cameras on the playing field during warm-ups provided that they maintain at least two (2) yards of distance from players and are wearing proper PPE. Each participating team may also permit their Club media with Field Access to cover pregame warm-ups on the playing field provided that they are included in the Game Day Personnel list, have Field Access, and maintain at least two (2) yards of distance from players and are wearing proper PPE. No other personnel will be permitted on the playing field during pregame warm-ups.
  - iv. Consistent with current league policy, Network wireless cameras (wireless handheld or Steadicam only) will be allowed to access the playing field when both the Game Clock and Play Clock are stopped, provided that they maintain at least two (2) yards of distance from players and are wearing proper PPE. Following a touchdown, the wireless camera operator may enter and remain on the field until the kicking/offensive team approaches the line of scrimmage or the Play Clock reaches 25 seconds, whichever occurs first. If the Network is utilizing Line to Gain cameras they will be limited to a maximum of 2, and will operate consistent with the chain crew on either sideline.
- g. Pregame and Halftime Game Entertainment
- i. Setups for Team Introductions are permissible, provided the production elements are set when players are not on the field and broken down following Team Introductions. Personnel that cue Team Introductions must be included on a Club's Game Day Personnel list.
  - ii. During Team Introductions, all individuals with Field Access must maintain physical distancing.
  - iii. Fully vaccinated National Anthem and Halftime talent are permitted to perform on the field, provided they access the field from a tunnel that is separate from players.
- h. Coin Toss Procedures
- i. Each team is permitted to send three (3) representatives out for the coin toss.
  - ii. Club media, NFL Films personnel and Network personnel with Field Access are permitted to cover the coin toss provided they remain two (2) yards away at all times and wear appropriate PPE.
- i. In-Game Sanitization Requirements
- i. All communal equipment must be disinfected regularly throughout the game using hospital grade EPA List N disinfectants.
  - ii. Game footballs will be cleaned prior to the game by each team in accordance with EPA List N disinfectants.

- iii. Club equipment and athletic training staffs will be provided with wipes and other cleaning solutions by the Home Team to periodically clean/disinfect benches, chairs, Gatorade carts, communication carts, Surface tablets, hard surfaces, helmets/visors, mouthguards, and any other sideline equipment.
  - iv. Acceptable mouthguard cleaning solution will be available on the sideline, provided by the Home Team.
  - v. Gatorade stations will be set up to ensure that no cups or bottles will be shared by anyone in the Bench Area. Players are not to share water bottles or cups; either individual labeled bottles or disposable vessels to be used for hydration.
  - vi. Players are not to share towels; once used a towel should be placed in laundry pile. A sufficient number of towels will be provided by the Home Team for use in game.
  - vii. Medical tents will be set up for on-field medical evaluations. Clubs may elect to conduct all medical evaluations, including Concussion Protocols, inside their respective Locker Rooms. Hard surfaces in the tents must be cleaned/disinfected following each use with hospital grade EPA List N disinfectants. The ends and all ventilation portals of the tents shall remain open at all times and everyone who is not fully vaccinated (including player being evaluated) must wear PPE while inside the medical tent (unless medically contraindicated).
  - viii. Home team is to ensure that there are biohazard bags available in both bench areas for disposal of masks following use.
- j. Postgame Field Access
- i. Club/NFL media, NFL Films personnel and Network personnel with Field Access are permitted on the field provided they remain two (2) yards away from players and Bench Area Access personnel at all times and wear appropriate PPE. Other media with in-game field access, including Club local media such as photographers and local television affiliates, must remain on the sidelines and are not permitted to access the playing field postgame until players and team personnel have left the field.
- k. Team Departures from the Stadium.
- i. Media will be prohibited from accessing the Locker Room.
  - ii. Post-game meals must be provided in accordance with the Team Travel Protocol.
  - iii. Departures from each Locker Room Individuals departing each Locker Room must have a path so that no other individuals will be within six (6) feet of any Individuals with Bench Area Access while they are walking from the Locker Room to the relevant exit (e.g., by plexiglass, bike racks, or piped-and-draped). The Visiting Team must depart the Stadium via bus.
  - iv. All buses must comply with the requirements set forth in the Team Travel Protocol.

- v. The path from the applicable (Home or Visiting Team or Game Officials) Locker Room to the Stadium departure area must be partitioned so that no other individuals will be within six (6) feet of any Individuals with Bench Area Access while they are walking from the Locker Room to the relevant exit (e.g., by plexiglass, bike racks, or piped-and-draped).
- vi. No fans, family members or other guests will be permitted inside the Stadium departures area. However, an exterior area can be used to create a postgame family and friends area accessible only to fully vaccinated player guests. Club media, NFL Films and Network personnel with Field Access will only be permitted to record departures from the Stadium from a distance of six (6) feet while wearing appropriate PPE.
- vii. When Clubs are required to screen for TSA compliance using charter rules, clubs should make every effort to screen in the safest way possible (i.e., where possible, clubs should avoid screening at the airport, unless it is the safest option). Such screening must be conducted in a manner that meets disinfection and physical distancing requirements.

**NFL-NFLPA Screening and Testing Protocol The 2021 Regular Season**

**I. Introduction.**

- a. The most critical component of the NFL's return to work plan is protecting against the introduction of COVID-19 through vaccination of Tier 1, Tier 2, Tier 2M, Tier 3 and Tier 3-OA Individuals. For all non-fully vaccinated players, Tier 1, Tier 2 and Tier 3 individuals, regular testing for the COVID-19 virus and close monitoring of the health of all such individuals is also critical. In order to provide current and accurate information regarding the health status of all players, Tier 1, Tier 2 and Tier 3 Individuals and to prevent the spread of COVID-19, the NFL-NFLPA Screening and Testing Protocol includes testing and monitoring of both symptomatic and non-fully vaccinated asymptomatic individuals. These measures are designed to minimize the risk of introduction of COVID-19 into Club facilities, and to protect players, Tier 1, Tier 2 and Tier 3 Individuals and their families, including High-Risk Individuals. These measures must be coupled with efforts of these individuals to minimize their individual community risk.
- b. As an over-riding principle, testing of non-fully vaccinated asymptomatic players and Club personnel must be done in the context of excess testing capacity, so as to not deprive health care workers, vulnerable populations and symptomatic individuals from necessary diagnostic tests. Testing by its nature is for the early detection of infection and is not a replacement for the hygiene, distancing, and cleaning and disinfecting methods outlined in other jointly developed protocols that may mitigate the risk of infection in the first instance. The NFL and NFLPA will continue to monitor developments in COVID-19 testing and are committed to using the least invasive, most reliable and fastest methods available, without adversely impacting public health needs.
- c. The nature of the novel virus and the evolving science regarding testing methods, sensitivity and specificity require an iterative approach, with updates to the Testing and Screening Protocols as the science dictates.

**II. Specimen Collection Procedures.**

- a. Testing Facilities and Laboratories. The NFL has arranged for BioReference Laboratories (“BioReference”), one of the testing laboratories recommended by the NFL-NFLPA joint medical task force on screening and testing (the “Labs”), to handle sample collection and the analysis of samples collected from players, Tier 1, Tier 2 and Tier 3 Individuals. BioReference shall also procure all of the Virus and Antibody tests required by this Protocol. Should BioReference be unable to procure the tests required by this Protocol, the NFL shall make alternative arrangements to procure such tests.

- b. BioReference has agreed to provide each Club with Point of Care (“POC”) reagents and machines—specifically, the Mesa Accula Rapid PCR Test (the “Mesa Test”)), which may only be used as expressly provided in this Protocol. The Parties have also agreed to use SMRTL to test and analyze certain Tiered and Field Access personnel, using a saliva-based PCR test. SMRTL has been providing laboratory testing and analysis to the parties for over fifteen (15) years. All testing required by this Protocol must be mutually approved by the NFL and NFLPA and FDA approved with expedited result reporting (within 24 hours) and high sensitivity (false pos) (<5%) and specificity (false neg) (<5%). The parties agree to transition to the use of saliva-based virus testing when it is commercially available and when such testing meets or exceeds the standards for virus testing set forth in this Protocol.
- c. Should the Labs be unable to facilitate specimen collection, the NFL shall arrange for approved third-party specimen collectors to collect the specimen required by this Protocol to all players, Essential Football Personnel, Essential Support Personnel, and Other Medical/Special Services providers.
  - i. All collectors will be fully vaccinated. Collectors who are symptomatic or test positive for COVID-19 will not be permitted access to Club facilities or to any Club employees, including players.
- d. All specimen collectors will wear appropriate PPE in accordance with CDC guidance, including masks (e.g., surgical, N95 or KN95), face shields/approved goggles, gowns and gloves while collecting specimens. Gloves must be changed between each collection. Masks, gowns and face shields/goggles may be worn throughout the day unless becoming visibly soiled. When collecting from symptomatic individuals, all PPE must be removed after collection and discarded or appropriately cleaned before reusing. All specimen collectors shall be certified as trained by BioReference in the safe and proper technique for collecting COVID-19 specimens for testing. Specimen collectors shall also complete training and education, as directed by the NFL, for interactions with players, Tier 1, Tier 2 and Tier 3 Individuals.
- e. Each Club must identify and maintain a designated testing area at its facility and its stadium where samples will be collected (“Dedicated Testing Areas”). Appropriate PPE must be worn and proper hygiene must be practiced at all times in the Designated Testing Areas. The location of the Dedicated Testing Area at the Club facility must be identified in the Club’s Infectious Disease Emergency Response (“IDER”) Plan. The Dedicated Testing Areas must be thoroughly cleaned and disinfected after each use.

**III. Screening During The 2021 Regular Season**

- a. Daily Home Screen. Every player, Tier 1, Tier 2 and Tier 3 Individual reporting to the Club facility must perform a daily self-screen each morning before leaving his or her residence for the Club facility. Players, Tier 1, Tier 2 and Tier 3 Individuals will complete a symptom and exposure questionnaire containing the questions in the attached COVID-19 Screening Form as part of the Home Screen. Any individual who records a temperature at or above 100.4 degrees Fahrenheit, or otherwise responds in a way that requires additional screening, must immediately report the results to the Club's Head Team Primary Care Sports Medicine Physician, Head Athletic Trainer or the Club's Infection Control Officer, and the recipient shall follow the Treatment Response Protocol. Any individual recording a temperature at or above 100.4 degrees Fahrenheit or who otherwise responds in a way that requires additional screening must not report to the Club facility. Clubs may facilitate this Home Screen process by use of a mobile application (e.g., Teamworks, COVID-PASS), but are encouraged to conduct symptom screening in person. If Clubs arrange for a mobile application to facilitate screening at the Club facility, they may make use of this application for the Home Screen mandatory for all players, Tier 1, Tier 2 and Tier 3 Individuals. Use of any such mobile applications must comply with the NFL Data Privacy Policy and notice must be given to the Management Council (and such information will be shared with the NFLPA). Any lower-tier agreements entered into with such mobile applications must address confidentiality and individual privacy rights of those individuals participating in the home screen process.
- b. Daily Symptom Screens. This applies to all individuals entering the Club facility, not just players, Tier 1, Tier 2 and Tier 3 Individuals. The Daily Symptom Screens will include the questions listed on the attached COVID-19 Screening Form.
- c. Game Day Screen. All players and staff with Field and/or Bench Access shall: be screened for loss of smell or taste and (iii) have other symptoms checked prior to entering the Stadium on Game Day.
- d. Voluntary Physiological Screening. Clubs are encouraged to give players, Tier 1 and Tier 2 Individuals the option of participating in a voluntary health monitoring program using non-intrusive wearable sensor technology that measures respiratory functions, heart rate, heart rate variability and slow wave sleep, which must be approved pursuant to Article 51, Section 14 of the March 15, 2020 Collective Bargaining Agreement.
- e. Players will be offered testing for COVID-19 antibodies (using an ELISA protocol approved by the parties), via blood sample. While antibody testing is

strongly encouraged, a Club cannot mandate antibody testing pursuant to EEOC Guidelines.

- f. **Any individual who reports symptoms shall be treated in accordance with the Treatment Response Protocol.**

#### IV. Testing During The 2021 Regular Season

##### a. Testing Cadence.

- i. **“Fully Vaccinated” Players, Tier 1, Tier 2, Tier 2M, and Tier 3 Individuals.**<sup>11</sup> Players, Tier 1, Tier 2, Tier 2M, and Tier 3 Individuals will be required to undergo PCR COVID testing once every seven (7) days via the BRL PCR or the Mesa Test on a date of the Club’s choosing, unless they are experiencing symptoms of COVID-19. Clubs must test “fully vaccinated” players and Tier 1 and Tier 2 staff over the course of three (3) days each week.
  - 1. Any fully vaccinated player may request up to one (1) additional Mesa Test per week.
  - 2. Any fully vaccinated player with a vulnerable cohabitant (e.g., a child under the age of 12 who cannot receive the vaccine or immunocompromised individual), as reasonably determined by the Club ICO and/or Club Physician, may request daily Mesa Tests.

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<sup>11</sup> With respect to players, Tier 1, Tier 2 and Tier 3 Individuals, “Fully Vaccinated” shall mean 14 days have passed since the individual received his or her last dose of the applicable COVID vaccine (e.g., single dose of the Johnson & Johnson vaccine, or second dose of the Pfizer or Moderna vaccine) OR the individual has previously tested positive for COVID-19 as documented by (i) a valid rt-PCR test or (ii) a quantitative antibody test (taken at the Club facility and administered by BioReference Laboratory personnel after August 26, 2021 and before the individual has received any dose of a COVID vaccine) demonstrating COVID total antibody levels (IgG, IgA, IgM) to the spike protein of 100 U/mL or greater, and a positive antibody test to the COVID IgG nucleocapsid protein, and 14 days have passed since the individual received one dose of a COVID vaccine (Johnson & Johnson, Pfizer or Moderna). For example, if an individual receives his single dose Johnson & Johnson vaccine or his second dose of the Pfizer or Moderna vaccine on May 1, he will be considered fully vaccinated as of May 15; or if an individual previously tested positive for COVID as documented by (i) a valid rt-PCR test or (ii) a quantitative antibody test (taken at the Club facility and administered by BioReference Laboratory personnel after August 26, 2021 and before the individual has received any dose of a COVID vaccine) demonstrating COVID total antibody levels (IgG, IgA, IgM) to the spike protein of 100 U/mL or greater, and a positive antibody test to the COVID IgG nucleocapsid protein, and received one dose of any COVID vaccine (Johnson & Johnson, Pfizer, or Moderna) on May 1, that individual would be considered “fully vaccinated” on May 15. For all other individuals, “Fully Vaccinated” shall mean 14 days have passed since the individual received his or her last dose of the applicable COVID vaccine (e.g., single dose of the Johnson & Johnson vaccine, or second dose of the Pfizer or Moderna vaccine).

3. Any positive “voluntary” tests as set forth above shall be treated as positive tests and governed by this Protocol and the Treatment Response Protocol.
- ii. **Players, Tier 1 Individuals and Tier 2 Individuals who are not “fully vaccinated”:** Players, Tier 1 Individuals and Tier 2 Individuals who are not fully vaccinated will receive PCR (BRL or Mesa, as set forth in this Protocol) virus testing **every day**.
  1. **“Entry Testing.”** Beginning with the start of Training Camp, all Tier 1 Individuals (including players) and Tier 2 Individuals who are not fully vaccinated and are entering the Club facility for the first time must undergo the following Entry Testing:  
**Day 1:** Mesa Test and BRL PCR (may not enter Club facility until negative Mesa Test results return)  
**Day 2 and Thereafter:** Mesa Test (may not enter Club facility until negative results return)
  2. Any Tier 1 or Tier 2 Individual, including players, who is not fully vaccinated who has broken the regular testing cadence (i.e., missed a day of testing) must undergo the following “Re-Entry” Testing prior to re-entering a Club facility:  
**Day 1:** Mesa Test and BRL PCR Test: No entry to Club facility;  
**Day 2:** BRL PCR Test: No entry to Club facility;  
**Day 3:** BRL PCR Test: No entry to Club facility;  
**Day 4:** BRL PCR Test: No entry to Club facility;  
**Day 5:** Mesa Test: May enter Club facility once Day 5 Mesa Test results return negative.
  3. Any individual who is a member of a labor union and is not fully vaccinated and is not permitted by his or her labor agreements to undergo the Entry Testing required in this Protocol must, at a minimum, undergo a BRL PCR test the day prior to entry and a Mesa Test the morning of entry, with both results received and negative prior to entering the facility.
  4. **Testing on Off-Days.** Testing on player off-days will be required for non-fully vaccinated players and shall be conducted during times designated by the Club, but may only occur between the hours of 8 a.m. and 5 p.m.
  5. **Testing Delay.** Given the sensitivity of the PCR test as established by its use in the NFL population to date, should an Act of God or

failure of a third party (e.g., disruption in sample transportation or a laboratory failure) cause the results of the previous day's specimen collection to be delayed or unavailable, the Parties will apply the results of the PCR test of the specimen collection taken two days before to determine whether a non-fully vaccinated player or Tiered Individual may enter the facility or participate in activities, including travel and games.

- a. If the results of a Player's PCR test given on the day before a game meet the threshold defined by the Parties, after consultation with BRL and their respective experts, the individual will be given a Mesa test on game day. If the results of the Mesa test can be obtained two (2) or more hours prior to kickoff, the results of the Mesa test will control the individual's ability to participate on game day. Any Mesa test result obtained less than two (2) hours before kickoff will not affect an individual's ability to participate in the day's game.

iii. Previously documented positive virus test results.

1. Any player, or Tiered Individual who can provide documented evidence of a positive test result from an approved rt-PCR test ("Original Positive Test") will be exempted from the normal virus testing cadence required in this section for a period of ninety (90) days from the date of the Original Positive Test. This individual must continue to check in each day for a symptom screen. The aforementioned documented evidence shall be provided to the Club's ICO and reviewed and approved in conjunction with ICS and the NFL's Chief Medical Officer. After the expiration of that 90-day period, any such non-fully vaccinated individual shall receive required virus testing one (1) time per week, until such time as that individual receives a negative test result. Once that individual has received a negative test result, he or she will be returned to the regular testing cadence required for an individual in his or her Tier. Any positive test result received after that non-fully vaccinated individual has received two consecutive negative test results shall be treated as a new positive test, and the individual shall be subject to the requirements of the Treatment Response Protocol.
2. Any player who is not fully vaccinated (including Free Agents, Tryout, and players acquired from other clubs) who is exempted from testing due to a previously documented positive virus test as

described in Subsection (1) above will not be subject to the Entry or Re-Entry testing that would otherwise be required for that player pursuant to this Protocol during the period of his exemption from testing. Such an exemption must be approved by the NFL Chief Medical Officer in advance of the player's entry into a Club facility. Such a player will be, however, subject to daily symptom screening.

- iv. Positive Antibody Test Results. For the avoidance of doubt, any individual who tests positive for antibodies pursuant to a voluntary antibody test offered pursuant to this Protocol shall remain subject to the required testing cadence for his or her Tier, regardless of such positive antibody test result, except with respect to vaccination status as otherwise set forth in these Protocols.
- v. All testing pursuant to this Protocol will occur in the Dedicated Testing Area(s). Any player or Tiered Individual who tests positive for COVID-19 will be immediately isolated and treated pursuant to the Treatment Protocol.
  1. Team Physicians who are designated as Tier 1 or Tier 2 Individuals may elect to undergo applicable testing as follows: (a) PCR virus testing at their employer medical institutions/providers, or via the SMRTL-mail-in option instead of undergoing such testing at the Club facility provided that the individual provides documentation of a negative PCR virus test taken at the required cadence to the Club Infection Control Officer prior to entering the Club facility on a given day; OR (b) a Mesa Test taken on any day the relevant team physician is entering the Club facility.
- vi. **Tryouts and “Street” Free Agents.** Any “Street” Free Agent player who is fully vaccinated must take and receive one (1) negative Mesa Test result on the date of entry but prior to entering a Club facility to either try out with or join a Club for in-person activities for the first time. Any “Street” Free Agent player who is not fully vaccinated and who signs an NFL Player Contract or an NFL Practice Player Contract must undergo the following testing before the player may enter the Club facility to either try out with or join the Club for in-person team activities:

**Day 1:** BRL PCR and Mesa Test (may not enter Club facility)

**Day 2:** Mesa Test (may not enter Club facility)

**Day 3:** Mesa Test (may not enter Club facility)

**Day 4:** Mesa Test (may not enter Club facility)

**Day 5:** Mesa Test (may not enter Club facility until negative Day 5 Mesa Test results return).

Such a non-fully vaccinated player may not have any in-person contact with any players, Tier 1 or Tier 2 Individuals during the on-boarding period (until Day 5), except that such players may be permitted to undergo a physical examination at the Club physician's office during this period.

1. In the event a Tryout or Free Agent player who is not fully vaccinated arrives in the Club city after the Club's normal testing window has closed, the date of arrival may still count as Day 1 of his testing and quarantine period prior to entering the Club facility. For example:

Day 1 Monday	Day 2 Tuesday	Day 3 Wednesday	Day 4 Thursday	Day 5 Friday
Arrival in Club city; BRL PCR Test and Mesa test; no entry	Mesa test; no entry	Mesa test; no entry	Mesa test; no entry	Mesa Test; enter after negative Day 5 Mesa results return

OR

Day 1 Monday	Day 2 Tuesday	Day 3 Wednesday	Day 4 Thursday	Day 5 Friday
Arrival in Club city; No testing; no entry	BRL PCR & Mesa Test; no entry	Mesa test; no entry	Mesa test; no entry	Mesa Test; enter after negative Day 5 Mesa results return

- vii. **Tryouts.** Clubs are limited to bringing in a maximum of five (5) unvaccinated players for tryouts per week unless the Club places more than three (3) players on Reserve in a seven (7) day period, in which case the Club may bring two (2) times the number of players in for tryouts as it placed on Reserve during the previous seven (7) day period.

viii. **Players Acquired from Other Clubs.** If a Club acquires a player who is “fully vaccinated” directly from another Club (e.g., waivers, trade, or signed off of another Club’s Practice Squad), the player must take and receive one (1) negative Mesa Test result on the date of entry but prior to entering the new Club facility for the first time. If a Club acquires a player who is not fully vaccinated directly from another Club (e.g., waivers, trade, or signed off of another Club’s Practice Squad), the player must undergo the following testing before the player may enter the Club facility:

- Day 1:** BRL PCR and Mesa Test (may not enter Club facility)  
**Day 2:** Mesa Test (may not enter Club facility)  
**Day 3:** Mesa Test (may not enter Club facility)  
**Day 4:** Mesa Test (may not enter Club facility)  
**Day 5:** Mesa Test (may not enter Club facility until negative Day 5 Mesa Test results return.)

ix. Such non-fully vaccinated players may be permitted to undergo a physical examination at the Club physician’s office during the entry testing period. Any player who is terminated and re-signed by the same Club and does not miss a test and does not leave the terminating Club’s city will not be required to undergo any additional testing before rejoining the Club.

1. In the event a player who is not fully vaccinated is acquired from another Club arrives in the new Club city after the Club’s normal PCR testing window has closed, the date of arrival may still count as Day 1 of his testing and quarantine period prior to entering the Club facility. For example:

Day 1 Monday	Day 2 Tuesday	Day 3 Wednesday	Day 4 Thursday	Day 5 Friday
Arrival in Club city; BRL PCR test and Mesa Test; no entry	Mesa test; no entry	Mesa test; no entry	Mesa test; no entry	Mesa Test; enter after negative Day 5 Mesa results return

OR

Day 1 Monday	Day 2 Tuesday	Day 3 Wednesday	Day 4 Thursday	Day 5 Friday
Arrival in Club city; No testing; no entry	BRL PCR & Mesa Test; no entry	Mesa test; no entry	Mesa test; no entry	Mesa Test; enter after negative Day 5 Mesa results return

x. **NFL and NFLPA Official Visits.** Any member of the NFL or NFLPA staff that is required to visit an NFL Club facility in furtherance of a defined CBA obligation (e.g., Substances of Abuse and/or Performance-Enhancing Substances Policy specimen collection, official visits authorized by the Collective Bargaining Agreement) must either be fully vaccinated or must undergo testing at the BioReference facility designated for Club use, as follows:

1. **Specimen Collectors:** All Substances of Abuse and/or Performance-Enhancing Substances Policy specimen collectors must be fully vaccinated in order to access any Club facility (e.g., 14 days have passed since the collector's last dose of the applicable vaccine), and must wear a mask at all times while in the Club facility. No individual who is experiencing symptoms of COVID-19 at the time of a visit will be permitted to enter the Club facility. The Specimen Collector(s) must take and receive a negative Mesa Test result prior to entering the Club facility each time they enter the facility.
2. **Fully Vaccinated NFL/NFLPA Visitors:** Any such individual who voluntarily produces a vaccination card to the Club ICO demonstrating that he or she is fully vaccinated will be required to take and receive a negative Mesa Test on the day of entry to the Club facility prior to entering the Club facility. No individual who is experiencing symptoms of COVID-19 at the time of a visit will be permitted to enter the Club facility.
3. **Non-Fully Vaccinated NFL/NFLPA Visitors:** Any such individual who is not fully vaccinated or does not voluntarily produce a vaccination card will be required to receive a negative Mesa Test result on the date of entry to the Club facility. He or she shall provide notice of his/her intent to visit the Club facility at least 24 hours in advance of the required test for the visit so that

they may be added to the testing schedule at the Club facility. Such visitor shall not be permitted entry to the facility until the negative Mesa Test results have been communicated to the NFL, NFLPA and Club ICO. If the Visitor's test is positive for COVID-19, he/she shall not be permitted access to the facility. If the Visitor's test is negative for COVID-19, he/she will be permitted entry to the Club facility following the screening process outlined above (e.g, questionnaire). **NFL and NFLPA representatives who are not fully vaccinated and enter following a negative test will be subject to the same restrictions for Club Tier 1 and Tier 2 Individuals that have been given either a medical or religious exemption to the vaccination requirement (i.e., may not enter: locker room, cafeteria, weight room or conduct/participate in person meetings indoors).** NFL, NFLPA staff and/or Drug and Steroid Policy Specimen collectors shall not count against a Club's Daily Maximum Tier 2 Individuals. Failure to undergo testing and/or screening or adverse results from any step in the process shall serve as grounds to prohibit such visit.

- xii. **NFL/NFLPA COVID-19 Protocol Inspections.** To the extent any individual seeking access to a Club facility on behalf of the NFL and/or NFLPA for purposes of an inspection to ensure compliance with the NFL-NFLPA COVID-19 Protocols is classified by the Parties as a Tier 3 Individual, he or she must receive one (1) negative test result from an approved rt-PCR virus test conducted 24-48 hours before the date of the requested inspection, and must provide such test result to the Club before he or she will be permitted entry to the Club facility. If the test to be used will be a Mesa Test, it must be taken on the day of the visit. If such individual wishes to utilize the services of a BioReference testing location, he/she must provide at least 48-hours notice of the date he or she wishes to conduct such inspection or be tested at a Club's on-site BioReference testing location. To the extent an inspection will occur when Tier 1 Individuals are scheduled to be in the Facility and such inspection includes Restricted Areas, the NFL and NFLPA will agree upon the appropriate pre-entry testing regimen. Any individual conducting such an inspection will be subject to the screening process outlined in this Protocol before being granted entry to the Club facility and must wear appropriate PPE (i.e., a cloth or surgical mask) at all times during such inspection. Failure to undergo testing and/or screening or adverse results from any step in the process shall serve as grounds to prohibit such visit.

- b. Follow-Up Antibody Testing. After the initial antibody test, all players will be offered antibody testing via blood draw once every four weeks. Such testing will not be mandatory.
  - c. Clubs are prohibited from testing players for COVID outside the scope of this Protocol. **In other words, Clubs may not arrange for COVID testing of players by any means other than the laboratory designated in this Protocol.**
- V. Protocols for High-Risk Individuals. COVID-19 can cause symptoms ranging from mild to severe. According to the CDC, some individuals may be more likely to suffer severe illness as a result of COVID-19 than others due to the presence of certain characteristics or medical conditions.<sup>12</sup> It is the responsibility of each Head Team Physician to identify any player that may be a High Risk Individual, and he or she must review each player's individual medical history in light of the current CDC guidance regarding individuals with increased risk of severe illness from COVID-19. Clubs should educate their High Risk players and players in close contact or residing with High Risk Individuals on steps they can take to help further protect themselves, such as: staying home to the extent possible, and limiting time at Club facilities to only "essential" time; avoiding close contact with others, especially crowds, communal spaces, and anyone who is sick; closely monitoring and managing physical and mental health at all times, and notifying the Team Physician of any change in health status; speaking to a Team Physician about whether all vaccinations are up to date, including the flu vaccine; continuing to take medications as recommended by the High Risk Individual's treating physician, and maintaining at least a two-week supply of any necessary prescription and non-prescription medications at all times; and reviewing the CDC's Guidance for extra precautions for reducing risk for High Risk Individuals, as set forth in the NFL-NFLPA Education Protocol.<sup>13</sup> Each Club is responsible for identifying and implementing additional measures to reduce High Risk Individuals' risk of exposure to COVID-19 while in the club facilities.
- VI. Voluntary Testing of Household Members. Clubs shall offer one (1) free diagnostic virus test (at the same time players report to Training Camp) for: non-fully vaccinated individuals who reside in the same household as a Tier 1 and Tier 2 Individual, provided that: (i) each such individual reviews the NFL-NFLPA educational video and materials required for players, Tier 1 and Tier 2 Individuals in the Education Protocol; and (ii) the Club is provided with the results of any such virus test (notification may be limited to positive or negative results and remain deidentified). The virus testing contemplated in this subsection shall be provided by local laboratories and arranged by the individual

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<sup>12</sup> Further information on the factors that increase the risk that an individual suffers a severe illness as a result of COVID-19 is available online at: <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/index.html>

<sup>13</sup> See [www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/groups-at-higher-risk.html](https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/groups-at-higher-risk.html)

Clubs. If a player subsequently tests positive for COVID-19, family members who cohabitatem with that player will be entitled to receive additional free voluntary virus testing. In addition, players and staff are strongly encouraged to arrange for testing of their non-fully vaccinated co-habitants and personal service providers (e.g., barbers, personal chefs, chiropractors, masseuses) via drive-through testing at the Club's BioReference testing site. The NFL and NFLPA will discuss vaccination opportunities and/or additional testing opportunities for non-vaccinated player family members during the regular season.

- VII. Test Results and Reported Symptoms. Any symptoms of COVID-19 reported to the Club and the results of each virus and antibody test must be entered into each player's EMR. BioReference will facilitate transfer of test result data directly to the EMR. IQVIA, an independent entity which regularly analyzes NFL injury data, will conduct an analysis of all test results conducted pursuant to this Protocol at the direction of the Parties. Test Results will also be shared with public health authorities to the extent required.

### **Addendum A: Analysis of Positive Test Results**

- I. **Analysis of Positive BRL PCR Test Results.** Results of tests administered under this Protocol are binding, regardless of whether an individual is experiencing symptoms of COVID-19.
  - a. A BRL PCR test that reports positive following the first run will automatically be re-run by BRL; and
  - b. The individual will be tested again by Mesa Test.
  - c. The results of the Mesa Test shall be considered when determining the status of the tested individual. In other words:
    - i. If the results of the initial run of the PCR test sample are deemed inconclusive pursuant to the cycle thresholds set by the parties; and the Mesa Test is positive, then that shall be treated as a positive test under these Protocols, regardless of whether the rerun of the sample is positive or negative.
    - ii. If the results of the initial run of the PCR test sample are deemed inconclusive pursuant to the cycle thresholds set by the parties, and the rerun is negative, and the Mesa Test is negative, then that shall be treated as a negative test under these protocols.
  - d. The Parties will collect the data from the various results in order to refine the testing threshold for the Protocol.
- II. **Analysis of Positive Mesa Test Results.**
  - a. A Mesa test that reports positive will be:
    - i. Followed immediately by a second Mesa Test and a BRL PCR Test.
    - ii. The individual will be sent home isolate until the results of the BRL PCR Test are returned, regardless of the results of the second Mesa Test.
    - iii. If the BRL PCR Test is positive (with a positive rerun), the individual will be treated as having tested positive, and will be subject to the Treatment Response Protocol.
    - iv. If the second Mesa Test result is positive, the individual be treated as having tested positive, and will be subject to the Treatment Response Protocol.
    - v. If the BRL PCR Test is negative and the second Mesa Test is negative; the individual shall be given a third Mesa Test. If the third Mesa Test is also negative, the individual shell be permitted to enter the Club facility.

For ease of reference:

<b>Day 1</b>	<b>Day 2</b>
<p>Positive Mesa Test;</p> <p>Subsequent BRL PCR Test Swab administered AND Second Mesa Test Administered</p> <p>Individual sent home to isolate pending further results.</p>	<p>If Second Mesa Test and Day 1 BRL PCR Test are negative, administer Third Mesa Test. If Third Mesa Test is also negative, ENTER Club facility.</p> <p>If either of the Second Mesa Test or Day 1 BRL PCR Test are positive, NO ENTRY to Club Facility and treat pursuant to Treatment Response Protocol.</p>

**Addendum B: Presumptive Positive and Invalid Test Results**

- I. **Presumptive Positive or Inconclusive Tests.** For purposes of this Protocol, any “Presumptive Positive” or “Inconclusive” BioReference test result shall be treated as though the result was “positive,” and therefore subject to the other requirements and procedures of a positive test result under this Protocol, as set forth in Addendum A.
- II. **“Invalid” Test Results.** In the event that a test administered pursuant to this Protocol returns a result of “Invalid” or “QNS” or “Technical Error,” then the following shall occur:
  - a. The individual shall be given a Mesa Test when he or she next arrives at the Club facility for testing;
  - b. If the Mesa Test result is negative, the individual shall immediately be given another daily rt-PCR test, and shall be permitted to enter the Club facility;
  - c. If the Mesa Test result is positive, the individual shall immediately be given another daily rt-PCR test and must isolate away from the Club facility until the results of that PCR test are received.
    - i. If the PCR test is positive, the result shall be treated as a positive test result under these Protocols, and the individual shall be subject to all of the terms of this Protocol and the Treatment Response Protocol for a positive test.
    - ii. If the PCR test is negative, the individual should immediately receive a repeat Mesa Test. If the Mesa Test is negative, the test shall be considered a negative test and the individual shall be permitted to return to the Club facility, and shall not be subject to the required cardiac screening or graduated return to participation required in the Treatment Response Protocol, and such individual shall re-enter the normal testing cadence for his or her Tier. If the Mesa Test is positive, the result shall be treated as a positive test result under these Protocols, and the individual shall be subject to all of the terms of this Protocol and the Treatment Response Protocol for a positive test.

### **Addendum C: Persistent Viral Shedding**

Persistent Viral Shedding or “False Positive”: If a Club employee’s (including players) BRL PCR test result is positive, followed by a positive re-run, **and that individual is asymptomatic and subsequently has a negative Mesa Test result on the day after that swab** (i.e., on the day the BRL PCR result was reported), that Club employee should receive follow up testing as follows (and as depicted in the chart below):

1. Another daily BRL PCR specimen collected the day of the negative Mesa Test (the day after the initial positive BRL test was collected); AND
2. A Mesa Test the following day (i.e., taken two days after the day the positive sample was collected).

If both Mesa Tests and the second BRL PCR test (initial and rerun) outlined above are all negative, and the Club employee remains asymptomatic, the NFL Chief Medical Officer shall consult with ICS, IQVIA and other medical experts to evaluate the individual case (considering the individual’s testing history, whether the individual has had a previously documented COVID infection, the individual’s vaccination status, the individual’s current antibody status, the number of additional positives in the individual’s environment and other information that the medical experts believe is relevant) to determine whether the individual’s initial positive test result should be deemed a “false positive” or persistent viral shedding from a prior documented case. Determination of whether the initial positive test result should be considered a “false positive” or persistent viral shedding is solely within the discretion of the NFL Chief Medical Officer.

For ease of reference, the following scenario will trigger this additional review from the NFL Chief Medical Officer, ICS, IQVIA and other medical experts:

<b>Day 1</b>	<b>Day 2</b>	<b>Day 3</b>
BRL PCR Specimen Collected	Positive BRL PCR Test Result Received from Day 1 Test (both initial and re-run); AND  Negative Mesa Test; AND  Follow-On Daily PCR BRL Specimen Collected	Negative BRL PCR Test Result Received from Day 2 Test; AND  Negative Mesa Test

### **Addendum D: Positive Tests for Fully Vaccinated Individuals**

Fully vaccinated players and staff should be tested by BRL PCR Test or the Mesa Test. If a fully vaccinated Player or Tiered Individual has a confirmed positive test for COVID-19:

1. The individual must immediately receive a BRL PCR test and a Mesa Test.
2. The individual should be tested daily, via BRL PCR tests **and** a Mesa Test administered each day during their isolation period.
3. If the Individual remains completely asymptomatic, then he or she may return to the Club facility and interact with other players and Tiered Individuals once two (2) consecutive BRL PCR tests taken at least 24 hours apart (plus a negative Mesa Test prior to entry) have been returned, and return has been approved by the Team Physician, the NFL Chief Medical Officer and ICS.
  - a. For example: A fully vaccinated individual receives a positive BRL PCR Test result on Tuesday morning. He should receive a BRL PCR test and a Mesa Test on Tuesday and be sent home to isolate. He should then receive both a Mesa Test and another BRL PCR test on Wednesday morning. If the Tuesday BRL PCR test and the Wednesday BRL PCR test are both negative, AND he remains asymptomatic, he should be given another Mesa Test on Thursday morning. If that Thursday Mesa Test is also negative, then he may enter the Club facility on Thursday after that test is resulted negative.

<b>Day 1 (Monday)</b>	<b>Day 2 (Tuesday)</b>	<b>Day 3 (Wednesday)</b>	<b>Day 4 (Thursday)</b>
BRL PCR Test Administered	BRL PCR Positive Test Result received from Day 1 Test;  BRL PCR and Mesa Test administered; individual sent home	Negative BRL PCR Test Result from Day 2 Test;  Follow-On BRL PCR BRL Specimen Collected; Follow-On Mesa Test Specimen Collected; individual sent home	Mesa Test administered;  If Day 2 BRL PCR Test and Day 3 BRL PCR Test are negative; AND Day 4 Mesa Test is negative → individual may enter Club facility after clearance from Team Physician, NFL Chief Medical Officer and ICS.

OR

<b>Day 1 (Monday)</b>	<b>Day 2 (Tuesday)</b>	<b>Day 3 (Wednesday)</b>	<b>Day 4 (Thursday)</b>
Mesa Test Administered and Results Positive; Second Mesa Test Administered; BRL PCR Test Administered; Individual Sent Home	BRL PCR Positive Test Result received from Day 1 Test (confirmed positive test);  BRL PCR and Mesa Test administered; individual sent home	Negative BRL PCR Test Result from Day 2 Test;  Follow-On BRL PCR BRL Specimen Collected; Follow-On Mesa Test Specimen Collected; individual sent home	Mesa Test administered; If Day 2 BRL PCR Test and Day 3 BRL PCR Test are negative; AND Day 4 Mesa Test is negative → individual may enter Club facility after clearance from Team Physician, NFL Chief Medical Officer and ICS.

4. If at any point a fully vaccinated individual tests positive and develops symptoms of COVID-19 (no matter how mild), he must remain in isolation until he returns two (2) consecutive negative BRL PCR tests separated by 24 hours (pursuant to the schedule set forth above) and he is asymptomatic for 48 hours.

5. If a non-fully vaccinated person is exposed as a High Risk Close Contact to a fully vaccinated person who has tested positive, the non-vaccinated person must continue to test daily and remain isolated for five (5) days before returning to the Club facility.

**NFL-NFLPA Media Protocol For The 2021 Regular Season**

**I. Introduction**

- a. This Protocol shall govern media access during the 2021 Regular Season.
- b. The parties will continue to update this Protocol as circumstances warrant and the science related to COVID-19 continues to evolve.

**II. Media Access to Club Facility**

- a. Media access to Club facilities will be limited for the 2021 Regular Season to those media members who have obtained a COVID-19 vaccination and subject to all NFL-NFLPA medical and facility protocols related to COVID-19. All media personnel with access to the club facility, which includes club local media, in-house media or network television broadcast partners, must adhere to all NFL-NFPLA medical and facility protocols as a condition of access, which includes proof of a CDC-approved COVID-19 vaccination.
  - i. Media personnel will be assigned Tier 2M or Tier 3-Outdoor Access (“Tier 3-OA”) credentials.
  - ii. Media personnel with Tier 2M credentials must undergo screening and testing under the applicable protocols prior to entering the Club facility. The number of Tier 2M Individuals permitted access to the Club facility is at the discretion of the Club, up to the daily maximum of 25 Tier 2M Individuals set forth in the Club Facility Protocol.
  - iii. Media personnel with Tier 3-OA credentials may not enter the Club facility at any time and may not conduct in-person interviews with any Tier 1 Individuals (such interviews must occur virtually).
  - iv. In-person interviews conducted by Tier 2M Individuals with players must be arranged so that the player may maintain physical distance from the (fully vaccinated) Tier 2M individuals.
  - v. The Club’s media workroom space must be used solely for this purpose and not simultaneously for any player-related functions, other than for interviews as permitted above.
  - vi. Networks will be permitted to conduct specialty shoots with players as outlined in Addendum A to the Media Protocol .

- vii. In-person interviews of other Tier 1 and Tier 2 Individuals will be permitted to be conducted by Tier 2M Individuals, but physical distancing must be adhered to at all times in such cases.
- b. Media with Tier 2M access will only be permitted in the media room, media-approved areas of the practice fields, and stadium playing fields and sidelines, subject to such limitations set forth in the NFL-NFLPA Game Day Protocol. They will not be permitted access in other Restricted Areas (including locker rooms and medical areas) or to otherwise be in close proximity to Tier 1 Individuals.
- c. Spaces used to conduct in-person interviews must be cleaned and disinfected with hospital grade EPA List N disinfectants at least once per day.

**III. Gameday Media Access**

- a. Media access to the press box, stadium playing field and sidelines, and postgame interview room will only be available to media that have obtained a CDC-approved COVID-19 vaccination.
- b. Should a Club wish to accommodate with gameday access a media member who is unable to obtain a COVID-19 vaccination due to a pre-approved circumstance, that media member must work from a separate area and may not access the postgame interview room or playing field.
- c. The number of vaccinated media permitted to access the press box and postgame interview room is at the discretion of the club.
- d. Media access to the field – pregame, in-game, or postgame – will be limited and subject to all Game Day and field protocols.

**IV. Post-Game Media Access**

- a. After a reasonable waiting period, defined as 10-12 minutes maximum after the completion of the game and the players have entered the locker room, post-game interviews will begin.
- b. There will be no media access to the Players' Locker Room
- c. All player interviews and interviews with Tier 1 or Tier 2 Individuals may be conducted in-person in the postgame interview room or on the playing field, with the players and Club personnel maintaining physical distance from members of the media (all of whom must have confirmed vaccination and be wearing PPE while indoors).

- i. Postgame interview rooms for the home and visiting teams may be arranged to accommodate multiple speakers simultaneously but must occur with physical distancing (at least 10 feet of separation). The number of vaccinated media permitted to access the postgame interview is at the discretion of the Club. Space must be reserved for one NFL Films camera in each interview room.

### Addendum A: Network Specialty Shoots

- Content will be captured by a single network crew and supplemented with club production staff wherever possible.
- Crew will require team facility access for 2 days, either during the May/June OTA period or during training camp in July/August:
  1. 1 day for load-in and setup (afternoon/night before once all players have vacated facility for the evening)
  2. 1 day for content capture execution. Access will be coordinated with the club to ensure there is no interference with football activities or preparation.
- Prior to access both days, crew must be :
  1. Fully Vaccinated: All crew members must be fully vaccinated (14 days have passed after second dose of the Moderna or Pfizer vaccine or single dose of the Johnson & Johnson vaccine). Those crew members employed by the networks will verify their vaccination status through the network who will then confirm that status with the NFL and the club.
  2. Masked. All crew members must wear masks at all times while in Restricted Areas or in the same room as players.

Shoots will be conducted at the club facility in a well-ventilated, spacious area or in an outdoor tent provided by the club. Crew members will wear masks at all times and will capture video and sound from a 12 ft+ distance from players.

- Networks are requesting 25 players in total per club and have arranged for the following time/crew allotments in order to facilitate the operation in a safe and physically distanced fashion:
  1. **Photo Station – Assorted still photography shots against grey backdrop**
    - 2 crew members on set
      - Photographer & Producer/Assistant
    - All 25 players per clubs requested
    - Players in full regular home uniform and pads – like game day
      - Most poses without helmet, but some poses with it on
    - Estimated ~7 mins per player
    - Will take more players if club wants to provide
    - Shooting space 20x15 – ceiling height 9 feet
      - If 12 feet distance is required as noted in safety guidelines, additional depth may be required ~ 6 feet

**2. Video Station – Assorted poses / footage action against Green Screen + black backdrop**

- 5 crew members on set
  - Producer, Camera operator, Grip Electric, DIT
- ~15 of the 25 players per club requested
- Players in full regular home uniform and pads – like game day
  - Most poses without helmet, but some poses with it on
- Estimated ~11 mins per player (8 min Green Screen + 3 min black backdrop)
- Shooting space: 30x30 – ceiling height 10 feet
  - If 12 feet distance is required as noted in safety guidelines, additional depth may be required ~ 6 feet

**3. Video + Sound Station – Video Lineups and Quick-hit audio lines**

- 3 crew members on set
    - Producer, Camera operator and Sound person
  - Players wear generic regular home jersey **without** uniform and pads
    - Exception Cowboys wear navy and Seahawks wear navy blue team shirt
  - Video Lineups - NBC
    - For clubs on SNF schedule, all “starters, rookies, and key reserves” that have not been captured in the past 2 seasons, unless significant appearance change
    - Player does a look up headshot and then states their name + school
      - Estimated ~1-2 min per player
    - Depending on roster and uniform changes could be upwards of 40-45 players
  - Wild Lines and Questions - CBS + ESPN
    - Select high-profile players, ~8 per club, for brief audio line recording session
    - Player records sequence of quick audio hits
      - CBS: “You’re watching the NFL Today on CBS” etc.
      - ESPN: “Come on Man” etc.
        - Estimated ~3-5 minutes total
    - ESPN Questions ~2-3 questions, if time allows
      - Estimated ~2-3 minutes
  - Shooting space: 20x15 – ceiling height 9 feet
    - Room/area must be quiet
    - If 12 feet distance is required as noted in safety guidelines, additional depth may be required ~ 6 feet
- Clubs will be consulted if they can provide any production staff or equipment for these stations. Clubs that can meet shooting specs with in-house equipment and staff can utilize assets for their in-house needs. If Networks covering majority of costs, clubs will be part of equitable split.

## **Enforcement of Protocols**

### **I. Enforcement**

- a. The NFL and NFLPA will strictly enforce compliance with the terms of these Protocols.
- b. Inspections. 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 for Training Camp, Clubs may be required to submit to such an inspection conducted by representatives of the NFL and NFLPA.
  - i. Video: Clubs are required to maintain copies of the video surveillance of their facilities and practice areas for a period of at least 30 days. They will be required to regularly produce copies of such video as requested by the NFL Management Council and the NFL Players Association to monitor Protocol Compliance.
- c. Reporting. Club personnel are required to promptly report to the Club's Infection Control Officer and to the NFL (attention: Meghan Carroll) any information regarding a potential violation of this protocol. Clubs must strictly enforce the provisions of these Protocols. Players should notify the NFLPA of any potential violation. NFL and NFLPA will jointly investigate any and all such reports. Clubs are strictly prohibited from retaliating, in any way, against any person for reporting a violation of these protocols (regardless of whether the report is proven to be accurate).
- d. Weekly Certification. After each Game, the Infection Control Officer, the Head Team Physician and the General Manager/ Senior Football Executive of each Club must jointly certify, in a form provided by the NFL (and approved by the NFLPA) 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.
- e. Should a Club employee or other member of the Club's staff knowingly and materially fail to follow these protocols, they will be subject to discipline for conduct detrimental to the league.
- f. Players may be disciplined by the NFL for violations of these Protocols, as set forth in Appendix A, attached hereto. The NFL and Club will not both discipline a player for the same act or conduct. The NFL's action will preclude or supersede disciplinary action by any Club for the same act or conduct.

### **COVID-19 Screening Form**

All individuals covered by these Protocols are required to complete the following COVID-19 symptom and exposure questionnaire in accordance with these Protocols. If your answer to questions 1, 2 or 3 is “Yes,” please contact a member of the club’s medical or athletic training staff to discuss whether you may report to the club facility.

1. In the past 48 hours, have you experienced any of the symptoms of COVID-19:

Symptom	YES	NO
Cough		
Shortness of Breath		
Sore Throat		
Headache		
Chills		
Loss of Taste or Smell		
Muscle Pain/Achiness		
Nasal Congestion		
Runny Nose		
Vomiting		
Diarrhea		
Fatigue		

If you answered “Yes” to any of the above, please provide details below:

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2. Have you had a fever at or above 100.4 degrees Fahrenheit or taken any fever-reducing medications (e.g., Tylenol or Advil) in the last 48 hours?

YES	NO

If you answered “Yes”, please provide details including temperature readings, if possible, below:

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3. Do you have any reason to believe that you, or anyone with whom you’ve had close contact may have been exposed to COVID-19 in the past 14 days?

YES	NO

If you answered “Yes”, please provide details and identify the individuals, if possible, below, including approximate duration of contact (e.g., 10 mins, 30 mins, 1 hour, 10 hours, 24 hours):

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4. If you are not fully vaccinated, please list below any countries outside of the United States in which you have spent time in the past 30 days. If you have not left the United States within the past 30 days, please write "None."

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**NAME** \_\_\_\_\_

**DATE:**\_\_\_\_\_

## APPENDIX A

### Discipline for Violation of NFL-NFLPA COVID-19 Protocols

1. The NFL may impose discipline upon a player who refuses to cooperate or knowingly provides misleading or incomplete information during a contact tracing interview conducted by the NFL, NFL Club and/or IQVIA pursuant to the NFL-NFLPA COVID-19 Protocols. The maximum fine amount for such discipline shall be equal to one (1) week's game check up to \$50,000 for a first offense and discipline thereafter may rise to the level of Conduct Detrimental for any subsequent offense.
  - a. Player and/or the NFLPA may challenge such discipline pursuant to Article 43, based upon (i) the absence of just cause, (ii) whether or not the player was engaged in such conduct, (iii) whether the discipline imposed by the NFL was warranted for the conduct, and/or (iv) any other allowable bases for opposing discipline consistent with all applicable principles and standards that apply pursuant to Article 43.
  - b. For purposes of clarity, information disclosed during contract tracing may only be used for contact tracing. The only time that it may be used in a disciplinary matter is if it has been alleged that the player knowingly and intentionally failed to disclose information or provided false information during the contact tracing process. In other words, admissions made during the contact tracing process may not be used as the basis of discipline for other COVID-19 Protocol violations (e.g., if a player admits during the contact tracing interview that he was in a bar with more than 10 individuals, that statement is not admissible to prove that he was in a bar with more than 10 individuals). Information shared during contract tracing interviews shall be used for identifying potential contact exposures only. No personal data will be recorded and data protection guidelines shall be observed. If the NFL or an NFL Club disciplines a player for any violation of the NFL-NFLPA COVID-19 Protocols, the NFL and/or NFL Club must demonstrate that it obtained evidence of such violation outside of contact tracing interviews. The only time that statements made in the course of contact tracing may be admitted into a disciplinary proceeding is if that proceeding is to determine whether player knowingly and intentionally failed to disclose information or provided false information during the contact tracing process
2. Discipline Schedule for Other COVID-19 Protocol Violations
  - a. The NFL and/or a Club may impose discipline on any player who engages in the conduct listed below, for a first offense, up to the maximum amount specified for each type of conduct (provided that the NFL and/or Club also applies comparable discipline to Tier 1 and Tier 2 non-player employees who engage in such conduct).

- b. For any player:
  - i. Failing or refusing to fully cooperate with an investigation led by the NFL Management Council and/or NFLPA regarding compliance with the NFL-NFLPA COVID-19 Protocols. -- One week's Paragraph 5 or Paragraph 4 (as applicable) salary up to \$50,000.
  - ii. Refusal to wear the Kinexon Proximity Recording tracking device-- \$14,650
  - iii. Refusal to submit to required virus testing under the Screening and Testing Protocol. -- \$50,000
- c. For any player who is not fully vaccinated:
  - i. Gathering outside of the Club facility or team travel in groups of more than three (3) players, Tier 1, Tier 2, and/or Tier 3 Individuals. -- \$14,650
  - ii. Engaging in in-person meetings, practices and/or training activities outside of Club facilities with other players and/or Tier 1 staff. -- \$14,650
  - iii. Gathering in any number for any reason with other players and/or members of the Club's Tiered staff at a time when the Club is "shut down" due to a COVID-19 outbreak. – \$50,000
  - iv. Attending an indoor night club (unless player is wearing PPE and there are no more than 10 people in the club). -- \$\$14,650
  - v. Attending an indoor bar (other than to pick up food, or unless player is wearing PPE and there are no more than 10 people in the bar). -- \$14,650
    - a. For clarity, a "bar" does not include an establishment that offers food service and which a player attends primarily for food service even if the establishment also includes a full-service bar.
  - vi. House gatherings of more than fifteen (15) people without the player and all guests wearing masks or PPE or where social distancing for the more than fifteen people is impossible. -- \$14,650
  - vii. Attending an indoor music concert/entertainment event. -- \$14,650

- viii. Attending a professional sporting event (other than applicable NFL games or events, or unless the player is seated in a separated seating section, such as a suite or owner's box, is wearing PPE, and there are no more than 10 people in that separate seating section). -- \$14,650
  - ix. Attending an event that is prohibited by state and/or local regulation, executive order or law implemented due to COVID-19. -- \$14,650
  - x. Refusal to: (i) wear a mask or PPE; and/or (ii) maintain physical distancing in club facilities or during travel. -- \$14,650
- a. Repeat violations of the offenses listed above will subject players to increased discipline, including for conduct detrimental with a maximum fine amount equal to one week's salary and/or suspension without pay for a period not to exceed four (4) weeks, as set forth in Article 42, Section 1(b)(xvii) of the March 15, 2020 Collective Bargaining Agreement.
  - b. Players may challenge the League's imposition of discipline under these Protocols pursuant to Article 43 of the CBA.
  - c. Regardless of the pendency of any grievance, all fines shall be deducted in equal installments over the remainder of the season commencing with the player's next regularly scheduled pay period.