

FILED       LODGED  
 RECEIVED     COPY  
  
SEPTEMBER 2, 2021  
  
CLERK US DISTRICT COURT  
DISTRICT OF ARIZONA  
  
BY s/ M. Everette DEPUTY

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

**IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF ARIZONA**

In the matter of  
  
JUDICIARY EMPLOYEE, EXTERN,  
AND ON-SITE CONTRACTOR  
COVID PROTOCOLS

GENERAL ORDER 21-15

The State of Arizona is experiencing another spike of COVID-transmission due to the Delta variant. Transmission, hospitalization, and death rates are back at very serious levels. As a result, the Court herein sets forth additional health and safety protocols for federal court employees, externs, and on-site contractors (hereafter “employee(s)”) which will be effective until further notice. Different protocols for vaccinated and unvaccinated employees are merited because the most effective deterrent to spreading the disease is vaccination. Recent studies demonstrate that the vaccinated are at least five times less likely to contract COVID than the unvaccinated, and, while those who have been vaccinated may also contract the disease and can be spreaders, they are less likely to have serious cases of the virus. The Pfizer vaccine has also been recently finally approved by the Food and Drug Administration. As of today, however, only 48% of Arizonans are fully vaccinated. The second most practical deterrent is a regime of masking and testing. The Court in formulating the additional requirements applicable to the unvaccinated has drafted them so that they can be accomplished with a minimum of identification and extra effort and expense to those who elect the alternative protocols. Therefore,

IT IS ORDERED that the requirements described below will become effective

1 Tuesday, September 7, 2021. Those who fail to comply will be subject to discipline.


- 2 1. Those court employees who wish to do so will be able to sign and submit a  
3 certification of vaccination form by which they attest to the Court that they have  
4 been fully vaccinated. The completed forms will be maintained in Human  
5 Resources, will remain confidential and will be used only to implement and enforce  
6 this policy. Those who turn-in such completed forms will continue to be required  
7 to follow the masking and social distancing requirements set forth in GO 21-11, but  
8 no additional requirements will be required. The completed forms are to be  
9 submitted by Friday September 3, 2021 or as soon as possible thereafter.
- 10 2. Those court employees who do not submit such vaccination forms, or who are not  
11 fully vaccinated, will be required to take three additional and continuing measures  
12 in addition to their compliance with GO 21-11. First, they will be required to wear  
13 masks at all times while in the building, regardless of their location. Second, they  
14 will be required to submit a weekly negative COVID test to HR from a licensed lab,  
15 which will be confidentially maintained. Third, they will not be able to leave the  
16 state on any employment-related business and will only be allowed to travel in-state  
17 on “mission critical” business.
- 18 3. Every community in which there is a federal courthouse in Arizona has numerous  
19 licensed locations that offer free standardized COVID testing by appointment or  
20 otherwise. The Court has identified a number of these locations in each city and has  
21 provided this information to all court employees. Employees who do not take  
22 advantage of the free-testing locations will bear the expense of the test unless and  
23 until monies allocated for testing are provided by the Administrative Office of the  
24 U.S. Courts.
- 25 4. Employees who are required to schedule and obtain a weekly COVID test will be  
26 allowed up to one hour weekly during their regular tour of duty to travel to, obtain  
27 and return from such a licensed test.
- 28 5. If employees are not vaccinated for medical or religious reasons, and if they cannot

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

comply with the protocols for non-vaccinated employees, they may request a reasonable accommodation through their court unit executive who will coordinate such requests with the chief judge.

- 6. GO 21-11 remains in full force and visitors and all other occupants of any federal courthouse within the state will be required to adhere to it.

DATED this 2<sup>nd</sup> day of September, 2021.

  
\_\_\_\_\_  
G. Murray Snow  
Chief United States District Judge