

Frequently Asked Questions

Are Adams locations open to visitors?

Until further reduction in Covid cases, we request that any meetings with vendors, customers, etc. be held by teleconference or other means to reduce exposure to Covid. For those instances where onsite meetings are necessary, please screen any visitors by taking their temperature and asking them to wear a mask while in hallways and common areas.

Will Adams employees be permitted to visit indoor workspaces?

Yes, but only for necessary business purposes. Unvaccinated employees should wear a mask when visiting any Adams location at all times.

Are all Adams employees required to be vaccinated?

No, Adams employees are not required to be vaccinated as a condition of employment, however we do recommend that our employees get vaccinated, as we are unsure of what federal and state guidelines that may be enacted that will impact our business. Currently VDOT is working toward releasing protocols for contractors who conduct business with the agency.

Are there special measures being taken to mitigate the spread of Covid?

Yes, unvaccinated employees must wear a mask at all times when they are working in an environment that does not provide a minimum of 6 feet between yourself and others. Unvaccinated employees will be required to wear a mask when in common areas such as restrooms, break rooms, and working in confined spaces.

Am I required to report my vaccination status to Adams?

Yes - State regulations will require that we certify that we are in compliance with certain regulations that apply to firms that contract with state agencies. In order to certify, we must collect the vaccination status of all employees. Human Resources will soon begin this process. Unvaccinated employees will be required to take special precautions, most of which we hope to have in place as described herein.

Will I be notified if someone who works with me contracts Covid?

Yes - When we learn of an employee testing positive, employees who work in the same office, location, on the same crew, etc. will be notified that there was a positive case reported in their area. We will also ask for a list of other employees who the infected individual has been in contact with so that they may be notified of possible exposure.

If I have possibly been exposed, what is the protocol for me as it relates to reporting to work?

If you have possibly been exposed, we will require that you take a Covid test. If there are no symptoms present, you should continue to work if possible, and wear a mask and avoid close contact with others.

When should I not report to work?

If you are sick, or have any symptoms consistent with Covid, you should take a Covid test and await results before reporting to work. You will be required to use PTO for time not worked in order to receive pay.

If I contract Covid, will I be paid while not working?

If you have a PTO balance, you will be required to use PTO for the first 5 days missed, then your Short Term Disability benefits will kick in. Any time missed in the first 5 days where insufficient PTO balances exist will be unpaid leave.

Will I be penalized for not receiving the vaccine?

No, as of the date of this release, there are no consequences for not being vaccinated beyond the requirement of taking precautions that may not be required of vaccinated employees.

Where are masks required?

Unvaccinated employees should wear a face covering where employees cannot maintain a distance of 6 feet between themselves and others, whether inside or outside.

Will I be rewarded for taking the vaccine?

Employees who present their vaccination card will be eligible for a number of prizes and rewards. This program is in development, but expect the prizes to be significant. Winners will be determined by a drawing/raffle, and will range from some pretty cool tangible prizes to paid time off, etc. Employees who vaccinate sooner may have a higher chance of winning, so go ahead and get vaccinated early.

Who is responsible for enforcing these requirements?

Supervisors, Managers, Superintendents, Human Resources, Health and Safety.