

COLORADO RIVER INDIAN TRIBES

Policy Related to COVID-19 Exposure in the Workplace

CRIT has been managing COVID-19 for the last two and a half years since the first confirmed case appearing in May 2020. COVID-19 exists throughout every community in the country. Over half the population have received the vaccine and boosters. Of those who remain unvaccinated many have had exposure to COVID-19, so the level of immunity in the community has increased, while the severity of the disease and subsequent deaths have decreased significantly.

Vaccinations began in December 2020 and fully vaccinated employees have been engaging in more activities. Employees are required to provide a copy of their COVID-19 vaccine card or vaccination record to their Department Head or Enterprise Manager for purposes of contact tracing for exposures and to evaluate travel requests. Your vaccination record shall be stored within your records at the Human Resources Department.

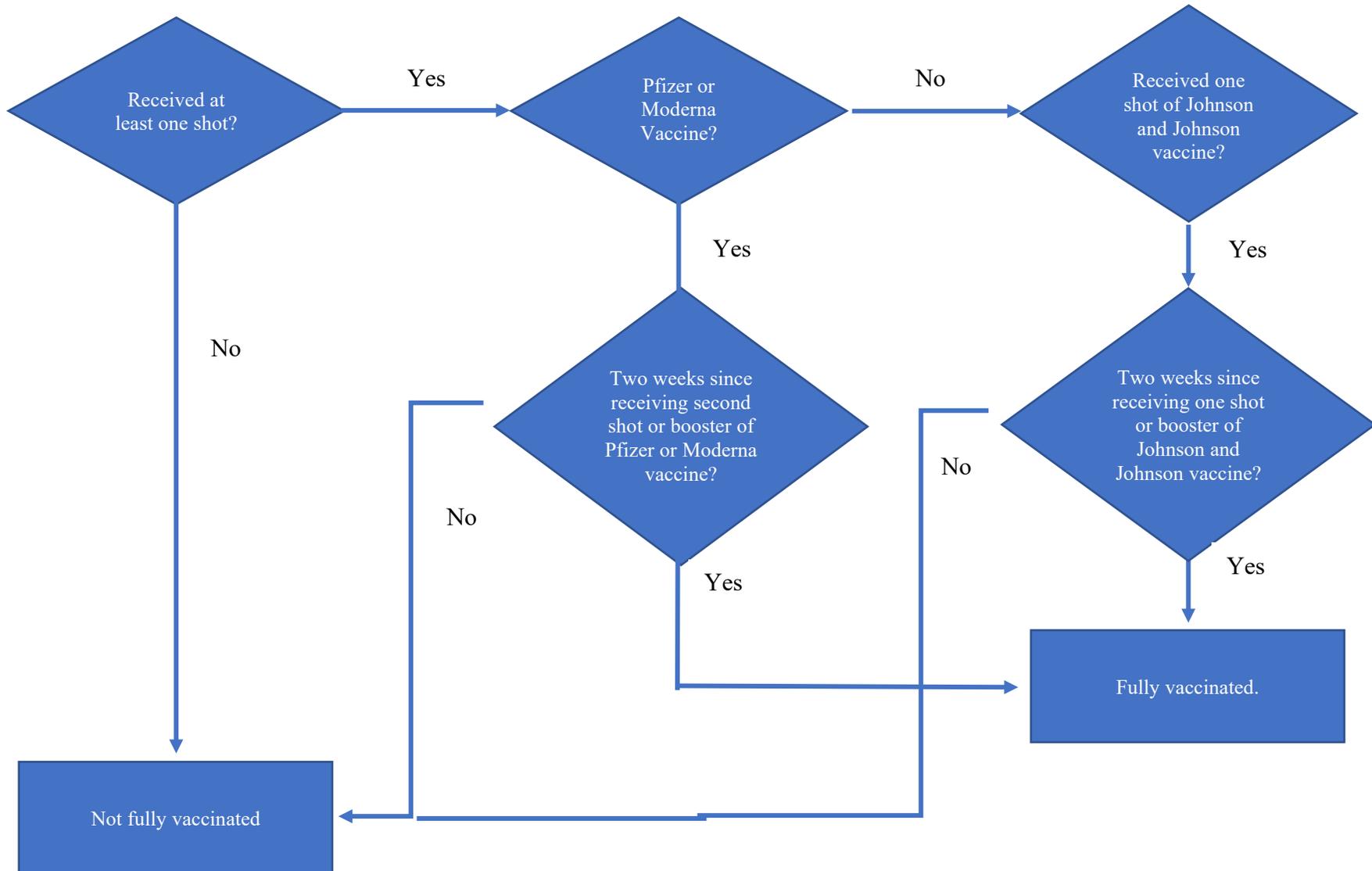
There are certain situations where an employee will need to be tested before returning to work. The guidance contained in this document is effective as of October 24, 2022. Should CRIT revert back to the “Safer at Home” Resolution (R-135-20) or the “Stay at Home” Resolution (R-54-20), the policy in this document would need to be modified. **Individual employees who are not fully vaccinated will NOT be permitted to travel for work except when providing essential services for the Department or Enterprise. This policy is subject to any additional restrictions on travel as set forth by Tribal Council action.**

If you have an unusual situation, please contact Human Resources for further guidance.

Full Vaccination

Since many of the required actions are based on whether an employee is fully vaccinated, it is important to understand that fully vaccinated means it has been **two weeks after the final dose** of a two-shot series (Pfizer or Moderna) **or a shot of single dose** vaccine (Johnson and Johnson). See the “Fully Vaccinated Decision Tree” below.

Fully Vaccinated Decision Tree

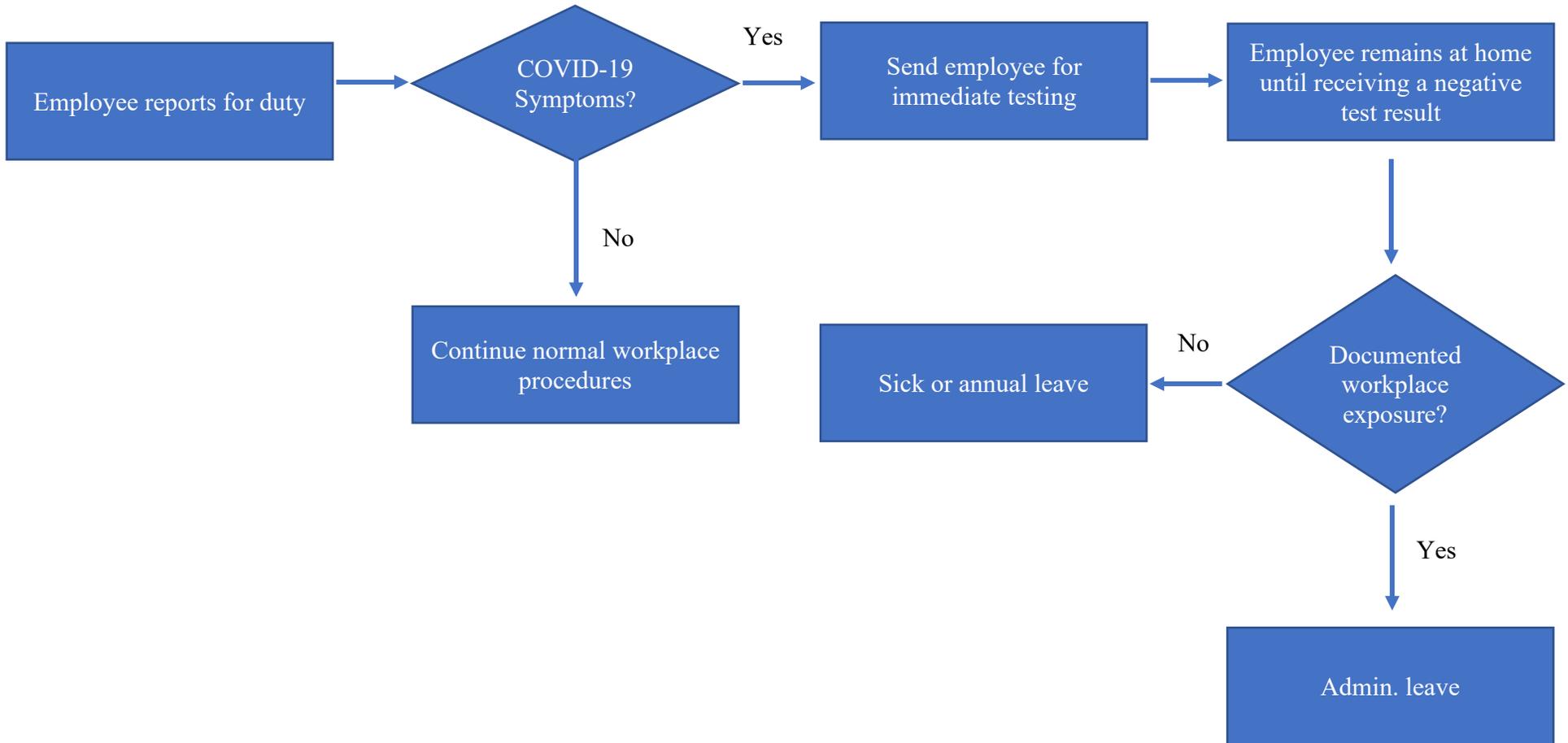


Isolation for COVID-19 Symptomatic Employees

Department Heads and Enterprise Managers need to follow a consistent protocol to determine the actions to take for employees who exhibit COVID-19 symptoms when at the workplace.

- Does your employee **exhibit symptoms of COVID-19?**
 - Symptoms per the CDC (<https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>)
 - Fever or chills
 - Cough
 - Shortness of breath or difficulty breathing
 - Fatigue
 - Muscle or body aches
 - Headache
 - New loss of taste or smell
 - Sore throat
 - Congestion or runny nose
 - Nausea or vomiting
 - Diarrhea
 - **Yes**
 - Direct the employee to be tested as soon as possible. Employees may utilize a service provider of their choice, such as Indian Health Services, or the Department Head or Enterprise Manager can contact Fawn Tahbo in Human Resources, or other designee, to schedule testing with Regional Centers for Border Health.
 - Employee must stay home until test returns negative results.
 - Was there a direct, documented exposure that occurred in the workplace or while performing job duties? For example, a person in your office that you regularly interact with has COVID, or a member of the public that you dealt with—transported as part of your job, sat in your office for an hour, etc.—has COVID. This also includes employees who work in a department or enterprises that has significant and frequent contact with the public who test positive for COVID and cannot otherwise identify the source of transmission.
 - If yes, then the employee is eligible for **COVID-19 Admin Leave** for time off under this policy.
 - No, it was a personal exposure: **Sick or Annual Leave** must be used by the employee for time off.
 - The Chairwoman is authorized to resolve any disputes regarding approval for COVID-19 Admin Leave. The decision of the Chairwoman is final.
 - **No**
 - Continue working as normal, utilizing current standards of handwashing, mask wearing and social distancing. If an employee experienced an exposure, refer to the following pages for further guidance.
- See the “Isolation Decision Flow Chart,” below.

Isolation Decision Flow Chart



Employees Who Have Been Exposed to COVID-19

Employees are at increased risk of contracting COVID-19 when they travel to locations with higher rates of COVID-19 (especially if they travel by bus, train, or plane) or if they have attended a large gathering. Large gatherings bring together many people from different households in a private or public space and include (but are not restricted to) conferences, trade shows, sporting events, festivals, concerts, large funerals, large weddings, parties, etc. See the “COVID-19 Exposure Flow Chart,” below.

Employees are required to immediately report to their Department Head or Enterprise Manager if a member of their household has tested positive or if they have had a close contact with an individual who has been confirmed positive. The employee who has been exposed is required to wear a mask for 10 days after the last day of the exposure (in the case of continued exposure of a household member, wear a mask during their entire illness and ten days after the household member is symptom-free).

Exposure is defined as being within 6 feet of someone with COVID-19 for a cumulative total of 15 minutes or more over a 24-hour period.

- Does your employee meet any of the following conditions?
 - Exposed to a known COVID positive individual
 - **No** - No action required
 - **Yes**
 - If employee had one exposure to an individual who tested positive for COVID-19, employee shall immediately test.
 - So long as employee has no symptoms, employee can continue to work but is required to wear a high-quality face mask.
 - Employee must test 5 days after initial exposure, with the exposure day counted as Day 0, and again on Day 10 after exposure.
 - If employee lives in the same house with someone who tested positive for COVID-19, **tests negative for COVID-19 on the day of initial exposure, and has no symptoms of COVID-19**, the employee may come in to work and wear a high-quality mask for 10 days past the last exposure to the COVID-19 positive household member.
 - So long as no symptoms occur, the employee may continue to work, but should test on Day 5 past exposure, with the first day of exposure as Day 0.
 - If the exposure is continued for the duration of the household member’s illness, employee shall test every five days until 10 days have passed after the household member is no longer ill.

- If the employee has any symptoms at any point, the employee shall isolate and cannot return to work until the employee tests negative or is cleared by a doctor. Employee may test at a facility of their choice or the Department Head or Enterprise Manager can contact Fawn Tahbo in Human Resources, or other designee, to schedule testing with Regional Centers for Border Health.

Any employee who subsequently tests positive for COVID-19 must provide the Department Head or Enterprise Manager the name of any other CRIT employee (whether on or off duty), vendor, or clients/community members potentially exposed to the positive employee in the course of performing their job duties within the previous 48 hours from symptom onset or within the previous 48 hours from positive test result if asymptomatic for purposes of contact tracing.

Department Heads and Enterprise Managers shall provide notification of exposure to employees but shall not disclose the employee's name. Department Heads and Enterprises Managers shall contact and coordinate with Human Resources if a COVID-19 positive employee exposed vendors, clients or community members in the course of performing their job duties for purposes of notification.

Department Heads and Enterprise Managers shall be responsible to ensure all work areas are properly sanitized after an employee or client is positive for COVID-19.

All employees are required to have a negative test for COVID-19, or if testing for a long period of time, be cleared by a doctor prior to returning to the workplace after testing positive for COVID-19. Employees who are released from isolation by their medical professionals or public health nurses after a positive COVID-19 diagnosis are eligible for COVID-19 Admin Leave for the time it takes to obtain a negative test result. Employee shall be tested every five days until a negative test is obtained. In the event the employee cannot obtain a negative test result upon release from isolation, employee can obtain a clearance from a doctor to return to work.

All Department Heads and Enterprise Managers are required to provide immediate verbal notification followed by a written memo within 8 hours to the Chairwoman of any workplace exposures to COVID-19.

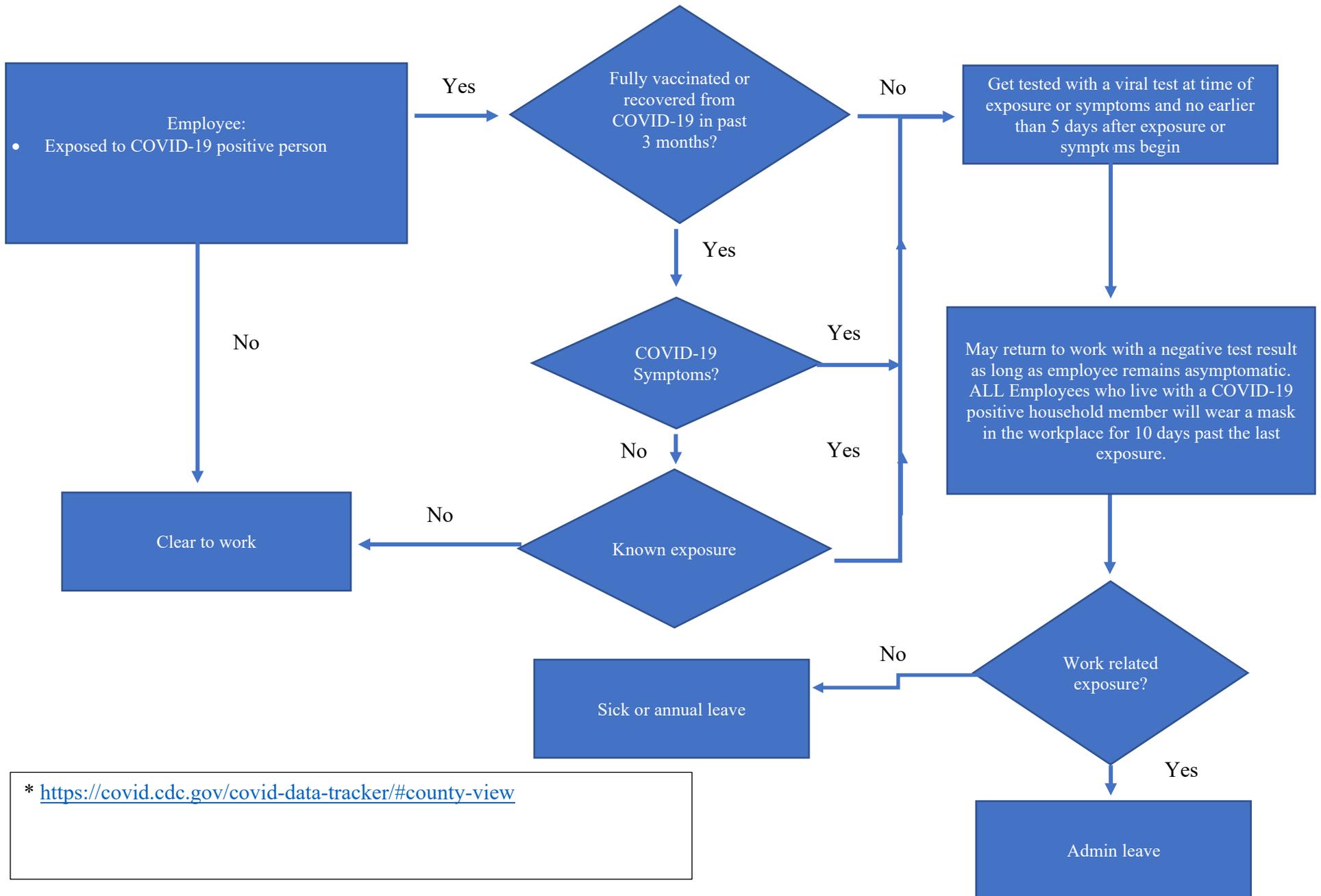
Departments or Enterprises which are required by funding agencies or applicable federal regulations to comply with policies with more stringent protocols for workplace COVID-19 exposures are expected to continue to follow such policies. For any questions of possible conflict between such policies please contact the Human Resources Department.

****Nothing contained within this policy is meant to substitute for or supersede any medical direction or public health directives. Employees are required to follow all public health orders or medical direction and should advise their Department Head or Enterprise Manager of any such restrictions.**

Please refer to CDC guidance for additional information:

<https://www.cdc.gov/coronavirus/2019-ncov/your-health/isolation.html>

Positive COVID-19 Exposure; Traveled; Attend Large Gathering Decision Flow Chart



* <https://covid.cdc.gov/covid-data-tracker/#county-view>