



**HAMPTON TEDDER ELECTRIC
CO. WRITTEN PROGRAM**

**Pandemic
Preparedness
Exposure Control Plan**

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Exposure Control Plan

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Introduction

Hampton Tedder has implemented the following plan for best practices based on CDC's Guidance for Businesses and Employers to Plan and Respond to pandemics, OSHA's Guidance on Preparing Workplaces for pandemics, and other publications.

Hampton Tedder's plan shall include control measures such as social distancing, symptom checking, hygiene, decontamination procedures, and training. An exposure control plan and the following practices must be followed to prevent any onsite worker from becoming ill during a pandemic. Failure to comply with this plan shall be deemed as creating unsafe work conditions and will not be tolerated.

Hampton Tedder leadership and employees shall follow the below practices:

1. Practice social distancing by maintaining a minimum 6-foot distance from others.
2. Anytime there is a gathering of any size, ensure minimum 6-foot separation.
3. Provide personal protective equipment (PPE) such as gloves, goggles, face shields and face masks as appropriate for the activity being performed.
4. The owner/contractor shall designate a site specific COVID-19 Supervisor to enforce this guidance.
5. Identify "choke points" and "high-risk areas" where workers are forced to stand together, such as hallways, hoists and elevators, break areas, and control them so social distancing is maintained.
6. Minimize interactions when picking up or delivering equipment or materials, and ensure minimum 6-foot separation.
7. Discourage workers from using other workers' phones, desks, offices, work tools and equipment. If necessary, clean and disinfect them before and after use.
8. Post, in areas visible to all worker, required hygienic practices including not touching face with unwashed hands or with gloves; washing hands often with soap and water for at least 20 seconds; use of hand sanitizer with at least 60% alcohol, cleaning and disinfecting frequently touched objects and surfaces such as workstations, keyboards, telephones, handrails, machines, shared tools, and doorknobs; covering the mouth and nose when coughing or sneezing as well as other hygienic recommendations by the CDC.
9. Require anyone on the project to stay home if they are sick, except to get medical care.
10. Have employees inform their supervisor if they have a sick family member at home with COVID-19.

Exposure Control Plan

1. Program Administration

Clifford Ryan is responsible for implementation of the ECP. Clifford Ryan will maintain, review, and update the ECP at least annually, and whenever necessary to include new or modified tasks and procedures.

Contact location/phone number:

Clifford Ryan (909) 247-8253

2. Methods of Implementation and Control

Universal Precautions

All employees will utilize universal precautions.

Clifford Ryan is responsible for reviewing and updating the Hampton Tedder Exposure Control Plan (ECP) annually or more frequently if necessary. This review will add any new or modified tasks and procedures that affect occupational exposure and to reflect new or revised employee positions with occupational exposure. Lessons learned from pandemic events shall be addressed and new processes shall be implemented in an effort to mitigate future pandemic events.

Supervisors shall monitor their employees, in order to ensure that employees showing symptoms do not continue to spread the infection. Supervisors shall also ensure that their employees have hand washing facilities and hand sanitizer readily available in their work locations.

3. Engineering Controls and Work Practices

Engineering controls and work practice controls that may be used to prevent or minimize infectious exposure(s) are listed below:

- Employee Education and Awareness
- Monitor Employee Access Points
- Personal Protective Equipment
- Site Specific Requirements
- Ventilation

It is encouraged that employees obtain the appropriate immunizations in order to prevent and control the spread of a pandemic in the workplace.

When an outbreak or increased level of disease is in progress, every effort will be made to limit employee gatherings.

4. Personal Protective Equipment (PPE)

Training in the use of the appropriate PPE for specific tasks or procedures is provided by Clifford Ryan, Safety Director, Management or the Safety Department. The types of appropriate PPE available to employees are as follows: (gloves, eye protection, etc.)

- Safety Glasses/Face shields
- Protective Glove, (Nitrile/Non-Allergenic)
- Face Mask

Hampton Tedder is responsible for ensuring that PPE is provided and available and that employees have been instructed in the proper donning, doffing and use of required PPE. All employees using PPE must observe the following precautions:

- Wash hands immediately or as soon as feasible after removing gloves and/or other PPE.
- Remove PPE after it becomes contaminated and before leaving the work area.
- Used PPE may be disposed of in your work location's dumpster.
- Never wash or decontaminate disposable gloves for reuse.

5. Post-Exposure Medical Evaluation and Follow-Up

In the event that any personnel have been exposed or is ill the chain of communication is as follows: personnel will notify their supervisor, their supervisor will inform the Safety Director, Clifford Ryan at (909) 247-8253, who will notify the owners of the situation and will direct the Safety Supervisor and Safety Coordinator to manage and track the case. An investigation will be conducted to verify anyone who has been in contact with the effected person(s) and those individuals will be made aware of the potential exposure so they can take care of themselves properly. An available confidential medical evaluation and follow-up will be conducted. If an employee exposure incident occurs at another company facility, or involving other company employees, proper communication shall be made to the company informing them of a possible exposure. Both customers and suppliers will be notified of potential exposure in the event of an outbreak in the event that the situation has impacted the company's ability to perform services. Once operations resume to normal both will be notified.

Following any possible infectious exposure on the job or following any initial first aid procedures, (clean the wound, flush eyes or other mucous membrane, etc.), the following activities will be performed:

- Document the routes of exposure and how the exposure occurred.
- Identify and document the source individual (unless the employer can establish that identification is infeasible or prohibited by state or local law).

- Obtain consent and make arrangements to have the source individual tested as soon as possible to determine HIV, HCV, HBV or COVID-19 virus infectivity.
- Document that the source individual's test results were conveyed to the employee's health care provider.
- Assure that the exposed employee is provided with the source individual's test results and with information about applicable disclosure laws and regulations concerning the identity and infectious status of the source individual (e.g., laws protecting confidentiality).
- An investigation shall be conducted after a positive case is verified. The investigation shall include a review of the employee's timesheets to identify other employees that may have been exposed to the positive employee, and notifying them of the exposure.

6. Employee Training

All employees who have occupational infectious exposures and/or exposure to bloodborne pathogens, COVID-19 virus or exposures as indicated above shall receive initial and annual training conducted by Clifford Ryan, Safety Director. All employees who have occupational exposure to bloodborne pathogens or exposures as indicated above receive training on the epidemiology, symptoms, and transmission of bloodborne pathogen and diseases. In addition, the training program covers, at a minimum, the following elements:

- A copy and explanation of the OSHA standard.
- An explanation of our ECP and how to obtain a copy.
- An explanation of methods to recognize tasks and other activities that may involve exposure, including what constitutes an exposure incident.
- An explanation of the use and limitations of engineering controls, work practices, and PPE.
- An explanation of the types, uses, location, removal, handling, decontamination, and disposal of PPE.
- An explanation of the basis for PPE selection information on the hepatitis B vaccine, including information on its efficacy, safety, method of administration and the benefits of being vaccinated.
- Information on the appropriate actions to take and persons to contact in an emergency involving blood, COVID-19 virus or exposures as indicated above.
- An explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available.
- Information on the post-exposure evaluation and follow-up that the employer is required to provide for the employee following an exposure incident.
- An explanation of the signs and labels and/or color coding required by the standard and used at this facility.
- An opportunity for interactive questions and answers with the person conducting the training session.

Training materials for this facility are available at 4571 State St., Montclair, CA 91763.

7. Recordkeeping

Training Records

Training records are completed for each employee upon completion of training. These documents will be kept for at least three years at 4571 State St., Montclair, CA 91763. The training records include: dates of the training sessions, contents or a summary of the training sessions, names and qualifications of persons conducting the training and names and job titles of all persons attending the training sessions. Employee training records are provided, upon request, to the employee or the employee's authorized representative within 15 working days.

Requests should be addressed to Clifford Ryan.

8. Medical Records

Medical records are maintained for each employee with occupational exposure in accordance with Title 8 3204, "Access to Employee Exposure and Medical Records." Hampton Tedder is responsible for maintenance of the required medical records. These confidential records are kept at 4571 State St., Montclair, CA 91763, for at least the duration of employment plus 30 years. Employee medical records are provided upon request of the employee or to anyone having written consent of the employee within 15 working days. Such requests should be sent to Clifford Ryan.

9. Physical Distancing Policy

All employees shall be separated from other persons by at least six feet, except where an employer can demonstrate that six feet of separation is not possible, and except for momentary exposure while persons are in movement. Methods of physical distancing include: telework or other remote work arrangements; reducing the number of persons in an area at one time, including visitors; visual cues such as signs and floor markings to indicate where employees and others should be located or their direction and path of travel; staggered arrival, departure, work, and break times; and adjusted work processes or procedures, such as reducing production speed, to allow greater distance between employees. When it is not possible to maintain a distance of at least six feet, individuals shall be as far apart as possible.

10. Facial Covering Policy

Employees who work in the field or at a Hampton Tedder facility (regardless if they regularly telecommute and are visiting the facility for a limited purpose) must use a facial covering that is consistent with the safety requirements for their job.

Based on recommendations from the Centers for Disease Control and Prevention, the use of non-medical grade masks and other facial coverings may help to reduce the spread of the disease, though they may not protect against acquiring COVID-19.

Employers shall provide face coverings and ensure they are worn by employees over the nose and mouth when indoors, when outdoors and less than six feet away from another person, and where required by orders from the CDPH or local health department. Employers shall ensure face coverings are clean and undamaged. Face shields are not a replacement for face coverings, although they may be worn together for additional protection. The following are exceptions to the face coverings requirement:

1. When an employee is alone in a room.
2. While eating and drinking at the workplace, provided employees are at least six feet apart and outside air supply to the area, if indoors, has been maximized to the extent possible.
3. Employees wearing respiratory protection in accordance with section 5144 or other title 8 safety orders.
4. Employees who cannot wear face coverings due to a medical or mental health condition or disability, or who are hearing-impaired or communicating with a hearing-impaired person.
5. Specific tasks which cannot feasibly be performed with a face covering. This exception is limited to the time period in which such tasks are actually being performed, and the unmasked employee shall be at least six feet away from all other persons unless unmasked employees are tested at least twice weekly for COVID-19.

Employees exempted from wearing face coverings due to a medical condition, mental health condition, or disability shall wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if their condition or disability permits it.

Any employee not wearing a face covering, face shield with a drape or other effective alternative, or respiratory protection, for any reason, shall be at least six feet apart from all other persons unless the unmasked employee is tested at least twice weekly for COVID-19. Employers may not use COVID-19 testing as an alternative to face coverings when face coverings are otherwise required by this section.

No employer shall prevent any employee from wearing a face covering when not required by this section, unless it would create a safety hazard, such as interfering with the safe operation of equipment.

Employers shall implement measures to communicate to non-employees the face coverings requirements on their premises.

The employer shall develop policies and procedures to minimize employee exposure to hazards originating from any person not wearing a face covering, including a member of the public.

Types of Facial Coverings

FR Rated Facial Coverings

Employees are expected to use issued FR balaclavas or FR masks as facial coverings in environments where FR rated PPE is require.

Other Facial Coverings

Employees can also, if consistent with the safety requirements of your job and the setting in which they work, use their own non-medical grade masks, scarves, balaclavas, neck gaiters, bandanas or other

coverings that are able to cover both the nose and mouth without restricting breathing and meeting operational safety requirements.

- Personal facial coverings must not contain imagery or branding that could be perceived as a company endorsed statement, such as political references or offensive language.
- The fabric of the facial covering must meet arc-rating requirements when necessary for the applicable work environment.
- To ensure the availability of surgical grade masks and other respiratory protective devices, N95 and P100 masks should be reserved for use in high- risk situations.

Employees should be staying home if one is experiencing any signs of illness at all. Employees should also stay at home if they are caring for a family member that is confirmed ill due to a pandemic illness. When employees are required to stay home, every effort to assign their responsibilities to a capable employee will be made in order to resume business as usual. Measures to be taken may include tele-commuting or other work-at-home strategies that will be developed based on a case by case situation. In the event that a large percentage of personnel become ill duties will be divided between healthy employees and those who are still able to work while at home.

If employees see or are aware of situations where physical distancing, cleaning measures and facial covering requirements are not being followed, they should please speak up immediately.

Note: The use of a facial covering is not a substitute for other safety measures including physical distancing, regular hand washing, avoiding touching one's face and cleaning surfaces frequently.

11. How to Clean and Disinfect Hard Surfaces with Bleach

Wear disposable gloves when cleaning and disinfecting surfaces. Gloves should be discarded after each cleaning. If reusable gloves are used, those gloves should be dedicated for cleaning and disinfection of surfaces for COVID-19 and should not be used for other purposes. Consult the manufacturer's instructions for cleaning and disinfection products used. Clean hands immediately after gloves are removed.

If surfaces are dirty, they should be cleaned using a detergent or soap and water prior to disinfection. Equipment and working surfaces shall be cleaned periodically, and after any possible exposure.

For disinfection, most common EPA-registered household disinfectants should be effective. A list of products that are EPA-approved for use against the virus that causes COVID-19 is available on <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>.

Follow manufacturer's instructions for all cleaning and disinfection products (for concentration, application method and contact time, etc.).

Additionally, diluted household bleach solutions (at least 1000ppm sodium hypochlorite) can be used if appropriate for the surface. Follow manufacturer's instructions for application, ensuring a contact time of at least 1 minute, and allowing proper ventilation during and after application. Check to ensure the

product is not past its expiration date. Never mix household bleach with ammonia or any other cleanser. Unexpired household bleach will be effective against coronaviruses when properly diluted.

Prepare a bleach solution by mixing:

- 5 tablespoons (1/3 cup) bleach per gallon of water OR
- 4 teaspoons bleach per quart of water

Using Cleaning & Sanitizing Products

It is critical to read and follow the safety instructions on any product you use. Below are the most important safety guidelines when using sanitizing products:

- Never mix bleach with ammonia or any other cleaner.
- Wear rubber or other non-porous boots, gloves, and eye protection.
- Try not to breathe in product fumes. If using products indoors, open windows and doors to allow fresh air to enter.

12. COVID-19 Prevention Program

System for Communicating

Employees shall, without fear of reprisal, report to the employer any COVID-19 symptoms, possible exposures, and possible hazards in the workplace.

Accommodations shall be made for any employees with medical or other conditions that put them at an increased risk of severe COVID-19 illness.

If COVID-19 testing is required, the employer shall inform affected employees of the reason for the testing, and the consequences of a positive test result.

Identification and Evaluation of Hazards

The identification of workplace hazards, and the procedures and policies in the previous sections of the Pandemic Preparedness Program shall be communicated to employees, and adhered to in the workplace. Additionally:

- The employer shall allow for employee and authorized representative participation in the identification and evaluation of COVID-19 workplace hazards.
- New hire employees shall be screened for symptoms prior to their orientation. During the screening, both the screener and new hire shall properly use face coverings. If a thermometer is used for screening, a non-contact thermometer shall be used.
- Active employees shall evaluate their own symptoms prior to entering the workplace.
- In the event that any personnel reports symptoms or possible exposure, the Safety Director Clifford Ryan shall be notified at (909) 247-8253, and an immediate response shall be enacted to prevent or reduce the risk of transmission of COVID-19 in the workplace.
- The employer shall periodically, as needed, inspect the workplace to identify and mitigate any

hazards that could potentially expose employees to COVID-19, and evaluate the effectiveness of any existing prevention controls. This includes any time that employees may be in contact with one another, or with other non-employee individuals in the workplace that they could be in contact with.

- Employers shall treat all persons, regardless of symptoms or negative COVID-19 test results, as potentially infectious.
- As feasible, outdoor air shall be used to ventilate indoor workplaces.

The employer shall review applicable orders and guidance from the State of California and the local health department related to COVID-19 hazards and prevention, including information of general application and information specific to the employer's industry, location, and operations.

Close Contact Definition:

Close contact is determined by looking at the size of the workplace, as set forth in the California Department of Public Health (CDPH) State Public Health Officer Order.

- For indoor spaces of 400,000 or fewer cubic feet per floor, close contact is defined as sharing the same indoor airspace as a COVID-19 case for a cumulative total of 15 minutes or more over a 24-hour period during the COVID-19 case's infectious period as defined by this section, regardless of the use of face coverings.
- For indoor spaces of greater than 400,000 cubic feet per floor, close contact is defined as being within six feet of the COVID-19 case for a cumulative total of 15 minutes or more over a 24-hour period during the COVID-19 case's infectious period, as defined by this section, regardless of the use of face coverings
- Offices, suites, rooms, waiting areas, break or eating areas, bathrooms, or other spaces that are separated by floor-to-ceiling walls shall be considered distinct indoor spaces.

Infectious Period Definition:

The infectious period is defined by the California Department of Public Health (CDPH) State Public Health Officer Order.

Investigating and Responding to COVID-19 Cases in the Workplace

COVID-19 cases in the workplace follow the same procedures and policies identified previously in the Pandemic Preparedness Program, including the Post-Exposure Medical Evaluation and Follow-Up section.

When there is a COVID-19 case in the workplace, the employer shall also:

- To the extent possible, determine the day and time the COVID-19 case was last present
- Determine the date of the positive test and/or diagnosis
- Determine the date the individual first had symptoms, if any were experienced
- Evaluate the activities of the individual to identify workplace locations that they may have visited during the high-risk exposure period.
- Without revealing the specific case employee, notify employees or others (and their authorized representatives) if they were exposed in the workplace within one business day.
- Offer COVID-19 testing at no cost to employees during their working hours to all employees who

had potential exposure in the workplace (regardless of vaccination status) and provide them with information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws.

- Investigate whether any workplace conditions could have contributed to the risk of COVID-19 exposure and what could be done to reduce exposure to COVID-19 hazards.

Personal identifying information and medical records of COVID-19 cases or persons with symptoms shall be kept confidential. All testing or related medical services by the employer shall be provided in a manner that ensures the confidentiality of the employees. Confidential information and medical records shall be provided as required by law to the local health department, CDPH, the Division, and the National Institute for Occupational Safety and Health (NIOSH), or as otherwise required by law.

Training

Employees shall be trained on the following:

- The employer's COVID-19 policies and procedures to protect employees from COVID-19 hazards.
- Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. This includes any benefits available under workers' compensation law, the federal Families First Coronavirus Response Act, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract.
- The fact that COVID-19 is an infectious disease that can be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales; that COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common; and that an infectious person may have no symptoms.
- Methods of physical distancing of at least six feet and the importance of combining physical distancing with the wearing of face coverings.
- The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing must be combined with other controls, including face coverings and hand hygiene, to be effective.
- The importance of frequent hand washing with soap and water for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or hand washing facility, and that hand sanitizer does not work if the hands are soiled.
- Proper use of face coverings and the fact that face coverings are not respiratory protective equipment.
- COVID-19 symptoms and the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms.

Physical Distancing and Face Coverings

The physical distancing and face covering policies and procedures stated in the prior sections of the Pandemic Preparedness Program apply to this section.

Engineering Controls, Administrative Controls, and Personal Protective Equipment

At fixed work locations where it is not possible to maintain the physical distancing requirement at all times,

the employer shall install cleanable solid partitions that effectively reduce aerosol transmission between the employee and other persons.

For buildings with mechanical or natural ventilation, or both, employers shall maximize the quantity of outside air provided to the extent feasible, except when the United States Environmental Protection Agency (EPA) Air Quality Index is greater than 100 for any pollutant or if opening windows or letting in outdoor air by other means would cause a hazard to employees, for instance from excessive heat or cold.

Employers shall implement cleaning and disinfecting procedures, which require:

- Identifying and regularly cleaning and disinfecting frequently touched surfaces and objects, such as doorknobs, elevator buttons, equipment, tools, handrails, handles, controls, bathroom surfaces, and steering wheels. The employer shall inform employees and authorized employee representatives of cleaning and disinfection protocols, including the planned frequency and scope of regular cleaning and disinfection.
- Prohibiting the sharing of personal protective equipment and to the extent feasible, items that employees come in regular physical contact with such as phones, headsets, desks, keyboards, writing materials, instruments, and tools. When it is not feasible to prevent sharing, sharing shall be minimized and such items and equipment shall be disinfected between uses by different people. Sharing of vehicles shall be minimized to the extent feasible, and high touch points (steering wheel, door handles, seatbelt buckles, armrests, shifter, etc.) shall be disinfected between users.
- Cleaning and disinfection of areas, material, and equipment used by a COVID-19 case during the high-risk exposure period.

Cleaning and disinfecting must be done in a manner that does not create a hazard to employees.

To protect employees from COVID-19 hazards, the employer shall evaluate its handwashing facilities, determine the need for additional facilities, encourage and allow time for employee handwashing, and provide employees with an effective hand sanitizer. Employers shall encourage employees to wash their hands for at least 20 seconds each time. Provision or use of hand sanitizers with methyl alcohol is prohibited.

Personal protective equipment

Employers shall evaluate the need for personal protective equipment to prevent exposure to COVID-19 hazards, such as gloves, goggles, and face shields, and provide such personal protective equipment as needed. Employers shall evaluate the need for respiratory protection as required when the physical distancing requirements are not feasible or are not maintained. Employers shall provide and ensure the proper use of respirators. Employers shall provide and ensure the proper use of eye protection and respiratory protection when employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.

Reporting, Recordkeeping, and Access

- The employer shall report information about COVID-19 cases at the workplace to the local health department whenever required by law, and shall provide any related information requested by the local health department.

- The employer shall report immediately to the Division any COVID-19-related serious illnesses or death, as defined under section 330(h), of an employee occurring in a place of employment or in connection with any employment.
- The employer shall maintain records of the steps taken to implement the written COVID-19 Prevention Program in accordance with section 3203(b).
- The written COVID-19 Prevention Program shall be made available at the workplace to employees, authorized employee representatives, and to representatives of the Division immediately upon request.
- The employer shall keep a record of and track all COVID-19 cases with the employee's name, contact information, occupation, location where the employee worked, the date of the last day at the workplace, and the date of a positive COVID-19 test. Medical information shall be kept confidential. The information shall be made available to employees, authorized employee representatives, or as otherwise required by law, with personal identifying information removed.

Exclusion of COVID-19 Cases

The purpose of this section is to limit transmission of COVID-19 in the workplace.

- Employers shall ensure that COVID-19 cases are excluded from the workplace until the return to work requirements are met.
- Employers shall exclude employees with COVID-19 exposure from the workplace for 14 days after the last known COVID-19 exposure to a COVID-19 case.
- For employees excluded from work and otherwise able and available to work, employers shall continue and maintain an employee's earnings, seniority, and all other employee rights and benefits, including the employee's right to their former job status, as if the employee had not been removed from their job. Employers may use employer-provided employee sick leave benefits for this purpose and consider benefit payments from public sources in determining how to maintain earnings, rights and benefits, where permitted by law and when not covered by workers' compensation. This does not apply to any period of time during which the employee is unable to work for reasons other than protecting persons at the workplace from possible COVID-19 transmission, or where the employer demonstrates that the COVID-19 exposure is not work related. This does not limit any other applicable law, employer policy, or collective bargaining agreement that provides for greater protections.

At the time of exclusion, the employer shall provide the employee the information on benefits:

- Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. This includes any benefits available under workers' compensation law, the federal Families First Coronavirus Response Act, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract.
- Information from the Exclusion of COVID-19 Cases section in this COVID-19 Prevention Program.

Employees who have not been excluded or isolated by the local health department need not be excluded by the employer, if they are temporarily reassigned to work where they do not have contact with other persons until the return to work requirements of subsection are met.

Return to Work Criteria

COVID-19 cases with COVID-19 symptoms shall not return to work until:

- At least 24 hours have passed since a fever of 100.4 or higher has resolved without the use of fever-reducing medications;
- COVID-19 symptoms have improved; and
- At least 10 days have passed since COVID-19 symptoms first appeared.

COVID-19 cases that tested positive but never developed COVID-19 symptoms shall not return to work until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.

A negative COVID-19 test shall not be required for an employee to return to work.

If an order to isolate or quarantine an employee is issued by a local or state health official, the employee shall not return to work until the period of isolation or quarantine is completed or the order is lifted. If no period was specified, then the period shall be 10 days from the time the order to isolate was effective, or 14 days from the time the order to quarantine was effective.

If there are no violations of local or state health officer orders for isolation or quarantine, the Division may, upon request, allow employees to return to work on the basis that the removal of an employee would create undue risk to a community's health and safety. In such cases, the employer shall develop, implement, and maintain effective control measures to prevent transmission in the workplace including providing isolation for the employee at the workplace and, if isolation is not possible, the use of respiratory protection in the workplace.