

PHASE II COVID-19 RE-OPENING PLAN FOR THE LTBB GOVERNMENT

January 20, 2021

Introduction

LTBB Government buildings have been shut down since March 16, 2020 due to the COVID 19 pandemic. On May 18, 2020, we implemented Phase I of the government's phased reopening plan. Phase I ended on June 27, 2020. Phase II originally was scheduled from June 28th to July 25th but due to an increase in cases near our government operations we've had to extend several times including this current extension to Saturday, February 27, 2021. **Phase II is now extended to February 27, 2021.**

The overall goal of LTBB's COVID-19 Multi-Phase Re-Opening Plan is to provide employees with as safe as an environment as possible and protect privacy, while providing governmental services to our tribal community. Phase II goals are to continue provide a safe environment for staff and the community while lifting restrictions for our governmental operations. Government operations will continue to strive to do our part to help flatten the curve in the State of Michigan and our tribal community. Health and safety posters and handouts related to COVID-19 are available for all employees upon request.

I. Closure and Phase History.

A. Government Office Closure (March 16 to May 17)

1. Government buildings were closed to the public.
2. Services were available electronically or by appointment.
3. Employees who were able worked remotely.

B. Phase I Reopening (May 18 to June 27)

1. Government buildings remained closed to the public.
2. Services to the public continue to be available electronically or by appointment only.
3. Employees who are able to work remotely are required to.
4. Office hours will be Monday thru Friday from 8:30 a.m. to 5:00 p.m.
5. Employee travel was cancelled.
6. In person events were not allowed.
7. In person meetings were not allowed.
8. Mandatory temperature checks and health questionnaire for employees working in the buildings.
9. Employees were required to practice social distancing, hand wash/hand sanitize, wear masks, and help with cleaning offices daily.
10. All buildings were cleaned daily and deep cleaned weekly.
11. Employees were to maintain a minimum of one (1) parking spot between vehicles at all times.

II. PHASE II (June 28 to January 30, 2021, this period may be extended based on consultation with Medical Director: Extended through 2/27/2021)

A. Access to Government Buildings.

1. Government buildings will be open to citizens needing to conduct business by appointment only.
2. No social visiting or group socializing or gatherings are permitted.
3. Citizens are encouraged to continue to conduct business by electronic means whenever possible.
4. Temperature checks and questionnaire are required for citizens and guests entering the buildings.
 - a. All citizens and guests to use main entrance doors and to remain at check-in/check-out stations until department personnel can be called to come escort them to and from the department providing services.
 - b. All citizens and guests are to practice social distancing, wear masks, and use hand sanitizer station when entering and exiting the building.
 - c. Vendors will continue to use their usual delivery entrances.
5. Office hours will be Monday thru Friday from 8:30 am to 5:00 pm.
6. Access to buildings outside of normal working hours is only permitted with approval of Unit Director, CFO, or Branch Manager.
7. Employees working at 7500 Odawa Circle will continue to use the Main Front entrance. Employee screenings at the Main Front Door will begin at 8:00 am Monday through Friday.
8. Per Executive Directive #40-05012020 Hazard Pay During COVID-19 Pandemic Response, Hazard Pay expired June 27.

B. Employees Return to Work in Offices; Conditions & Requirements.

1. Employees will return to working in office where appropriate. Unit Directors, the CFO, or Branch Manager may require employees who are capable of working remotely to continue to do so.
2. The ideal shared office capacity should not exceed 50%, i.e. if there are four employees in an office, only two will be permitted to work in office at any one time. Unit Directors, the CFO, or Branch Manager may adjust office capacity as needed.
3. **Personal Protection Equipment (PPE):** Masks will be provided by LTBB or employees can provide their own fabric masks, if they agree to launder the mask daily. Disposable masks are to be discarded after being used for one day. Employees are required to wear masks at all times. The only exception is that employees can choose not to wear masks when alone in their own office space, as long as no other people are present.
4. **Health Screening.** Employees working in office must comply with health screening requirements.
 - a. Temperature checks and health questionnaires will continue to be administered to employees prior to entering government buildings.
 - b. Temperature checks and the completion of the health questionnaire are required for entry to the building. All temperature checks will be recorded by the test administering staff member.

- c. A temperature of 99.5 degrees or above will be rechecked with an oral thermometer.
- d. Refer to Decision Tree for Failed Screenings document for steps to take in case an employee fails the Health Screening.
- e. Employees must self-report any illness or symptoms of COVID-19 to their immediate supervisor
- f. Employees are to remain home if they display any of the symptoms related to COVID-19: Cough, shortness of breath or difficulty breathing, chills, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea. Symptoms are defined by MDHHS/CDC. <https://www.cdc.gov/>
- g. **Consequences:** Employees who do not comply with any guidelines, including mandatory PPE, temperature checks, and self-reporting any illness or symptoms of COVID-19, will be subject to **progressive discipline**.
- h. LTBB may choose to implement COVID testing for employees. Prior to the implementation of testing, notice shall be given to employees regarding the nature of the COVID testing and the conditions under which such testing may be required.

C. In-Person Events and Meetings. In person events and meetings are suspended unless approved by the Unit Director, CFO, or Branch Manager. A safety plan, social distancing, and PPE are required.

D. Travel. LTBB Travel remains suspended during Phase II, unless approved by the Unit Director, CFO or Branch Manager.

E. Workplace Safety Precautions

- 1. All buildings cleaned daily and deep cleaned weekly.
- 2. Departments will bag trash and compost and leave in hallway for pickup.
- 3. Kitchens and drinking fountains remain off limits.
- 4. Water Filling stations will remain open.
- 5. Employees are permitted to use break areas with social distancing. Employees are responsible to disinfect area after use.
- 6. Facilities staff will clean the buildings daily and deep clean the buildings weekly as defined by their COVID-19 procedures.
- 7. Employees are to limit their travel within the buildings whenever possible.
- 8. Disinfecting wipes and the use of hand sanitizer and/or hand washing will be required for all employees whenever they leave their office.
- 9. Employees are required to utilize proper hand washing/hand sanitizing techniques while in office.¹
- 10. Employees must use disinfection wipes on all surfaces they come in contact with including doorknobs, doors, desks, computers, copiers, etc.

¹Guidance on hand washing and hand sanitizing can be found at, <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>.

11. Employees are required to use proper sneeze and cough etiquette, i.e. coughing into your elbow, or otherwise covering the mouth.
12. Employees must practice social distancing of 6 feet within the workplace whenever possible. Example: It is understood that employees may not be able to stay 6 feet apart while passing each in a hallway or within an office suite
13. Employees must practice social distancing of 6 feet within the workplace whenever possible.
14. **Lunches and Breaks:**
 - a. Social distancing must be adhered to while on all breaks.
 - b. Employees are able to leave the buildings for lunch and breaks.
 - c. Employees sharing an office space may not eat at their desk.
15. With the exception of the Health Department, office trash and compost must be in bags and put out in halls for pickup.
16. Tribal vehicles are to be sanitized following their use.
17. Employees are encouraged to wash and/or sanitize their hands after handling documents.
18. Employees will be required to maintain a contact log of people they come into prolonged close contact with (within 6 feet) during their shift. Prolonged contact for the purpose of this paragraph shall mean contact lasting more than 10 minutes. In person contact continues to be discouraged except where necessary in the performance of work-related duties.

F. Leave Programs Available. We recognize that some LTBB government employees may be uncomfortable working during this pandemic and the recovery phases, for many different reasons. At the same time, the Tribe has the responsibility to provide services to its citizens.

1. If an employee is requested to work and he/she is not comfortable working, he/she can utilize PTO.
2. If an employee is requested to work and he/she does not have any PTO, he/she can use the (PTO Advance) program, which allows him/her to receive up to ten (10) days of advanced PTO, which is then paid back through PTO accrual when the employee returns to work.
3. Employees that are high risk and Elder employees may be eligible for Emergency PTO.
4. If the employee is requested to work and has no PTO available, and no Advanced PTO is available, and the employee does not qualify for EPTO, the employee can request to utilize the Personal Leave of Absence program, which allows up to 30 working days of unpaid leave.

- III. COVID-19 In the Workplace Plan.** The following provisions shall be in effect at every phase level of the phased reopening plan:
- A. **Identification of a COVID positive employee.** The Tribal government shall respond swiftly but carefully if an employee tests positive for COVID.
 - B. **Contact Tracing.** The Health Department, in coordination with other governmental departments, shall develop a workforce contact tracing protocol to identify and inform any individuals who have been in close contact with a COVID positive

- employee. For COVID, a close contact is anyone who was within 6 feet of an infected person for at least 15 minutes, with or without a mask.
- C. **Notification.** Upon learning that an employee may be COVID positive, the employee's supervisor shall be required to contact their direct supervisor, the HR Director and their Unit Director, CFO, or Branch Manager.
 - D. **Response.** The government office/building where a COVID positive employee shall be shut down and closed to employees and the public until the building can be deep cleaned and/or decontaminated under the direction of the Health Department.
 - E. **Employee Quarantine Following Positive Test.** Employees who have tested positive for COVID, and who are unable to work remotely, will be required to use PTO to quarantine for 14 days from the date of positive test. Employees must have two negative COVID tests, 24 hours apart, and be cleared to return to work by their treating physician before they can return to working in office.
 - F. **Employees Having Close Contact with COVID Positive Employee While Working:** Employees who have had close contact with a COVID positive employee in the workplace are required to be tested and quarantine for 14 days. For COVID, a close contact is anyone who was within 6 feet of an infected person for at least 15 minutes, with or without a mask.
 - a. If the test is positive, the employee must follow steps in E above.
 - b. If the test is negative:
 - 1. the employee may not be in the buildings for a minimum of 14 days from the date of exposure and can return to work following the 14 days, if there are no symptoms. If the employee cannot work remotely, paid administrative leave may be available upon approval when working remotely is not possible
 - 2. If symptoms develop within the 14 days, the employee must remain at home until the symptoms clear up, two negative COVID tests have been completed, and a return-to-work note is provided by their primary care provider. Employee is ill, so uses PTO to cover the time off from work.
 - G. **Employee Exposure Outside the Workplace.** If an employee has been directly contacted by a local Health Department because they have a known COVID exposure from being in close contact with a COVID positive person, or if an employee knows they have been in close contact with a COVID positive person, they are required to let their supervisor know about the exposure, when it occurred, and whether they were in the office or in contact with other employees during working hours following the close contact exposure. For COVID-19, a close contact is anyone who was within 6 feet of an infected person for at least 15 minutes, with or without a mask.
 - 1. The exposed employee is required to get a COVID test.
 - a. If the test is positive, the employee must follow steps in E above.
 - b. If the test is negative:
 - i. The employee may not be in the buildings for a minimum of 14 days from the date of exposure and can return to work following the 14 days, if there are no symptoms. If the employee cannot work remotely, they will use their PTO to cover the time or use unpaid time.

- ii. If symptoms develop within the 14 days, the employee must remain at home until the symptoms clear up, two negative COVID tests, 24 hours apart, have been completed, and a return-to-work note is provided by their primary care provider.
- iii. Employee is ill, so uses PTO to cover the time off from work.

IV. Amendment for Health Department Employee Quarantine (1/20/2021)

A. For HEALTH DEPARTMENT Employees Having Close Contact with COVID Positive Person While Working: Health Department Employees who have had close contact with a COVID positive person in the workplace are required to quarantine for a minimum of seven (7) days and be tested. For COVID, a close contact is anyone who was within 6 feet of an infected person for at least 15 minutes, with or without a mask.

1. The employee will be contacted daily to see if any symptoms are present. If no symptoms develop, the employee will be tested on day 7 (or first business day after day 7) and can return to work if the test is negative. Paid administrative leave may be available upon approval when working remotely is not possible.
2. If symptoms develop, then the employee will quarantine for 14 days and a test will be given. The employee must remain at home until the symptoms clear up, two negative COVID tests have been completed, and a return-to-work note is provided by their primary care provider. Employee is ill, so uses PTO to cover the time off from work.

B. HEALTH DEPARTMENT Employee Exposure Outside the Workplace. If an employee has been directly contacted by a local Health Department or School because they (or their children) have been in close contact with a COVID positive person, or if an employee knows they have been in close contact with a COVID positive person, they are required to let their supervisor know about the close contact, when it occurred, and whether they were in the office or in contact with other employees during working hours following the close contact. For COVID-19, a close contact is anyone who was within 6 feet of an infected person for at least 15 minutes, with or without a mask.

1. The employee will be contacted daily to see if any symptoms are present. If no symptoms develop, the employee will be tested on day 7 (or first business day after day 7) and can return to work if the test is negative. Employee can work remotely during quarantine or if remote work is not available, then employee must use PTO to cover the seven days.
2. If symptoms develop, then the employee will quarantine for 14 days and a test will be given. The employee must remain at home

until the symptoms clear up, two negative COVID tests have been completed, and a return-to-work note is provided by their primary care provider. Employee is ill, so uses PTO to cover the time off from work.