

Policy Statement

The Bay Mills Indian Community is taking the following steps to continue to ensure the safety of the workforce and continuity of operations, as a result of the ongoing COVID-19 pandemic.

Employees must notify their department manager if they are diagnosed with COVID-19, have symptoms consistent with COVID-19, or have exposure to a person diagnosed with COVID-19.

If you have been exposed to COVID-19 but are asymptomatic:

If you have been around someone who has confirmed COVID-19, you must wear a mask for ten days. After five days, take a COVID-19 test. If you test negative, continue to wear a high-quality mask for five additional days.

Employees can still work as long as they wear a mask and continue to follow the CDC guidance outlined below.

If you have been exposed to COVID-19 and are feeling symptoms of COVID-19

If you are feeling sick with symptoms of COVID-19 like sore throat, cough, or fever, you must take a COVID-19 test. If your test comes back negative but you are still sick, take another test at least 48 hours later and, continue to wear a high-quality mask for five additional days.

Employees who exhibit symptoms of COVID-19 must isolate immediately, wear a mask, and continue to follow the CDC guidance outlined below.

If you test positive for COVID-19:

If you test positive, you must start isolating immediately. This means that you must stay at home and away from others for at least five days. Wear a high-quality mask around others in your home. After five days, if you feel better and have no symptoms, you can stop isolating, but still must wear a high-quality mask for five additional days.

Absence from Work:

Employees who are absent for work because they have tested positive for COVID-19, or exhibiting symptoms of COVID-19, will not be subject to disciplinary actions, or points under the enterprise attendance policy, as long as they continue to follow the CDC guidance below, and communicate their updated statuses to their department manager.

Managers are encouraged to work with these employees to allow them to utilize potential remote work, if applicable, or any paid leave the employees have

accumulated. Managers have the discretion of requiring employees to provide documentation of absences or negative test prior to returning to the workplace. Documentation may simple be a photo of such test results along with date/time.

New CDC guidelines as of August 11th, 2022

The CDC is updating its guidance for people who are not up to date on COVID-19 vaccines on what to do if exposed to someone with COVID-19. This is consistent with the existing guidance for people who are up to date on COVID-19 vaccines.

- Recommending that instead of quarantining if you were exposed to COVID-19, you wear a high-quality mask for 10 days and get tested on day 5.
- Reiterating that regardless of vaccination status, you should isolate from others when you have COVID-19.
 - You should also isolate if you are sick and suspect that you have COVID-19 but do not yet have test results.
 - If your results are positive, follow CDC's full isolation recommendations.
 - If your results are negative, you can end your isolation.
- Recommending that if you test positive for COVID-19, you stay home for at least 5 days and isolate from others in your home. You are likely most infectious during these first 5 days. Wear a high-quality mask when you must be around others at home and in public.
 - If after 5 days you are fever-free for 24 hours without the use of medication, and your symptoms are improving, or you never had symptoms, you may end isolation after day 5.
 - Regardless of when you end isolation, avoid being around people who are more likely to get very sick from COVID-19 until at least day 11.
 - You should wear a high-quality mask through day 10.
- Recommending that if you had [moderate illness](#) (if you experienced shortness of breath or had difficulty breathing) or [severe illness](#) (you were hospitalized) due to COVID-19 or you have a weakened immune system, you need to isolate through day 10.

- Recommending that if you had [severe illness](#) or have a weakened immune system, consult your doctor before ending isolation. Ending isolation without a viral test may not be an option for you. If you are unsure if your symptoms are moderate or severe or if you have a weakened immune system, talk to a healthcare provider for further guidance.
- Clarifying that after you have ended isolation, if your COVID-19 symptoms worsen, restart your isolation at day 0. Talk to a healthcare provider if you have questions about your symptoms or when to end isolation.
- Recommending screening testing of asymptomatic people without known exposures will no longer be recommended in most community settings.