

COVID-19 Health and Safety Plan

Under Governor Tim Walz's Executive Orders, businesses that were in operation during the peacetime emergency were required to establish a COVID-19 Preparedness Plan. This included both critical and non-critical businesses. Since the expiration of the Executive Order, businesses are required to provide Health and Safety plans to their employees.

Our business's COVID-19 Preparedness Plan, as well as our current Health and Safety Plan, will establish and explain the policies, practices, and conditions the business will implement to meet the industry guidance that are based on Centers for Disease Control and Prevention (CDC) and Minnesota Department of Health (MDH) guidelines, federal Occupational Safety and Health Administration (OSHA) standards and applicable executive orders related to safety and health in the workplaces. The plan should have the strong commitment of management and be developed and implemented with the participation of employees. Plans must be communicated to employees and posted at the workplace in a manner that is accessible for employees to review. The Minnesota Department of Labor and Industry (DLI), in consultation with the Minnesota Department of Health, has the authority to determine whether a plan is adequate.

A business's COVID-19 Preparedness Plan must include and describe how a business will implement the following, in compliance with the general industry guidance or the specific industry guidance applicable to your business:

1. Policies and procedures that assist in the identification of sick employees and ensure sick employees stay home.
2. Implementation of engineering and administrative protocols for social distancing.
3. Worker hygiene and source controls.
4. Workplace building and ventilation protocols.
5. Workplace cleaning and disinfecting protocols.
6. Drop-off, pick-up and delivery protections, and protocols; and
7. Communications and training practices and protocols.

In addition to the above, the plan must also include protections and protocols included in specific industry guidance applicable to a business for circumstances that are typical, unique or specific to the type of business, including the situations where exposure exists for employees, clients, guests, visitors and all others. These additional protections and protocols may include, as provided in the specific industry guidance, the following:

1. Additional protections and protocols for clients, guests, and visitors.
2. Additional protections and protocols for Personal Protective Equipment (PPE).
3. Additional protections and protocol for access and assignment.
4. Additional protections and protocol for sanitation and hygiene.
5. Additional protections and protocols for work clothes and handwashing.
6. Additional protections and protocol for distancing and barriers.
7. Additional protections and protocols for managing occupancy.
8. Additional protocols to limit face-to-face interaction.
9. Additional protections for receiving or exchanging payment; and
10. Additional protections and protocols for certain types of businesses within an industry.

A business's COVID-19 Preparedness Plan must address the components included in the state of Minnesota industry guidance developed for the type of business.

COVID-19 Preparedness Plan for Orion Associates and Meridian Services' Offices

Orion Associates and Meridian Services are committed to providing a safe and healthy workplace for all our employees and visitors. To ensure that we have a safe and healthy workplace, Orion Associates and Meridian Services have developed the following COVID-19 Preparedness Plan in response to the COVID-19 pandemic. All Orion Associates and Meridian Services employees are all responsible for implementing this plan. Our goal is to mitigate the potential for transmission of COVID-19 in our workplaces and communities, and that requires full cooperation from all employees. Only through this cooperative effort can we establish and maintain the safety and health of everyone in our workplaces.

The COVID-19 Preparedness Plan is administered by Stephen Hage, Chief Administrative Officer, who maintains the overall authority and responsibility for the plan. All Orion Associates and Meridian Services employees, however, are equally responsible for supporting, implementing, complying with, and providing recommendations to further improve all aspects of this COVID-19 Preparedness Plan. Orion Associates and Meridian Services' management staff have our full support in enforcing the provisions of this plan.

Orion Associates and Meridian Services' employees are our most important assets and we are concerned with protecting their health and safety. Employee involvement is essential in developing and implementing a successful COVID-19 Preparedness Plan. We will continue to include our employees in this process by soliciting feedback from our employees and others as we have done since COVID-19 policies and practices were implemented.

Orion Associates and Meridian Services' COVID-19 Preparedness Plan follows the industry guidance developed by the State of Minnesota, which is based upon Centers for Disease Control and Prevention (CDC) and Minnesota Department of Health (MDH) guidelines for COVID-19, Minnesota Occupational Safety and Health Administration (MNOSHA) statutes, rules and standards, and Minnesota's relevant and current executive orders. It addresses:

- Ensuring sick employees stay home and prompt identification and isolation of sick persons.
- Social distancing – employees must be at least six-feet apart.
- Worker hygiene and source controls.
- Workplace building and ventilation protocol.
- Workplace cleaning and disinfection protocol.
- Drop-off, pick-up and delivery practices and protocol; and
- Communications and training practices and protocol.

We have reviewed and incorporated the industry guidance applicable to our business provided by the State of Minnesota for the development of this plan, including the industry guidance for Human Services and Long-Term Care. Other conditions and circumstances included in the industry guidance and addressed in the plan that are specific to our business will be updated as indicated.

Ensure Sick Employees Stay Home and Prompt Identification and Isolation of Sick Persons

All Orion Associates and Meridian Services employees are encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess employees' health status prior to entering the workplace and for employees to report when they are sick or experiencing symptoms.

Orion Associates and Meridian Services serve people who are vulnerable adults and children. Meridian Services' residential sites are congregate long-term care facilities and as such are considered especially vulnerable to the spread of the coronavirus. Many of the people Meridian Services serves also have underlying medical conditions. Meridian Services is required to report all persons served positive COVID-19 tests and staff positive COVID-19 tests to the Department of Health for monitoring.

Everyone who enters the offices of Orion Associates and Meridian Services must complete a self-assessment of their health. This includes entering one of the offices after already having been in one of the other offices. No one is to enter the offices, but must contact their supervisor AND primary care physician if they are experiencing the following symptoms:

- Fever
- Cough
- Shortness of Breath
- Severe Difficulty Breathing
- Persistent Chest Pain or Pressure
- New confusion or inability to rouse
- Chills
- Headache
- Muscle Pain
- Sore throat
- Runny nose
- Congestion
- New loss of taste and smell
- Gastrointestinal symptoms such as nausea, vomiting, diarrhea
- Unusual or abnormal symptoms

Anyone who has had contact with someone who tested positive for COVID-19, or with someone who has been told to self-quarantine by a medical professional or if one has any of the symptoms noted above, they must notify their supervisor immediately.

Both vaccinated and unvaccinated employees should continue to self-monitor for the symptoms of COVID-19. If an employee has any of the symptoms noted above and/or a fever, they are to stay home and inform their supervisor immediately or go home if they become sick at work. All employees are expected to seek COVID-19 testing when exhibiting these symptoms or stay home until they are home. Our requirement that employees seek testing for symptoms that may reflect symptoms of the flu, or the common cold are indicated by the highly transmissible Delta Variant and our desire to keep our workplace as safe as possible.

If an employee does not have any symptoms noted above and/or a fever, they can enter the office building.

If an employee becomes symptomatic while at work in the offices or residential sites, they are immediately to report their illness to their supervisor. The supervisor will assist the employee to find a place to isolate until the employee is able to leave. If a supervisor is unavailable, the employee is to contact another manager/supervisor in their department. Their work area and any common area they entered will be thoroughly cleaned thereafter.

Employees who share a workspace with an employee who became symptomatic, will be notified if the employee tests COVID-19 positive and if, through contact tracing, it is determined that they had a high-risk exposure.

Orion Associates and Meridian Services have implemented leave policies that promote employees staying at home when they are sick, when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household.

Orion Associates and Meridian Services have implemented accommodations for employees with underlying medical conditions. Employees who have underlying health conditions are to contact Human Resources. They are accommodated, on a case-by-case basis, depending on the circumstances and their medical documentation.

An employee who tests positive for COVID-19 will be asked if they want their identify to be kept private or if they are willing to share their identity. Orion Associates and Meridian Services will inform other employees if they have been exposed to a person with COVID-19 at the workplace. The identity of the person who tested positive will only be provided with that person's consent. While Orion Associates and Meridian Services will protect the privacy of employees' health status and health information to the greatest extent possible, the employee's supervisor will need to disclose who it was who tested positive for COVID-19 to other upper management personnel to determine which employees may have been exposed. In addition, Orion Associates and Meridian Services must report information about who has tested positive for COVID-19 and who may have been exposed to the Minnesota Department of Health for the purposes of contact tracing. Only certain Orion Associates and Meridian Services personnel will be involved in collecting and reporting this information.

If an employee has had contact with someone who tested positive for COVID-19, or someone who has been told to self- quarantine by a medical professional, or if an employee is showing the above symptoms, that employee must notify their supervisor immediately.

The following assessment and quarantine information has been updated in accordance with CDC and MDH guidelines.

All staff who have tested positive for COVID-19 are excluded from working for at least 10 days and must be fever and symptom free for 24 hours before returning to work.

If staff live with someone who has tested positive, they should immediately be excluded from work until they are tested or until they have quarantined. Testing should occur at 3 to 5 days of the other person's symptom on-set or positive COVID-19 test.

It is recommended that, when a staff person tests positive for COVID-19, everyone who had contact gets tested within 3 to 5 days. Close contact is defined as unmasked contact greater than 15 minutes in a 24 hour period.

Risk Assessment

Risk assessment is determined to begin 48 hours before the person who tested positive experienced symptom on-set or if asymptomatic, 48 hours before the testing date.

Staff exposed to COVID-19 at their work site will be asked the following questions:

- 1) Were you always wearing a mask? If not, when did you remove your mask?
- 2) Were you within 6 feet of the person testing positive and for how long?

Low Risk Assessment

If the exposed staff person was always wearing a mask, and they were not within 6 feet of the positive person for more than 15 minutes total during the entire shift, they will be considered low risk.

Low risk with a coworker is defined as present in the same indoor environment but staff did not have prolonged close contact, and everyone was wearing a mask.

Prolonged close contact is defined as closer than 6 feet for greater than 15 minutes total during their shift or in a 24-hour period.

Staff persons assessed as low risk will be allowed to continue to work, monitoring for symptoms for 14 days.

High Risk Assessment

High risk with a person served is prolonged close contact for greater than 15 minutes without a face mask and other PPE (eye protection, surgical face mask, gown, and gloves).

High risk with a positive coworker is direct contact with infectious secretions (being coughed on) without wearing all PPE (eye protection, face mask, gown, and gloves) and/or prolonged close contact, within 6 feet for more than 15 minutes total for the entire shift or 24 hours, without masks.

People who are assessed as high-risk exposures will be excluded from work and expected to follow the quarantine guidelines below.

Quarantine guidelines for staff:

The CDC and MDH generally recommend quarantine for those working and living in long term care for the full 14 days. Staff are protected from being required to return to work within the 14 day quarantine period by Minnesota law if their exposure is high risk.

Staff who have had a high-risk exposure to someone who has tested positive for COVID-19 may discontinue quarantine and return to work, without testing, if they have had no symptoms after 10 days. Staff must wear a surgical face mask or N95 mask (not a cloth mask) during the remaining 4 days when they are within 6 feet of any other person.

Quarantine can be discontinued after 7 days if the person has no symptoms and has tested negative within 48 hours of the 7 days. (Testing on day 5 or 6). Staff must wear a surgical face mask or N95 mask, not a cloth mask, during the remaining 7 days, at all times, as well as when they are within 6 feet of any other person. This can be considered when faced with staffing shortages and when the staff person agrees to these conditions.

Exceptions: Fully vaccinated employees may not be required to quarantine for 14 days following a high-risk exposure if they don't have symptoms. People are considered to be fully vaccinated 2 weeks following their final COVID-19 vaccine dose. Vaccinated employees who have been exposed to someone with COVID-19 should self-monitor for COVID-19 through day 14. If you are exposed to a person who tests positive for COVID-19, the organization's designee for contact tracing will ask you to indicate your vaccination status and if potentially exempt from quarantine to verify with your vaccination card. This information will be kept confidential and separate from other documents in your personnel file.

If an employee has had COVID-19 confirmed by a positive COVID-19 test in the past 90 days and has no symptoms, they may be exempt from quarantine.

All employees, vaccinated and unvaccinated, are required to wear masks in public areas in the offices. As an organization, we have implemented this as a work rule for our office staff. In break areas, unvaccinated employees should continue to social distance and both vaccinated and unvaccinated staff should wear masks except when eating.

Quarantine Counting Methodology:

The dates of a quarantine are to be determined by the last date of exposure to someone with COVID-19. That date is considered "Day Zero." The next day is the first full day of quarantine, or "Day One."

To illustrate:

A 7-day quarantine means the person can resume activities on "Day 8."

A 10-day quarantine means the person can resume activities on "Day 11."

A 14-day quarantine means the person can resume activities on "Day 15."

Employees may return to work and resume their normal activities the day after their quarantine period is completed.

Social Distancing – Employees Must be at Least Six Feet Apart

Social distancing of at least six feet will be implemented and maintained between those at the Orion Associates and Meridian Services offices, including employees, people served and visitors in the workplace through the following engineering and administrative controls:

Offices Included: Golden Valley West: 9400 Golden Valley Road, Golden Valley, Minnesota 55427

 Golden Valley East: 820 Lilac Drive, Golden Valley, Minnesota 55422
 including Suites 100, 150, 160, 180, 200

 Hopkins: 541 2nd Avenue South, Hopkins, Minnesota 55343.

Social distancing helps to minimize the risk of transmission of the disease. This is a critical expectation given the possibility of one having contracted COVID-19 but being asymptomatic.

Staff who are fully vaccinated are not required to social distance. Staff who are unvaccinated are required to social distance and may ask their supervisors to move workspaces to ensure 6 feet distance.

Effective July 25, 2020, consistent with Executive Order 20-81, face-covering masks are required in all Orion Associates and Meridian Services buildings. Employees may remove their masks while at their desks and while maintaining social distancing guidelines in accordance with the Governor’s order. Masks, covering their mouth and nose, are required at all times in all common areas in Orion Associates and Meridian Services offices.

Common Areas will be wiped down throughout the day and will be thoroughly cleaned at the end of the day by a professional cleaning service.

Orion Associates and Meridian Services will provide Personal Protective Equipment (PPE) for our staff including masks if needed, cleaner/disinfectant and gloves. Personal Protective Equipment, phones, pens, computer equipment, desks, cubicles, workstations, and offices will be cleaned and maintained by each individual. Other personal work tools and equipment will not be shared and, if used by more than one person, will be cleaned, and disinfected between users.

As has been done throughout the pandemic, the organization will provide a jot form for use by all employees to ask questions and provide feedback (<https://form.jotform.com/200723689415054>), which will be routed to our Chief Administrative Officer who will ensure that a response is provided. If the question is answered publicly, it will be answered without reference to the person who asked the question. All employees are encouraged to communicate any immediate concerns to their supervisors. Direct Support Professionals (DSPs) are encouraged to use the on-call Chain of Command, if they cannot reach their supervisor, for any concerns related to the residential homes and the people we serve.

Employee hygiene and source controls

Basic infection prevention measures have been implemented in the offices. Employees are to wash their hands with soap and water, for at least 20 seconds, frequently throughout the day, but especially at the beginning and end of their shift, prior to any mealtimes and after using the restroom. All others entering the offices are required to wash or sanitize their hands prior to or immediately upon entering the offices. Hand-sanitizer dispensers, with sanitizers of greater than 60% alcohol, are located at entrances and locations in the workplace so they can be used for hand hygiene in place of soap and water if hands are not visibly soiled.

Source controls have been implemented at our workplaces at all times. Orion Associates and Meridian Services' employees are required to wear masks, covering their mouth and nose. All employees should wear masks when entering and exiting the building, in common areas of the building or if at any time the employee is unable to maintain 6 feet distance. If an employee needs a mask, they should request one before entering the offices. Orion Associates and Meridian Services has disposable masks available at the entryways to the buildings, as well as cloth masks which are available upon request.

Residential staff are expected always to wear a mask, covering their mouth and nose, while in the residential programs. Employees may be instructed to use more Personal Protective Equipment (PPE) by their supervisor on a case-by-case basis. These would include gowns, face shields, gloves, and eye shields. To the greatest extent possible, staff should use PPE while providing person care to the people we support.

Signs instructing staff to ensure handwashing and "cover your cough" have been posted in the offices. Respiratory etiquette will be demonstrated on signage and supported by making tissues and trash receptacles available to all employees and other persons entering the workplace.

All Employees are instructed to cover their mouths and noses with their sleeves or a tissue when coughing or sneezing, and to avoid touching their faces, particularly their mouths, noses, and eyes, with their hands. Employees are to dispose of tissues in the trash receptacles provided and wash or sanitize their hands immediately afterwards.

Handwashing Best Practices

One of the most important way to prevent the spread of any illness, including COVID-19, is frequent handwashing. Hand sanitizer may be used as an alternative only if running water is not accessible. Basic infection prevention measures have been implemented at Orion Associates and Meridian Services at all times, including:

- Washing your hands often with soap and water for at least 20 seconds, especially after blowing your nose, coughing, or sneezing; going to the restroom; and before eating or preparing food.
- Washing your hands before and after providing personal hygiene cares, administering medications, cleaning dirty surfaces and other instances where cross contamination may occur.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Providing coaching and encouragement to the individuals we support by actively practicing proper handwashing techniques.
- Hand sanitizer dispenser at the entrance of the facility for access prior to entering all buildings and all locations.
- Access to hand sanitizer dispensers (containing at least 60% alcohol) located in common areas.

Workplace Building and Ventilation Protocol

Orion Associates and Meridian Services are required to address the issues of necessary sanitation, assessment and maintenance of building systems, including water, plumbing, electrical, and heating, ventilation and air conditioning (HVAC) systems.

The maximum amount of fresh air is being brought into the offices, air recirculation has been limited, and ventilation systems continue to be properly used and maintained. We have made the decision to pursue additional upgrades to our HVAC systems in the offices that have become available in response to COVID-19. These upgrades are not required; however, the organization has chosen to invest in them to further protect the health and safety of our employees. There have been delays in product availability due to COVID-19. These upgrades will be installed as soon as possible.

Orion Associates and Meridian Services three offices at Golden Valley West, Golden Valley East and Hopkins now have the additional protection of Bi-polar Ionization modules for ventilation.

Orion Associates and Meridian Services maintain inspections of all systems and are in compliance with all commercial requirements. The residential homes are also inspected at least annually and are maintained in compliance with requirements for foster care facilities.

Workplace Cleaning and Disinfection Protocol

Regular cleaning and disinfecting practices have been implemented, including routine cleaning, and disinfecting of work surfaces, equipment, vehicles, and areas in the work environment, including restrooms, break and lunchrooms and conference rooms. Every employee is also responsible for cleaning common areas and objects after use including microwaves, counter space and copy machines.

Every employee is responsible for cleaning and disinfecting their own phones, keyboards, touch screens and desk area.

Cleaning products will be supplied at all offices that include at least 60 % alcohol so that areas are properly disinfected.

If an employee becomes symptomatic while at work in the offices or residential sites, they are immediately to report their illness to their supervisor. The supervisor will assist the employee to find a place to isolate until the employee is able to leave. If your supervisor is unavailable, the employee is to contact another manager/supervisor in their department. Their work area and any common area where they have been thoroughly cleaned thereafter.

Appropriate and effective cleaning and disinfecting supplies have been purchased and are available for use in the offices in accordance with product labels, safety data sheets and manufacturer specifications, and are being used with required Personal Protective Equipment for the product.

Drop-off, Pick-up and Delivery Practices and Protocol

Any deliveries to the offices will be made within social distancing protocols including drop off at the door or at the front desk. All pick-ups made at the front desks of the offices will be made in the same manner. All mail delivery between offices will be made following social distancing protocols as well as safe hygiene practices, using gloves and washing hands or using hand sanitizer per protocols. All delivery persons will be expected to wear masks, covering their mouth and nose, as they enter the buildings. The Receptionists will be behind a protective plastic screen to ensure their ability to safely provide assistance to visitors.

Communications and Training Practices and Protocol

This COVID-19 Preparedness Plans were originally communicated to employees on July 24, 2020, and necessary training provided. Additional communication and training have been ongoing by and will be conducted for new employees by the Human Resources Department. Training will be provided to all employees who did not receive the initial training and prior to initial assignment or reassignment. All employees are encouraged to ask questions of their supervisors or to the Chief Administrative Officer using the jot form provided (<https://form.jotform.com/200723689415054>).

Instructions will be communicated to all employees, including temporary employees, and to independent contractors, subcontractors, vendors and outside technicians about protections and protocols, including: 1) social distancing protocols and practices; 2) drop-off, pick-up, delivery practices; 3) practices for hygiene and respiratory etiquette; 4) recommendations or requirements regarding the use of masks, face-coverings and/or face-shields by employees. All employees, guests and visitors will also be advised not to enter the workplace if they are experiencing symptoms or have contracted COVID-19. All employees, visitors, vendors, subcontractors will need to self- assess their health, take their temperature and wash their hands upon entry to all offices and residential sites.

All management employees are expected to monitor how effectively the program has been implemented. All employees are to take an active role and collaborate in carrying out the various aspects of this plan, and update the protections, protocols, work-practices, and training as necessary.

This COVID-19 Preparedness Plan has been certified by Orion Associates and Meridian Services' Officers and has been posted throughout the workplace and made readily available to employees by email. It will be updated, as necessary, by Stephen Hage, designated plan administrator. The plan will also be posted on our website for employee and the general public.

Certified by: Stephen Hage
 Chief Administrative Officer

Original Issue: 6/30/2020

Updated: 12/20/2020, 2/21/2021, 5/17/2021, 6/21/2021, 8/30/2021, 9/7/2021, 9/11/2021

Appendix A – Guidance for Developing a COVID-19 Preparedness Plan

General

Centers for Disease Control and Prevention (CDC): Coronavirus (COVID-19) – www.cdc.gov/coronavirus/2019-nCoV

Minnesota Department of Health (MDH): Coronavirus – www.health.state.mn.us/diseases/coronavirus

State of Minnesota: COVID-19 response – <https://mn.gov/covid19>

Businesses

CDC: Resources for businesses and employers – www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html

CDC: General business frequently asked questions – www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html

CDC: Building/business ventilation – www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html

MDH: Businesses and employers: COVID-19 – www.health.state.mn.us/diseases/coronavirus/businesses.html

MDH: Health screening checklist – www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf

MDH: Materials for businesses and employers – www.health.state.mn.us/diseases/coronavirus/materials

Minnesota Department of Employment and Economic Development (DEED): COVID-19 information and resources – <https://mn.gov/deed/newscenter/covid/>

Minnesota Department of Labor and Industry (DLI): Updates related to COVID-19 – www.dli.mn.gov/updates

Federal OSHA – www.osha.gov

Handwashing

MDH: Handwashing video translated into multiple languages – www.youtube.com/watch?v=LdQuPGVcceg

Respiratory Etiquette: Cover your Cough or Sneeze

CDC: www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html

CDC: www.cdc.gov/healthywater/hygiene/etiquette/coughing_sneezing.html

MDH: www.health.state.mn.us/diseases/coronavirus/prevention.html

Social Distancing

CDC: www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html

MDH: www.health.state.mn.us/diseases/coronavirus/businesses.html

Housekeeping

CDC: www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html

CDC: www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html

CDC: www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html

Environmental Protection Agency (EPA): www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2

Employees Exhibiting Signs and Symptoms of COVID-19

CDC: www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html

MDH: www.health.state.mn.us/diseases/coronavirus/basics.html

MDH: www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf

MDH: www.health.state.mn.us/diseases/coronavirus/returntowork.pdf

State of Minnesota: <https://mn.gov/covid19/for-minnesotans/if-sick/get-tested/index.jsp>

Training

CDC: www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html

Federal OSHA: www.osha.gov/Publications/OSHA3990.pdf

MDH: www.health.state.mn.us/diseases/coronavirus/about.pdf

COVID-19 Vaccination Quarantine Decision Tree

High-risk Exposure to COVID-19
Has had close contact (within 6 feet for a total of 15 minutes or more)

Vaccinated

Yes

Required to test immediately but not less than 2 days after exposure. Employee must test again at a minimum of 5-7 days after exposure

Not required to quarantine after exposure. Must wear a mask in indoor public settings for 14 days

No

Has received a positive COVID-19 test result in the past 90 days?

Yes

Not required to quarantine after exposure. Must wear a mask in indoor public settings for 14 days and should monitor for symptoms. Must test immediately if symptoms develop

No

Required to test immediately but not less than 2 days after exposure. Employee must test again at a minimum of 5-7 days after exposure

If employee does not test, employee must quarantine for 14 days

Symptoms of Illness

Fever, cough, shortness of breath, severe difficulty breathing, persistent chest pain or pressure, new confusion or inability to rouse, chills, headache, muscle pain, sore throat, new loss of taste or smell, gastrointestinal symptoms such as nausea, vomiting, diarrhea, unusual or abnormal symptoms

Vaccinated

Yes

Required to test immediately but not less than 2 days after symptom onset. Employee must test again at a minimum of 5-7 days after symptom onset

No

Employee should test immediately. May return to work after negative test taken day 5-7 after symptom onset

Positive COVID-19 Test Result

Employee may return after 10 days following the onset of symptoms and must have a reduction in symptoms and fever free for 24 hours without the use of medication

In all instances where an employee receives a positive COVID-19 test result, contact tracing will be conducted and MDH notification is done

Quarantine Counting Methodology

Exposure

Last date of known exposure is "Day Zero". The next day is the first full day of quarantine. I.E. Last day of exposure was Monday. If required to test 5-7 days, first available test date is Saturday

Symptoms

The date that symptoms begin is "Day Zero". The next day (the first full 24 hours with symptoms) is the first full day of quarantine. I.E. Last day of exposure was Monday. If required to test 5-7 days, first available test date is Saturday