

COVID-19 Exposure Prevention, Preparedness, and Response Plan for the City of Columbia City, IN

The City of Columbia City (heretofore referred to as “City”) takes the health and safety of our employees very seriously. With the spread of the coronavirus or “COVID-19,” a respiratory disease caused by the SARS-CoV-2 virus, we all must remain vigilant in mitigating the outbreak. This is particularly true for local government workers, which has been deemed “essential” during this Declared National Emergency. In order to be safe and maintain operations, we have developed this COVID-19 Exposure Prevention, Preparedness, and Response Plan to be implemented at all of our facilities. The Safety Committee will continue to monitor all available U.S. Center for Disease Control and Prevention (“CDC”) and Occupational Safety and Health Administration (“OSHA”) guidance on the virus.

This Plan is based on currently available information from the CDC and OSHA, and is subject to change based on further information provided by the CDC, OSHA, and other public officials. The City may also amend this Plan based on operational needs and per the Mayor’s directives.

I. Responsibilities of Department Heads and Supervisors

All Department Heads and supervisors must be familiar with this Plan and be ready to answer questions from employees. Department Heads and supervisors must set a good example by following this Plan at all times. This involves practicing good personal hygiene and jobsite safety practices to prevent the spread of the virus. Department Heads and supervisors must encourage this same behavior from all employees.

II. Responsibilities of Employees

We are asking every one of our employees to help with our prevention efforts while at work. In order to minimize the spread of COVID-19 at our facilities, we all must play our part. As set forth below, the City has instituted various housekeeping, social distancing, and other best practices at our facilities. All employees must follow these. In addition, employees are expected to report to their Department Heads or supervisors if they are experiencing signs or symptoms of COVID-19, as described below. If you have a specific question about this Plan or COVID-19, please ask your Department Head or supervisor. If they cannot answer the question, please contact the Human Resources Director/Safety Coordinator.

OSHA and the CDC have provided the following control and preventative guidance to all workers, regardless of exposure risk:

- Frequently wash your hands with soap and water for at least 20 seconds. When soap and running water are unavailable, use an alcohol-based hand rub with at least 60% alcohol.
- Avoid touching your eyes, nose, or mouth with unwashed hands.
- Follow appropriate respiratory etiquette, which includes covering for coughs and sneezes.
- Avoid close contact with people who are sick.

In addition, employees must familiarize themselves with the symptoms of COVID-19 and continue to daily self monitor themselves for any of the following symptoms:

- Coughing;
- Fever;
- Shortness of breath, difficulty breathing; and
- Early symptoms such as chills, body aches, sore throat, headache, diarrhea, nausea/vomiting, loss of taste or smell, and runny nose.

If you develop a fever and symptoms of respiratory illness, such as cough or shortness of breath, **DO NOT GO TO WORK** and call your healthcare provider right away. Likewise, if you come into close contact with someone showing these symptoms, call your healthcare provider right away.

III. Facility/Job Site Protective Measures

The City has instituted the following protective measures at all facilities.

A. General Safety Policies and Rules

- Any employee/contractor/visitor showing symptoms of COVID-19 will be asked to leave the jobsite/facility and return home.

- Any City meetings will ensure that participants continue to social distance and remain at least three (3) feet apart.
- The City understands that due to the nature of our work, access to running water for hand washing may be impracticable. In these situations, the City will provide, if available, alcohol-based hand sanitizers and/or wipes.
- Employees should limit the use of co-workers' tools and equipment. To the extent tools must be shared, the City will provide alcohol-based wipes to clean tools before and after use. When cleaning tools and equipment, consult manufacturing recommendations for proper cleaning techniques and restrictions.

B. Workers entering Occupied Building and Homes

- When employees perform activities within occupied homes, office buildings, and other establishments, these work locations present unique hazards with regards to COVID-19 exposures. All such workers should evaluate the specific hazards when determining best practices related to COVID-19.
- During this work, employees must sanitize the work areas as needed. The City will provide sanitization tools for this purpose.
- Employees should ask other occupants to keep a personal distance of three (3) feet at a minimum. Workers should wash or sanitize hands immediately before starting and after completing the work.

C. Job Site Visitors

- Site deliveries will be permitted but should be properly coordinated in line with the employer's minimal contact and cleaning protocols.

D. Personal Protective Equipment and Work Practice Controls

- In addition to regular PPE for workers engaged in various tasks (fall protection, hard hats, hearing protection), employers will also provide:
 - Gloves: Gloves may be worn while on-site. The type of glove worn should be appropriate to the task. If gloves are not typically required for the task, then any type of glove is acceptable, including latex gloves. Employees should avoid sharing gloves.
 - Eye protection: Eye protection should be worn at all times while on-site.

- o Employees may wear face masks as a precautionary measure, and in line with safety protocol, to protect the people around you; however, these are not required (Note: it may be required for certain department personnel whose jobs require that they work with the general public in medical settings). Please keep in mind that these are not respirators. These are designed to be used as one-way protection only. **Note: An employee’s choice to wear a mask or not wear a mask may not cause that employee to be discriminated/retaliated against. Any harassment/retaliation conduct will be disciplined under the City’s Harassment Policy.**
- Employees should wear N95 respirators if required by the work and if available. If your job requires a N95 respirator and there is a shortage of N95 respirators, the following Work Practice Controls should be followed:
 - o Keep dust down by using engineering and work practice controls, specifically through the use of water delivery and dust collection systems.
 - o Limit exposure time to the extent practicable.
 - o Isolate workers in dusty operations by using a containment structure or distance to limit dust exposure to those employees who are conducting the tasks, thereby protecting nonessential workers and bystanders.
 - o Institute a rigorous housekeeping program to reduce dust levels on the jobsite.
- Plexi-glass dividers are in place for protection of employees where needed.

IV. Facility/Job Site Cleaning and Disinfecting

The City has instituted regular housekeeping practices, which includes cleaning and disinfecting frequently used tools and equipment, and other elements of the work environment, where possible. Employees should regularly do the same in their assigned work areas.

- Jobsite trailers and break/lunchroom areas will be cleaned often. Employees performing cleaning will be issued proper personal protective equipment (“PPE”), such as nitrile, latex, or vinyl gloves and gowns, as recommended by the CDC.
- Any trash collected from the jobsite must be changed frequently by someone wearing nitrile, latex, or vinyl gloves.
- Any portable jobsite toilets should be cleaned by the leasing City at least twice per week and disinfected on the inside. The City will ensure that hand sanitizer

dispensers are always filled. Frequently touched items (i.e. door pulls and toilet seats) will be disinfected frequently.

- Vehicles and equipment/tools should be cleaned often.
- If an employee has tested positive for COVID-19, OSHA has indicated that there is typically no need to perform special cleaning or decontamination of work environments, unless those environments are visibly contaminated with blood or other bodily fluids. Notwithstanding this, the City will clean those areas of the jobsite that a confirmed-positive individual may have come into contact with before employees can access that work space again.
- The City will ensure that any disinfection shall be conducted using one of the following:
 - Common EPA-registered household disinfectant;
 - Alcohol solution with at least 60% alcohol; or
 - Diluted household bleach solutions (these can be used if appropriate for the surface).
- The City will maintain Safety Data Sheets of all disinfectants used on site.

V. Facility/Jobsite Exposure Situations

If You Test Positive for COVID-19 (Isolate)

If you have orders from your doctor, those will be followed first. If no orders from a doctor: Everyone, regardless of vaccination status.

- **Stay home for 5 days and isolate from others in your home.**
- **If you have no symptoms or your symptoms are resolving after 5 days, you can return to work (must be fever free for 24 hrs).**
- **Continue to wear a mask around others for 5 additional days.**

****If you have a fever, continue to stay home until your fever resolves.***

**Calculating isolation = Day 0 is your first day of symptoms or a positive viral test.*

Day 1 is the first full day after your symptoms developed or your test specimen was collected.

If You Were Exposed to Someone with COVID-19 (Quarantine)

If you:

Have been boosted

OR

Completed the primary series of Pfizer or Moderna vaccine within the last 6 months

OR

Completed the primary series of J&J vaccine within the last 2 months

- **Wear a mask around others for 10 days.**
- **Test on Day 5 and submit result to HR.**

****If you develop symptoms get a test and stay home***

If You Were Exposed to Someone with COVID-19 (Quarantine)

If you:

Completed the primary series of Pfizer or Moderna vaccine over 6 months ago and are not boosted

OR

Completed the primary series of J&J over 2 months ago and are not boosted

OR

Are unvaccinated

- **Stay home for 5 days. After that continue to wear a mask around others for 5 additional days.**
- **If you cannot quarantine due to staff shortage, wear a mask for 10 days.**
- **Test on Day 5 and submit result to HR.**

****If you develop symptoms get a test and stay home***

COVID-19 Vaccinations

The City of Columbia City does not mandate that employees receive the COVID-19 vaccinations.

Note: An employee’s choice to receive the vaccine or not receive the vaccine may not cause that employee to be discriminated/retaliated against. Any harassment/retaliation conduct will be disciplined under the City’s Harassment Policy.

VI. OSHA Recordkeeping

If a confirmed case of COVID-19 is reported, the City will determine if it meets the criteria for recordability and reportability under OSHA’s recordkeeping rule. OSHA requires construction employers to record work-related injuries and illnesses that meet certain severity criteria on the OSHA 300 Log, as well as complete the OSHA Form 301 (or equivalent) upon the occurrence of these injuries. For purposes of COVID-19, OSHA also requires employers to report to OSHA any work-related illness that (1) results in a fatality, or (2) results in the in-patient hospitalization of one or more employee. “In-patient” hospitalization is defined as a formal admission to the in-patient service of a hospital or clinic for care or treatment.

OSHA has made a determination that COVID-19 should *not* be excluded from coverage of the rule – like the common cold or the seasonal flu – and, thus, OSHA is considering it an “illness.” However, OSHA has stated that only confirmed cases of COVID-19 should be considered an illness under the rule. Thus, if an employee simply comes to work with symptoms consistent with COVID-19 (but not a confirmed diagnosis), the recordability analysis would not necessarily be triggered at that time.

If an employee has a confirmed case of COVID-19, the City will conduct an assessment of any workplace exposures to determine if the case is work-related. Work-relatedness is presumed for illnesses that result from events or exposures in the work environment, unless it meets certain exceptions. One of those exceptions is that the illness involves signs or symptoms that surface at work but result solely from a non-work-related event or exposure that occurs *outside* of the work environment. Thus, if an employee develops COVID-19 *solely* from an exposure outside of the work environment, it would not be work-related, and thus not recordable.

The City’s assessment will consider the work environment itself, the type of work performed, risk of person-to-person transmission given the work environment, and other factors such as community spread. Further, if an employee has a confirmed case of COVID-19 that is considered work-related, the City will report the case to OSHA if it results in a fatality within 30 days or an in-patient hospitalization within 24-hours of the exposure incident occurring.

VII. Confidentiality/Privacy

Except for circumstances in which the City is legally required to report workplace occurrences of communicable disease, the confidentiality of all medical conditions will be maintained in accordance with applicable law and to the extent practical under the circumstances. When it is required, the number of persons who will be informed of an employee's condition will be kept at the minimum needed not only to comply with legally-required reporting, but also to assure proper care of the employee and to detect situations where the potential for transmission may increase. A sample notice to employees is attached to this Plan. The City reserves the right to inform other employees that a co-worker (without disclosing the person's name) has been diagnosed with COVID-19 if the other employees might have been exposed to the disease so the employees may take measures to protect their own health.

VIII. General Questions

Given the fast-developing nature of the COVID-19 outbreak, the City may modify this Plan on a case by case basis. If you have any questions concerning this Plan, please contact **the Human Resources Director/Safety Coordinator**.

This policy will be sent to all employees via e-mail and posted in each facility.

1/28/2022