



# BLAINE COUNTY

## COVID-19 SAFE WORK PRACTICES

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Blaine County has developed these COVID-19 Safe Work Practices to help guide Elected Officials, Department Heads and team members in their operational decisions during the pandemic. Blaine County aims to mitigate the rapid spread of COVID-19 in order to protect the health and economic wellbeing of its team members and the public, and to prevent overwhelming first responders, the healthcare system, and personal protective equipment (PPE) supplies in our region.

### Everyday Practices

Blaine County expects all team members to do their part in preventing the spread of COVID-19. The following list identifies the expectations of all Blaine County team members during the COVID-19 pandemic:

- Blaine County team members and the public are encouraged to receive and maintain up to date vaccinations.
- Blaine County Team members and the public shall wear a well-fitting mask indoors in public in the following scenarios when the county is in either a **high or critical risk level as determined by the South Central Public Health District** and when:
  - Indoors in Blaine County Facilities; or
  - Interacting with another person; **or**
  - In vehicles including other Blaine County team members
- Take all reasonable measures to maintain personal health and mitigate individual risk factors.

Exemptions to the face covering requirement include the following:

- Persons with a documented disability.
- Children under the age of five (5), but parents are strongly encouraged to have children under five (5) wear face coverings if they can tolerate the same or to avoid bringing younger children to public places otherwise requiring a face covering.
- Persons who cannot medically tolerate wearing a cloth face covering must wear a face shield.
- Persons, including on-duty law enforcement officers, for whom wearing a face covering would create a risk to the person related to their work, as determined by local, state, or federal regulators or workplace safety guidelines.
- Persons who are obtaining a service involving the nose, face, or head for which temporary removal of the face covering is necessary to perform the service.
- Persons who are eating or drinking.
- Continue to practice good hygiene:
  - Wash your hands often with soap and water for at least 20 seconds, and use hand sanitizer if washing your hands is not feasible, especially after having been in a public place, or after blowing your nose, coughing, or sneezing.
  - Monitor your health daily and be alert for symptoms.
  - Cover coughs and sneezes.
  - Clean and disinfect frequently touched surfaces often.

- Avoid using other team members' phones, desks, offices, or other work tools and equipment when possible. Clean and disinfect them before and after use.
- Avoid close contact with people who are sick.
- Maintain a healthy lifestyle and take extra measures to increase overall health.

### **COVID-19 Symptoms**

Symptoms may appear 2-14 days after exposure to the virus. A person with the following symptoms or any combination of symptoms may have COVID-19:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

In order to minimize the potential for COVID-19 transmission, all Blaine County team members are expected to adhere to the following:

- If you are experiencing ANY of the symptoms listed above, DO NOT come to work. Contact your Elected Official or Department Head and Human Resources and seek medical attention from your provider.
- If you start experiencing ANY of the symptoms listed above while at work, notify your Elected Official or Department Head and Human Resources, leave work and seek medical attention from your provider.
- Human Resources should be notified of all updates on COVID-19 exposure, testing and quarantine by the team member, Elected Official or Department Head.
- If you are suffering from any symptoms, but you are fully vaccinated, have tested negative for COVID-19, and are well enough to come to work, a face covering must be worn at all times to prevent the spread of any contagious infections.

### **Safe Practices after Receiving the COVID-19 Vaccine**

Per CDC guidelines, people are considered fully vaccinated:

- 2 weeks after their second dose in a 2-dose series, such as Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine such as Johnson & Johnsons Janssen vaccine.
- You do not need to self-quarantine if you are exposed **and** you are fully vaccinated **and not experiencing** any of the possible symptoms. If you are exposed before this time, you do need to self-quarantine.
- You should isolate for 10 days if you test positive for COVID-19 even after you have been fully vaccinated.
- If you have not been fully vaccinated and you have COVID-19 symptoms, you should get tested.
- Talk to a doctor or healthcare provider if you have COVID-like symptoms after being fully vaccinated. It is likely that something other than the virus that causes COVID-19 is causing your

symptoms; however, your doctor may want you to get tested. The vaccines do not interfere with the accuracy of COVID-19 tests.

### **When do I need to Quarantine?**

People who have been in close contact with someone who has COVID-19 – ***Unless the following circumstances apply:***

- You have tested positive for COVID-19 within the past 3 months, have recovered **and** do not have new symptoms. (People who develop symptoms again within 3 months of their bout of COVID-19 may need to be tested again if there is no other cause identified for their symptoms.)
- You have been fully vaccinated against the disease **and** show no symptoms.
- You are up to date with your COVID-19 Vaccines.

What counts as “up to date?”

You are *up to date* with your COVID-19 vaccines when you have received all doses in the primary series and one booster when eligible, as indicated below:

- Getting a second booster is not necessary to be considered up to date at this time.
- The recommendations will be different depending on your age, your health status, what vaccine you first received, and when you first got vaccinated.

What counts as close contact?

- You were within 6 feet of someone who has COVID-19 for a total of 15 minute or more
- You provided care at home to someone who is sick with COVID-19
- You had direct physical contact with the person (hugged or kissed them)
- You shared eating or drinking utensils
- They sneezed, coughed, or someone got respiratory droplets on you

### **When to Return to Work after Quarantine from Exposure to COVID-19:**

You can be around others after:

- You receive a negative COVID test result (the test must occur 5 or more days after exposure).
- After day 5 without testing.

### **What to do for a Positive COVID-19 Test Result**

- A team member who tests positive for COVID-19 should notify your Elected Official or Department Head and Human Resources.
- **When to Return to Work:**
  - **After a Positive COVID-19 Test with Symptoms**
    - 5 days since symptoms first appeared **AND**
    - 24 hours with no fever without the use of fever-reducing medications **AND**
    - Other symptoms of COVID-19 are improving.
    - NOTE: Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation.
      - If you had severe illness from COVID-19 (i.e., hospital admission, required oxygen), your healthcare provider may recommend you stay in isolation for longer than 10 days after your symptoms first appeared and you may need to finish your period of isolation at home. Follow the direction of your healthcare provider under these circumstances.
  - **After a Positive COVID-19 Test with No Symptoms**

- A team member who tested positive for COVID-19 but did not have any symptoms may return to work 5 days following the date of the positive test result.
- If an individual has access to a test and wants to test, the best approach is to use an antigen test towards the end of the 5-day isolation period.
  - If the test result is positive, you should continue to isolate until day 10 **OR**
  - You can test daily and end isolation once the result is negative

### **Return to Work Practices**

- Upon returning to work team members are expected to adhere to the following practices:
  - Adhere to hand hygiene, respiratory hygiene, and cough etiquette in CDC's interim infection control guidance (e.g., cover nose and mouth when coughing or sneezing, dispose of tissues in waste receptacles);
  - Seek re-evaluation from their health care provider if their symptoms recur or worsen.
- If team members have an alternate diagnosis (e.g., tested positive for influenza), criteria for return to work will be based on that diagnosis and medical provider's direction.
  - If team members were NEVER tested for COVID-19 but have an alternate diagnosis (e.g., tested positive for influenza), they must provide written notification from their medical provider that they may return to work.
  - If team members have an alternate diagnosis (e.g., tested positive for influenza, allergies) and tested negative for COVID-19, they can follow the alternate criteria as directed by their medical provider and may return to work.

These practices are subject to change at any time and will be re-evaluated as the situation continues to develop.

**Please Note: Some offices and departments may have additional practices. Consult with your Elected Official or Department Head for any additional practices that may apply to your team.**