

SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS

COVID-19 MITIGATION GUIDELINES FOR SUPERVISORS, MANAGERS AND DIRECTORS

August 29, 2022

SCOPE

This document is designed to provide guidelines to Supervisors, Managers and Directors on actions in certain COVID-19 situations.

DEFINITIONS

COVID-19 Close Contact - Defined by the U.S. Centers for Disease Control and Prevention (CDC) as someone who was less than 6 feet away from the infected person for a cumulative total of 15 minutes or more over a 24-hour period (for example, three individual 5-minute exposures for a total of 15 minutes). For purposes of this document, "close contact," "exposure," and "exposed" are used interchangeably.

Isolation - The separation of sick people with a contagious disease from people who are not sick.

Quarantine - The practice of separating individuals who had close contact with someone with an infectious disease to determine whether they develop symptoms or test positive for the disease.

TEAM MEMBERS' COVID-19 MITIGATION PROTOCOL

Primary Exposure - A Team Member who had close contact with another person with confirmed COVID-19 would be subject to the following protocol:

- No work restrictions.
- The Team Member must self-monitor for symptoms daily, and perform temperature checks twice a day.
- The Team Member must avoid contact with people who are at high risk for severe illness from COVID-19.
- On the fifth day after exposure, the Team Member takes a COVID-19 Ag (home COVID-19 Ag test is acceptable) or COVID-19 RNA test. The Team Member can continue to work with a negative test result, absent the development of COVID-19 symptoms. The Team Member must continue self-monitoring for symptoms daily and perform temperature checks twice a day for 10 calendar days. The Team Member must wear a mask around others for 10 calendar days.
- If a Team Member's COVID-19 Ag or COVID-19 RNA test result is positive, the Team Member must isolate. For this situation, refer to the "Return to Work Criteria" included in this Order.
- The Team Member must contact their health care provider for further evaluation if COVID-19 symptoms appear. The Team Member must follow all recommended infection controls and precautions provided by their health care provider or local health department.

Secondary Exposure Example – A Team Member who had close contact with a person with a primary exposure would be subject to the following protocol:

- No work restrictions.
- The Team Member must follow all recommended infection controls and precautions provided by their health care provider or local health department.
- The Team Member must continue to self-monitor for symptoms daily and perform temperature checks twice a day for 10 calendar days.
- The Team Member must contact their health care provider for evaluation and testing if COVID-19 symptoms appear.

Tertiary Exposure Example – A Team Member who had close contact with a person with a secondary exposure would be subject to the following protocol:

- No work restrictions.
- The Team Member must follow all recommended infection controls and precautions provided by their health care provider or local health departments.
- The Team Member must continue to self-monitor for symptoms daily and perform temperature checks twice a day for 10 calendar days.
- The Team Member must contact their health care provider for evaluation and testing if COVID-19 symptoms appear.

Special Circumstances

Team Members should not come to work if they are ill. If during the work day a Team Member, regardless of vaccination status, history of COVID-19 illness, or known exposure to COVID-19, exhibits two or more COVID-19 symptoms, the Team Member shall notify their supervisor and leave work immediately and receive a COVID-19 test as soon as possible (home COVID-19 Ag test is an option in this situation). If the COVID-19 test produces a negative result, the Team Member can return to work (given that the Team Member has no other contagious disease, such as Influenza, Monkeypox, Streptococcus A, Coxsackievirus, Rotavirus, etc.). Further, medical evaluation of the Team Member may be necessary per a provider's or management's discretion. If a Team Member's COVID-19 test result is positive, please follow the "Return to Work Criteria" included in this document.

NOTE: Due to a high percentage of agreement between COVID-19 RNA test results and COVID-19 Ag test results, it is unnecessary to confirm a positive COVID-19 Ag result. This is applicable to home COVID-19 Ag tests as well.

Notification Best Practices

To mitigate the spread of COVID-19, the Tribe is employing the following best practices to notify Team Members in the event a Team Member tests positive for COVID-19. If a Team Member tests positive:

- The Tribe shall make its best efforts to determine which Team Members are likely to have had close contact with the individual who tested positive for COVID-19.
- The Tribe will notify the identified individuals to inform them that they may have had close contact with another Team Member who tested positive for COVID-19.

- If a Team Member has not been notified, this means that, to the best of the Tribe's knowledge, the Team Member who was not notified did not have close contact with the individual who tested positive for COVID-19.
- Local health departments shall notify those Team Members who met the definition of primary exposure as a part of contact tracing procedures.
- Appropriate measures will be taken for clean up of workplace of Team Member who tested positive for COVID-19.

Criteria for Testing and Vaccination Updates

- It is recommended that COVID-19 RNA/Ag tests are administered no earlier than five days after a potential exposure OR within seven days of symptoms' onset.
- The Sault Tribe Health Division may test Team Members per the request of the Sault Tribe Government, the Sault Tribe Casino, or the Sault Tribe Economic Development Corporation.
- Free in home OTC COVID-19 Ag or RNA test may be used for determining whether a person is positive or negative for COVID-19. Test kits can be ordered at [COVIDtests.gov](https://www.covidtests.gov).
- To locate a COVID-19 vaccination clinic near you, go to www.vaccines.gov or enter your zip code to find a COVID-19 RNA / Ag testing location near you at: <https://www.michigan.gov/coronavirus/0,9753,7-406-99891-99912---,00.html>.
- For more questions about COVID-19, please call Michigan's COVID-19 hotline seven days a week from 08:00 AM to 05:00 PM at (888) 535-6136.

Asymptomatic Patients

- The routine practice of the Sault Tribe Health Division is to only test asymptomatic patients if they are undergoing pre-surgical screening, per the request of the Sault Tribe Government, the Sault Tribe Casino, or the Sault Tribe Economic Development Corporation, if they are returning to their group home and require a negative test result for re-entry, before travel/admission to a Detox/Residential Rehab facility, traveling abroad (emergency or work related situations), or if the Sault Tribe Health Division receives a contact tracing request from a local health department. Samples for COVID-19 RNA or Ag testing can be collected at Sault Tribe Health Center, St. Ignace Tribal Health Center, Manistique Tribal Health Center, Hessel Tribal Health Center, Gladstone Tribal Health Center, Marquette Tribal Health Center, Newberry Tribal Health Center, and Munising Tribal Health Center. However, asymptomatic Team Members have an option to self-collect the sample and bring it to a drop-off site located at Sault Tribe Health Center, Hessel Tribal Health Center, Manistique Tribal Health Center, Munising Tribal Health Center, Newberry Tribal Health Center or St. Ignace Tribal Health Center for COVID-19 Ag testing only.

Return to Work Criteria - Return to work from isolation criteria for Team Members with Laboratory-Confirmed COVID-19 infection:

Symptomatic Team Member with Laboratory-Confirmed COVID-19:

1. **Symptom-based strategy** – Exclude Team Member from work until:
 - o At least one day (24 hours) has passed since recovery, defined as resolution of fever without the use of fever-reducing

medications **AND** improvement in respiratory symptoms (e.g., cough, shortness of breath) and at least 5 days have passed since a COVID-19 positive result was obtained.

2. Test-based strategy – for *SEVERELY IMMUNOCOMPROMISED TEAM MEMBERS ONLY**. Exclude Team Member from work until:

- o Negative results of two COVID-19 tests with specimens collected more than 24 hours apart from each other **AND** resolution of fever without the use of fever-reducing medications **AND** improvement in respiratory symptoms (e.g., cough or shortness of breath).

Asymptomatic Team Member with Laboratory-Confirmed COVID-19:

1. Time-based strategy – Exclude Team Member from work until:

- o Five days have passed since the date of their first positive COVID-19 diagnostic test assuming that the Team Member has not subsequently developed symptoms since their positive test result. If the Team Member develops symptoms, then the symptom-based or test-based strategy should be used. **

2. Test-based strategy – for *SEVERELY IMMUNOCOMPROMISED TEAM MEMBERS ONLY*. Exclude Team Member from work until:

- o Negative results of two COVID-19 tests with specimens collected more than 24 hours apart from each other. ***

*According to the CDC, the following conditions are examples of severely

immunocompromised status:

1. The individual has been receiving active cancer treatment for tumors or cancers of the blood.
2. The individual received an organ transplant and is taking medicine to suppress their immune system.
3. The individual received a stem cell transplant within the last 2 years or is taking medicine to suppress their immune system.
4. The individual has a moderate or severe primary immunodeficiency (such as DiGeorge syndrome or Wiskott-Aldrich syndrome.)
5. The individual has an advanced or untreated HIV infection.
6. The individual is being actively treated with high-dose corticosteroids or other drugs that may suppress their immune response.

**Because symptoms cannot be used to gauge where individuals are at in the course of their illness, it is possible that the duration of viral shedding could be longer than 5 days after the first positive test.

***Because of the absence of symptoms, it is not possible to gauge where individuals are at in the course of their illness. There have been reports of prolonged detection of RNA without direct correlation to viral culture. *Consider consulting with local infectious disease experts when making return to work decisions for Team Members who might remain infectious longer than 5 days (for example, severely immunocompromised Team Members).*

The Team Member may be required to return to work from COVID-19 isolation earlier (potentially with the use of additional PPE) in case of critical

staffing shortages in their department/division. This will require joint approval of the department's/division's director and the Health Division/Team Members' Health Service.

Information Related to Isolation or Quarantine of Team Members

PRIVACY/CONFIDENTIALITY/HIPAA: NEED TO KNOW - If you gained knowledge through your place of work regarding someone (Patient/Team Member) having an infectious disease or exposure to an infectious disease, this is considered Protected Information under the Tribe's Confidentiality Policy contained in the Sault Ste. Marie Tribe of Chippewa Indians Government Team Member Manual and shall not be shared or disclosed unless it is for "official use" as may be required during the course of performance of your duties and responsibilities as a Team Member. When determining whether a use is an "official use," ask yourself if it involves your duties based on your job title and job role. If it is not part of your daily job functions, then it is not an "official use" and the information should not be discussed or disclosed to anyone. Violating the Tribe's Confidentiality Policy is grounds for immediate termination and may subject you and persons to whom the Protected Information was disclosed to possible criminal prosecution. Do not discuss infectious disease situations with your fellow Team Members, family members, or friends without a need to know or authorization.

Since situation with COVID-19 develops rapidly, please contact Team Members' Health Service with any questions about occupational health issues you may have.

COVID-19 Mitigation Protocol

