



February 11, 2022

## COVID-19 Team Recommendation

Tribal Council is in charge of the people for all who reside and work for the tribe. This protocol is being recommended for the protection of our community, for all Tribal Buildings, and all Tribal employees. Enterprises which are subordinate entities to the CTWS and all that are associated with Warm Springs including board members.

The COVID Team is concern about the low overall vaccination rate and the strength of current COVID 19 variants. These particular strains are stronger than what we were experiencing over the last two years. They are spreading faster and are more contagious. There have been recent local break throughs that is concerning us as well as occurring worldwide. The tribe has not reached 70% vaccination rate for those 5 years and older leaving children under 5 more vulnerable especially with the more serious variants. This requires us to increase our prevention efforts and make some serious decisions to keep our community safe per resolution #12,697.

### Revised Protocols:

1. For the protection of our community it is mandated that all Tribal employees to be fully vaccinated. Fully vaccinated is defined as follows: If you received Pfizer, that means two doses plus a booster, dates determine by clinical staff. If you received Moderna, that means two doses plus a booster dates determine by clinical staff. If you received Johnson and Johnson, one dose plus a booster two months following your first dose.

Exceptions: HR will grant medical or religious exemptions to this vaccine requirement, so long as the exemption does not pose an undue hardship or direct threat to health or safety. Additional safety precautions or job



modifications may be required, in the event an exemption is granted. The Confederated Tribes of Warm Springs being a sovereign nation is not required to follow the ADA and Title VII of the Civil Rights Act of 1964 which includes the medical and religious exemption. The Tribes finds this to be reasonable at this time and reserves the inherent right to change this at any time.

- a. Medical exemption to include a letter from your physician to be on file with Human Resource (HR). This is normally defined as being allergic to any of the ingredient used to manufacture the vaccine and/or other underlining medical conditions.
  - b. Religious exemption needs to be on file with HR.
2. Exempt unvaccinated employees will need to test weekly. Self-administered home testing kits will be provided as long as supplies last. If you cannot access a home testing kit then you need to go to clinic to be tested.
3. Vaccinated employees must produce a copy of their vaccination record to HR, who will keep a copy on file (as well as a list of those not vaccinated). Refer to PER 905 C.
4. If you experience any colds, flu or COVID symptoms, do not report to work until tested. If this occurs prior to work hours, during the weekend or a holiday, use a home test kit before reporting to work. If you are positive follow the instructions provided with the kit. If you have been exposed and are told to report to the clinic or if you do not have a home test kit, please go to the clinic to be tested. Home kits will be provided once we receive them. The waiting time for results is 15 mins and they are a valid test. If you take a home test kit and are positive please take a snapshot of it to produce if requested.



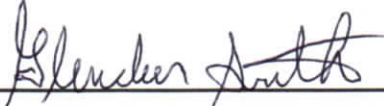
5. If you report to the clinic for a COVID test, please wait to report back to work until you receive your results. You must isolate yourself from any contact until you receive results of your COVID test. Do not enter any buildings or other establishments until you receive your results. This will reduce the spread if you were determined to be positive.
6. If you returned back from work after being positive and completing your quarantine period, you must wear a mask at all times for 5 additional days.
7. Masks are required for ALL to wear inside tribal public buildings. You must show proof of vaccination before entering any building. Temperature checks need to be taken when entering any building and a daily log kept on file so contact tracers can access if necessary. If an individual cannot show proof of vaccination, they cannot enter the building and must be offered to do business by phone or they may contact HR to arrange another means of access that complies with this policy.
  - a. Tribal Enterprises shall follow their own COVID-19 protocol according to PER 101.(4).
  - b. Tribal Contractors shall follow the direction of their contracted officer.
8. One point of entry to public buildings must be established and monitored.
9. If a person is in their own private workspace they do not need to wear a mask but if others enter and 6 feet distance cannot be maintained a mask is required.
10. Community events need to be approved by the COVID Team. Masks are required for inside events and social distancing is recommended. If event is held outside, social distancing is recommended and those more vulnerable or have underlying conditions should wear masks. If food is served it needs to be takeout, or a limited amount of person(s) serving depending on size of those attending and use of paper and plastic throw away products. Servers



must wear a mask and wear gloves. No serving yourself.

11. Buildings no longer will be closed when there is an exposure. Each case will be reviewed by the Emergency Manager or Acting Emergency Manager and evaluated separately and sections will be sanitized.
12. Those who use tribal vehicles or their personal vehicle as part of their job and have passengers need to wear masks at all times. If alone no need to wear a mask.
13. All who travel out of the area for work need to be vaccinated. When travel authorization is submitted a copy of your COVID-19 vaccination record card needs to be attached. All requests will be reviewed individually by GM's and Director's for approval, if a person is traveling out of state additional approval need to be approved by S/T.
14. If travel is out of state, upon return and employee shows no symptoms they can return to work but it is recommended but not required to be COVID tested within 5 days of return. Recommend a home self COVID test.
15. Community members, employees, non-employees and those who travel out of state for personal reasons or vacation are recommended to test within 5 days of return for community safety. Recommend a home self COVID test.

Updated by the COVID Team on 02-11-2022.

Signed S/T CEO:  Date: 02/11/2022

