

LIBC Guidelines for Reducing the Risk of COVID Transmission at LIBC Offices and Facilities

Employee actions:

Masks –

Employees fully vaccinated against COVID are required to wear either a medical (surgical) mask rated ASTM1 or higher, or three (or more) layer, tightly woven, well-fitted cloth face mask covering their nose, mouth, and chin (face coverings with vents or mesh not allowed) at all times while at work, except when taking breaks outdoors OR while eating/drinking in designated areas AND at least 6 feet away from other people. They are welcome to wear a KN95 or N95 mask if preferred. Employees at LTHC are required to wear a properly fitted N95 mask when interacting with patients for more than 5 minutes, after undergoing appropriate medical evaluation and fit testing, unless they have a medical contraindication to wearing an N95 mask.

Unvaccinated employees in any LIBC office are required to wear either a KN95 mask, an N95 mask (if no medical contraindications) or a surgical mask with a mask brace (example: <https://www.fixthemask.com/>). Unvaccinated employees in healthcare settings (LTHC) should wear an N95 mask while on site, after undergoing appropriate medical evaluation and fit testing, unless they have a medical contraindication to wearing an N95 mask.

Testing – Unvaccinated employees are required present the results of a negative COVID PCR test to their supervisor or designated departmental health coordinator at minimum once a week on Wednesdays, and ideally twice a week (e.g. testing Tues/Fridays). Twice a week COVID PCR testing is required for unvaccinated employees working with vulnerable populations (LTHC, LNS, Little Bear, ELC, drivers who transport elders or children). Employees are responsible for obtaining their own PCR tests (not rapid antigen test) either through LTHC or at another testing site.

Physical distancing – All employees should be encouraged to maintain a physical distance of 6 feet from one another whenever possible.

Hygiene – All employees should practice good hygiene including washing their hands frequently and covering their sneezes and coughs, washing hands often with soap and water for at least 20 seconds before and after eating, using the restroom, blowing their nose, coughing, sneezing, or when visibly soiled. If soap and water are not readily available, employees are advised to use a hand sanitizer that contains 60-95% alcohol content (fragrance-free).

Self-isolation and quarantine—Employees are expected to follow isolation and quarantine guidelines as outlined in the Lummi Nation Living with COVID policy. Furthermore, employees at LTHC, Little Bear Creek and LNS who have been exposed to COVID must stay home from work until they receive a negative COVID PCR test, regardless of vaccination status. “Quarantine pay policy” will apply when an employee is following COVID isolation or quarantine guidelines; please refer to separate policy for details.

Supervisor actions:

Assignments – Whenever possible, supervisors are encouraged to assign unvaccinated employees to tasks that allow for remote work and/or do not interact directly with vulnerable individuals (including colleagues and/or public). Additionally, supervisors are encouraged to offer employees who are at high risk for severe COVID infection or who have household members who are at high risk for severe COVID infection the option to work-at-home when COVID transmission in Lummi Nation is at moderate or high levels.

Designated break/eating areas – Employee eating areas should allow for social distancing of at least 6 feet between employees and have adequate ventilation (see below). Individual facilities are required to post maximum occupancy limits in each room. If space is insufficient for the number of employees who want to eat/take a break at the same time, supervisors are required to arrange a schedule of staggered lunches/breaks.

New employee orientation – Lummi Nation COVID policies related to self-screening for symptoms of COVID, self-isolation, travel, masking/testing/social distancing/hygiene practices and quarantining after exposure to COVID should be presented in writing to all employees upon hiring and agreed to via a signed statement by the new employee.

Ventilation – All LIBC Directors should confirm that their ventilation system meets or exceeds the standards recommended to reduce COVID-19 transmission in the workplace (HVAC set to MERV 13 or higher and minimum 6 air changes per hour), and ensure that filters have been changed at least once in the past 12 months. Portable HEPA air cleaners, without additive technology, can supplement ventilation and are most critical in rooms with poorer ventilation or in isolation areas. Air cleaners that produce ozone should not be used. While ventilation systems are being improved, outside windows and doors should be opened to improve ventilation. All bathroom fans should permanently be on to improve ventilation there.

Cleaning -- High touch surfaces should be cleaned regularly and disinfected at least once a day with an agent active against SARS-CoV-2.

References:

Centers for Disease Control and Prevention. *Improve How Your Mask Protects You*. <https://www.cdc.gov/coronavirus/2019-ncov/your-health/effective-masks.html>. Accessed 21 Oct 2021.

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United States Department of Labor. *Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace*. <https://www.osha.gov/coronavirus/safework#appendix> Accessed 21 Oct 2021.

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Washington State Department of Labor and Industries. *Guidance on Preventing COVID in the Workplace* F414-164-000 L&I Requirements and Guidance for Preventing COVID-19 (wa.gov) Accessed 21 Oct 2021.

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