



Raymond COVID-19 Return to Work Plan

Process for Returning to Work – For employees who have been quarantined at home due to suspected symptomatic or test-confirmed COVID-19, per CDC guidance, they can stop self-isolation and return to work after they meet the conditions provided below. Decisions to stop self-isolation should be made in coordination with a healthcare provider or local health department.

Instance 1: Employees who were tested positive for COVID-19 or have been identified as a suspected-symptomatic case by a healthcare provider must adhere to the following CDC protocol:

- no fever for at least 72 hours (that is three full days of no fever without the use medicine that reduces fevers)
- AND**
- other symptoms have improved (for example, when cough or shortness of breath have improved)
- AND**
- at least 10 days have passed since symptoms first appeared
- OR**
- at least 10 days have passed with no subsequent illness and remain asymptomatic since first positive test

Instance 2: Employees who have been exposed to others within 6 feet for more than 15 minutes with confirmed or suspected cases of COVID-19 and who have been directed to quarantine themselves must adhere to the following:

2A. If employee has no symptoms (asymptomatic) during quarantine:	2B. If employee develops symptoms (symptomatic) during quarantine:	2C. If employee has ongoing close contact with someone who is a confirmed or suspected COVID-19 case:
<ul style="list-style-type: none"> • Remain quarantined for 14 days from date of exposure before returning to work. 	<ul style="list-style-type: none"> • Seek medical attention • If employee tested positive or identified as a suspected case, follow procedures in instance 1 above before returning to work. 	<ul style="list-style-type: none"> • The employee may return to work after 14 days from onset of other's symptoms. • If the employee (close contact) develops symptoms, seek medical attention and follow procedures in Instance 1 above before returning to work.



Additional information on the Telehealth Services offered by both Kaiser and Anthem:

Telehealth is a safe and helpful way to speak to a doctor and receive health guidance without leaving home or work.

Kaiser members can receive free care from doctors and licensed care providers over the phone, online or via video chats by calling 833-574-2273, 24 hours a day/7 days a week. Visit <https://healthy.kaiserpermanente.org/southern-california/secure/appointments/evistis> for more information.

Anthem Participants can access care 24/7 through LiveHealth by visiting www.livehealthonline.com or downloading the LiveHealth Online mobile app. Southwest Carpenter Anthem Participants now have \$0 co-pay with no deductible.

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Remain quarantined for 14 days from date of exposure before returning to work.

2B. If employee develops symptoms (symptomatic) during quarantine:

- Seek medical attention
- If employee tested positive or identified as a suspected case, follow procedures in instance 1 above before returning to work.

2C. If employee has ongoing close contact with someone who is a confirmed or suspected COVID-19 case:

- The employee may return to work after 14 days from onset of other's symptoms.
- If the employee (close contact) develops symptoms, seek medical attention and follow procedures in Instance 1 above before returning to work.

After all requirements have been fulfilled and verified, final approval will be granted by the Director of Human Resources or Director of Safety.



Raymond COVID-19 Plan de Regreso al Trabajo

Proceso para regresar al trabajo- para los empleados que han sido puestos en cuarentena en el hogar debido a sospecha de COVID-19 sintomático o confirmado por prueba, según la guía de los CDC, pueden detener el autoaislamiento y regresar al trabajo después de que cumplan con las condiciones proporcionadas a continuación. Las decisiones para detener el autoaislamiento deben tomarse en coordinación con un proveedor de atención médica o un departamento de salud local.

Instancia 1: Los empleados que resultaron positivos para COVID-19 o que un proveedor de atención médica ha identificado un caso sospechoso de síntomas deben cumplir con el siguiente protocolo de los CDC:

- sin fiebre durante al menos 72 horas (es decir, tres días completos sin fiebre sin el medicamento que reduce la fiebre)

Y

- otros síntomas han mejorado (por ejemplo, cuando la tos o la falta de aire han mejorado)

Y

- han transcurrido al menos 10 días desde que aparecieron los primeros síntomas

O

- han transcurrido al menos 10 días sin enfermedad posterior y permanecen asintomáticos desde la primera prueba positiva

Instancia 2: Los empleados que hayan estado expuestos a otras personas dentro de los 6 pies por más de 15 minutos con casos confirmados o sospechosos de COVID-19 y que hayan sido dirigidos a la cuarentena por sí mismos deben cumplir con lo siguiente:

2A. Si el empleado no tiene síntomas (asintomáticos) durante la cuarentena:	2B. Si el empleado desarrolla síntomas (sintomáticos) durante la cuarentena:	2C. Si el empleado tiene contacto cercano continuo con alguien que es un caso COVID-19 confirmado o sospechoso:
<ul style="list-style-type: none"> • Permanezca en cuarentena durante 14 días a partir de la fecha de exposición antes de regresar al trabajo. 	<ul style="list-style-type: none"> • Busque atención médica. • Si el empleado dio positivo o se identificó como un caso sospechoso, siga los procedimientos en la instancia 1 anterior antes de regresar al trabajo. 	<ul style="list-style-type: none"> • El empleado puede regresar al trabajo después de 14 días desde el inicio de los síntomas de otros. • Si el empleado (contacto cercano) desarrolla síntomas, busque atención médica y siga los procedimientos de la Instancia 1 anterior antes de regresar al trabajo.



Información adicional sobre los Servicios de telesalud ofrecidos por Kaiser y Anthem:

La telesalud es una forma segura y útil de hablar con un médico y recibir orientación sobre salud sin salir de casa o del trabajo.

Los miembros de **Kaiser** pueden recibir atención gratuita de médicos y proveedores de atención autorizados por teléfono, en línea o por video chats llamando al 833-574-2273, las 24 horas del día, los 7 días de la semana. Visite <https://healthy.kaiserpermanente.org/southern-california/secure/appointments/evistis> para obtener más información.

Los participantes de Anthem pueden acceder a la atención 24/7 a través de LiveHealth visitando <http://www.livehealthonline.com> o descargando la aplicación móvil LiveHealth en línea. Los participantes de Southwest Carpenter Anthem ahora tienen un copago de \$ 0 sin deducible.