

April 12, 2020 | Attachment #15

## Illness Exposure Protocol

Observed Illness (observed by others, information that comes out of questioning an individual) and/or  
a Communicated Illness (individual that notifies us)

### 1. General Illness Defined as:

**If an Individual shows signs of an illness (i.e., fever, cough, or shortness of breath), then:**

1. Review Daily Health Assessment (COVID-19 Health Assessment)
2. Manager contacts HR and Safety  
If positive, the employee is sent home and asked to contact their doctor. HR will follow up on the status.

### 2. Laboratory-Confirmed Exposure Defined as:

**If an Individual is confirmed COVID-19 or someone has had contact with someone confirmed COVID-19, then:**

- Assess level of close contact per CDC definition (discreetly), if:
  - **High/Medium:** impacted employees notified, sent home for 14 days
  - **Low/No Risk:** impacted employees notified, sent home, asked to self-monitor and to await confirmation of testing/doctor recommendation

<div style="text-align: center; font-size: 2em; margin-bottom: 10px;"></div> <p><b>Vulnerable Populations</b></p> <p>Individuals who meet the following criteria are considered vulnerable populations for contracting COVID-19. These individuals should avoid large crowds and practice strict social distancing:</p> <ul style="list-style-type: none"> <li>• Age 60 and older</li> <li>• People who have serious chronic medical conditions like heart disease, diabetes or lung disease</li> </ul> <p><b>EVERYONE SHOULD TAKE STEPS TO PROTECT VULNERABLE POPULATIONS</b> from COVID-19 and other illnesses by understanding the risks and practicing good hygiene and hand washing habits, staying home when sick, and disinfecting surfaces regularly.</p>	<div style="text-align: center; font-size: 3em; margin-bottom: 10px;"></div> <p><b>Low Risk Self-Monitor</b></p> <p>Those in the Low Risk category are free to move about the community but should self-monitor, avoid large crowds, practice social distancing, avoid vulnerable populations, and avoid public transportation if they meet the following criteria but have no COVID-19 symptoms:</p> <ul style="list-style-type: none"> <li>• Traveled from any other area in the United States or internationally where the extent of COVID-19 spread is unknown</li> <li>• Been in the same indoor environment (e.g., classroom, hospital waiting room) as a person with COVID-19 for a limited amount of time and without close contact</li> </ul>	<div style="text-align: center; font-size: 2em; margin-bottom: 10px;"></div> <p><b>Medium Risk Advised Voluntary Quarantine</b></p> <p>The Department of Public Health advises a Voluntary Quarantine to individuals and ask them to self-monitor if they meet one or more of the following criteria:</p> <ul style="list-style-type: none"> <li>• Traveled from areas with sustained community transmission and have no symptoms</li> <li>• Have symptoms of COVID-19 but have not traveled to areas with sustained community transmission</li> <li>• Have a COVID-19 test pending or live with a person who has a COVID-19 test pending</li> </ul>	<div style="text-align: center; font-size: 4em; margin-bottom: 10px;"></div> <p><b>High Risk Quarantine Order</b></p> <p>The Department of Public Health will issue a Quarantine Order to individuals if they meet one or more of the following criteria:</p> <ul style="list-style-type: none"> <li>• Have a positive COVID-19 test</li> <li>• Have a known close contact to someone with a positive COVID-19 test</li> <li>• Those under an Advised Voluntary Quarantine with further evidence of infection</li> </ul>
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If an employee is confirmed to have COVID-19 infection, Raymond will inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). The fellow employees will then self-monitor for symptoms (i.e., fever, cough, or shortness of breath).

Employers have a general duty to provide a safe workplace under Cal/OSHA and federal OSHA. The CDC advises that if an employee is confirmed to have COVID-19, Raymond inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Under the ADA, employers are required to maintain the confidentiality of any medical information they receive, including the name of the affected employee.

**The Raymond Group's Notification to Client, Subcontractors, and Vendors as appropriate (no notice for general illness) should include:**

- Date ill employee was last on site
  - Locations/areas used by the employee
  - Confirmation of notification of others per CDC close contact definition
  - Confirmation that affected areas have been cleaned per CDC recommendations (based on Safe Jobsite Checklist)
- Notification to employee or others outlining actions taken/requirements to return

**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](http://www.livehealthonline.com) or downloading the LiveHealth Online mobile app. Southwest Carpenter Anthem Participants now have \$0 co-pay with no deductible.

## Protocolo de exposición a enfermedades

Enfermedad observada (observada por otros, la información sale de interrogar a un individuo) y / o enfermedad comunicada (el individuo nos notifica)

### 1. Enfermedad general definida como:

El individuo se presenta con signos de una enfermedad (es decir, fiebre, tos o dificultad para respirar)

1. Una evaluación de salud realizada (utilizando la evaluación de salud COVID-19)
2. El gerente contacta a RRHH y Seguridad

Si es positivo, el empleado es enviado a casa y se le pide que contacte a su médico. HR hará un seguimiento del estado.

### 2. Exposición confirmada en laboratorio definida como:

Si se confirma que un individuo COVID-19 o alguien ha tenido contacto con alguien confirmado COVID-19, entonces:

- Evaluar el nivel de contacto cercano según la definición de los CDC (discretamente), si:
  - **Alto / Medio:** empleados afectados notificados, enviados a casa por 14 días
  - **Bajo / sin riesgo:** se notifica a los empleados afectados, se los envía a casa, se les pide autocontrolar y esperar la confirmación de la prueba / recomendación del médico

 <p><b>Vulnerable Populations</b></p> <p>Individuals who meet the following criteria are considered vulnerable populations for contracting COVID-19. These individuals should avoid large crowds and practice strict social distancing:</p> <ul style="list-style-type: none"> <li>• Age 60 and older</li> <li>• People who have serious chronic medical conditions like heart disease, diabetes or lung disease</li> </ul> <p><b>EVERYONE SHOULD TAKE STEPS TO PROTECT VULNERABLE POPULATIONS</b> from COVID-19 and other illnesses by understanding the risks and practicing good hygiene and hand washing habits, staying home when sick, and disinfecting surfaces regularly.</p>	 <p><b>Low Risk Self-Monitor</b></p> <p>Those in the Low Risk category are free to move about the community but should self-monitor, avoid large crowds, practice social distancing, avoid vulnerable populations, and avoid public transportation if they meet the following criteria but have no COVID-19 symptoms:</p> <ul style="list-style-type: none"> <li>• Traveled from any other area in the United States or internationally where the extent of COVID-19 spread is unknown</li> <li>• Been in the same indoor environment (e.g., classroom, hospital waiting room) as a person with COVID-19 for a limited amount of time and without close contact</li> </ul>	 <p><b>Medium Risk Advised Voluntary Quarantine</b></p> <p>The Department of Public Health advises a Voluntary Quarantine to individuals and ask them to self-monitor if they meet one or more of the following criteria:</p> <ul style="list-style-type: none"> <li>• Traveled from areas with sustained community transmission and have no symptoms</li> <li>• Have symptoms of COVID-19 but have not traveled to areas with sustained community transmission</li> <li>• Have a COVID-19 test pending or live with a person who has a COVID-19 test pending</li> </ul>	 <p><b>High Risk Quarantine Order</b></p> <p>The Department of Public Health will issue a Quarantine Order to individuals if they meet one or more of the following criteria:</p> <ul style="list-style-type: none"> <li>• Have a positive COVID-19 test</li> <li>• Have a known close contact to someone with a positive COVID-19 test</li> <li>• Those under an Advised Voluntary Quarantine with further evidence of infection</li> </ul>
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Si se confirma que un empleado tiene infección por COVID-19, Raymond informará a sus compañeros de trabajo sobre su posible exposición al COVID-19 en el lugar de trabajo, pero mantendrá la confidencialidad según lo exige la Ley de Estadounidenses con Discapacidades (ADA). Los compañeros de trabajo supervisarán los síntomas (es decir, fiebre, tos o falta de aliento).

Los empleadores tienen el deber general de proporcionar un lugar de trabajo seguro bajo Cal / OSHA y la OSHA federal. Los CDC informan que si se confirma que un empleado tiene COVID-19, Raymond informa a sus compañeros de trabajo de su posible exposición al COVID-19 en el lugar de trabajo pero mantiene la confidencialidad según lo exige la Ley de Estadounidenses con Discapacidades (ADA). Según la ADA, los empleadores deben mantener la confidencialidad de cualquier información médica que reciban, incluido el nombre del empleado afectado.

**La Notificación del Grupo Raymond al Cliente, Subcontratistas, Vendedores, según corresponda (sin aviso de enfermedad general) debe incluir:**

- Fecha en que el empleado enfermo estuvo por última vez en el sitio
  - Ubicaciones / áreas utilizadas por el empleado
  - Confirmación de notificación de otros por definición de contacto cercano de CDC
  - Confirmación de que las áreas afectadas se han limpiado de acuerdo con las recomendaciones de los CDC (según la Lista de verificación de sitios de trabajo seguros)
- Notificación al empleado u otras acciones delineadas tomadas / requisitos para regresar

**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 con licencia por teléfono, en línea o mediante chats de video 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 [www.livehealthonline.com](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.

**Capataces:** No olviden discutir y documentar (en los informes de las reuniones del portón trasero) en su sitio de trabajo artículos específicos en su reuniones del portón.

**Todos los aprendices deben permanecer cinco minutos adicionales para capacitación.**