



MANDAN, HIDATSA & ARIKARA NATION

Office of the CEO

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TO: ALL TAT EMPLOYEES

FROM: Stella Berquist, Chief Executive Officer

DATE: 4/14/2023

RE: *Employee Return To Work Policy*

Employee Return To Work Policy

For employees with laboratory-confirmed COVID -19, tested positive with symptoms:

Isolate to day 6 or later if

- **Your symptoms are improving , AND**
- **You are fever-free for 24 hours without the use of fever-reducing medication.**
- **Continue to isolate if your fever persists or other symptoms have not improved,**
- **Isolate through day 10, if you experienced moderate illness, like shortness of breath or difficulty breathing**
- **Isolate through day 10 and talk with a healthcare provider before you end isolation, if you**
 1. **Were hospitalized, or**
 2. **Have a weakened immune system**

After isolation,

- **Until at least day 11, avoid being around people who are more likely to get very sick.**
- **Wear a high-quality, well-fitting mask when around others indoors.**
- **Wear your mask through day 10 OR**
- **If 2 antigen tests are negative 48 hours apart, you may remove your mask sooner than day 10.**

For employees with laboratory-confirmed COVID-19, tested positive without symptoms:

Time based strategy:

Isolate to day 6

After isolation,

- **Until at least day 11, avoid being around people who are more likely to get very sick.**
- **Wear a high-quality, well-fitting mask when around others indoors.**
- **Wear your mask through day 10 OR**
- **If 2 antigen tests are negative 48 hours apart, you may remove your mask sooner than day 10.**

For employees with contact with known positive:

- After being exposed to COVID-19, start precautions immediately.
- Wear a high quality, well-fitting mask as soon as you find out you were exposed. Start counting from Day 1
 - Day 0 is the last day of your last exposure to someone with COVID-19
 - Day 1 is the first full day after your last exposure
- Everyone should get tested at day 6 (which is 5 full days after you last exposure).
- Continue precautions for 10 full days
- You can still develop COVID-19 up to 10 days after you have been exposed
- **Until at least day 11, avoid being around people who are more likely to get very sick**
- **Wear a high-quality, well-fitting mask when around others indoors**
- **If you develop symptoms, isolate immediately and get tested.**
- **Everyone should get tested at day 6**
 - If you test negative, continue taking precautions through day 10**

If you test positive, isolate immediately

For employees who have tested positive in the last 90 days:



I tested positive for COVID-19 in the last 90 days.

My first positive test result was within:

30 days or less

I have symptoms

Use antigen tests. If negative, multiple tests may be necessary.

I do not have symptoms

Testing is not recommended to detect a new infection.

My first positive test result was within:

31-90 days

I have symptoms

Use antigen tests. If negative, multiple tests may be necessary.

I do not have symptoms

Use antigen tests. If negative, multiple tests may be necessary

For employees who have traveled

You might have been exposed to COVID-19 on your travels. You might feel well and not have any symptoms, but you can still be infected and spread the virus to others. People who are not fully vaccinated are more likely to get COVID-19 and spread it to others. For this reason, CDC recommends taking the following precautions after returning from travel.

- **Get tested with a viral test if your travel involved situations with greater risk of exposure such as being in crowded places while not wearing a high-quality mask.**
- **If you already had COVID-19 within the past 90 days. See testing recommendation above.**
- **Monitor yourself for COVID-19 symptoms**
- **If you develop symptoms, isolate and get tested.**