MANDAN, HIDATSA & ARIKARA NATION
Office of the CEO

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TO: ALL TAT EMPLOYEES

FROM: Stella Berquist, CEO

DATE: 6/2/2022

RE: Employee Return to Work Policy

Employee Return to Work Policy

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

- **End isolation after 5 full days if**
- Resolution of fever *for 24 hours*, without the use of fever-reducing medications, **AND**
- Progressive improvement or resolution of respiratory symptoms (e.g. cough, shortness of breath)
- **(Loss of taste and smell may persist for weeks or months after recovery)**
- **Take precautions until day 10: Wear a well-fitting mask for 10 full days any time you are around others inside your home or in public. Do not go places where you are unable to wear a mask.**

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

Time based strategy: End isolation after at least 5 full days after your positive test.

- **Take precautions until day 10: Wear a well-fitting mask for 10 full days any time you are around others inside your home or in public. Do not go places where you are unable to wear a mask.**

For employees on self-quarantine due to contact with known positive:

- *Unvaccinated Employees*: Mandated quarantine for 5 days from last contact with a person who has COVID-19.
- **Take precautions until day 10: Wear a well-fitting mask for 10 full days any time you are around others inside your home or in public. Do not go places where you are unable to wear a mask.**
- **Even if you don't develop symptoms, get tested at least 5 days after you last had close contact with someone with COVID-19.**
  - This changes if the person develops symptoms. If symptomatic, follow recommendations for isolation.
  - The State notifies each person via email and/or phone call when released from quarantine. Employee will provide documentation upon request
- *Fully Vaccinated Employees*: Someone who is fully vaccinated and shows no symptoms of COVID-19 does not need to quarantine.
- Fully vaccinated close contacts should:
  - Wear a mask indoors *and in* public for 14 days following last known exposure
  - Get tested 5-7 days after close contact with someone with suspected or confirmed COVID-19

- Get tested and isolate immediately if experiencing COVID-19 symptoms.
- Someone who tested positive for COVID-19 with a viral test within the previous 90 days **and** subsequently recovered **and** remains without COVID-19 symptoms does not need to quarantine. Close contacts with prior COVID-19 infection in the previous 90 days should:
  - Wear a mask indoors and in public for 14 days after exposure.
  - Monitor for COVID-19 symptoms and isolate immediately if symptoms develop.
- Employer mandated return to work in 10 days if asymptomatic (no symptoms)

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.

- *Fully Vaccinated Employees*: Self-monitor for COVID-19 symptoms; isolate and get tested if you develop symptoms.
- *If you are NOT fully vaccinated*: Self-quarantine and get tested after travel. Get tested with a viral test 3-5 days after returning from travel. Stay home and self-quarantine for a full 5 days after travel.

You are fully vaccinated if you are in one of the following groups:

- You are ages 18 or older and have received all recommended vaccine doses, including boosters and additional primary shots for some immunocompromised people
- You are 5-17 years and completed primary series of COVID-19 vaccines

Cc: File