



COVID-19 COMMUNICATION POLICY

Updated December 22, 2021

COMMUNICATING POSITIVE COVID-19 TESTS

- If any employee tests positive for COVID-19, or develops a fever, dry cough, flu like symptoms, or any other symptom associated with COVID-19, they should not come to work, should contact their medical provider, and should notify their employer as soon as possible.
- Upon learning of a positive test for COVID-19, the Merchant/North Market will immediately identify the areas and dates where the employee worked, and will gather the names of any other employees that were in close contact with that employee.
- Consistent with CDC guidelines, all employees that were in close contact during the 48 hours prior to the employee showing symptoms or the positive test should be directly notified. Those persons that were in close contact shall remain home for 14 days after their last exposure and/or follow the advice of their health care provider.
- The Merchant/North Market shall contact the local health department and work cooperatively with the Health Department. The merchant will report for the merchant's employees and North Market will report for North Market administration employees.
- Affected areas of the Market will be closed until such time as they can be thoroughly cleaned and disinfected.
- Reminder: The Merchant/North Market should not identify the name of any employee that tests positive because of privacy concerns and other related laws.

RETURN-TO-WORK PROCEDURES

- If an employee is experiencing COVID-19 symptoms, they shall stay home until three things have happened:
 - Fever free without the use of fever-reducing medications for 72 hours;
 - Other symptoms have improved (e.g., cough, fatigue, shortness of breath); and
 - At least 10 days have passed since symptoms first appeared.

At all times, employees shall follow the guidance of their healthcare provider regarding treatment and return to work.



- If an employee tests positive for COVID-19, they may return to work under either of the scenarios set forth below.
 - Option 1: If, in consultation with a healthcare provider and local public health authorities, it is determined an employee will not have a test to determine if they are still contagious, the employee can return to work after these three conditions have been met:
 - The employee has had no fever for at least 72 hours (that is, 3 full days of no fever without the use of medicine that reduces fevers), AND
 - respiratory symptoms have improved (for example, cough or shortness of breath have improved), AND
 - at least 10 days have passed since their symptoms first appeared.
 - Option 2: If, in consultation with a healthcare provider and local public health authorities, it is determined the employee will be tested to determine if the employee is still contagious, the employee can return to work after these three conditions have been met:
 - The employee no longer has a fever (without the use of medicine that reduces fevers), AND
 - respiratory symptoms have improved (for example, cough or shortness of breath have improved), AND
 - two negative tests in a row, at least 24 hours apart.

CLOSE CONTACT

Close contact is defined by the CDC as, “Someone who was less than 6 feet away from an infected person (laboratory-confirmed or a clinical diagnosis) for a cumulative total of 15 minutes or more over a 24-hour period. For example, three individual 5-minute exposures for a total of 15 minutes.”

If you have been in close contact with anyone who is diagnosed with COVID-19, then you must self-quarantine for 14 days unless you are not experiencing any symptoms of COVID-19 and (a) you are fully vaccinated or (b) have been diagnosed with and recovered from COVID-19 in the past 3 months.

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Note: These policies are subject to change as guidance from the CDC, the State of Ohio, and local agencies continue to change and evolve. In addition, Merchants and the North Market will work cooperatively with the Department of Health and follow all necessary instructions concerning instances of suspected and/or confirmed cases of COVID-19.