

# Raspberry Golf Management

August 2020

## **Policy: 6.6 Covid-19: Returning to Work and Notification of Positive Case to the VA Dept of Health**

The Covid-19 pandemic has resulted in the Virginia Department of Labor and Industry to issue Temporary Emergency Standards through VA's OSHA laws and which apply to all Virginia employers.

Raspberry Golf Management has developed this policy in response to the Temporary Emergency Standard. This policy is in effect as long as the Emergency Temporary Standard is in effect.

This procedure is established to ensure employees known or suspected of having COVID-19 do not come to work, as well as procedures for them to return to work.

The company will notify employees, subcontractors, contract employees and temporary employees who may have been possibly exposed to Covid-19, within 24 hours of discovery, while keeping confidential the identity of the employee in accordance with the requirements of the Americans with Disabilities Act (ADA) and other applicable federal and Virginia laws and regulations.

### Symptom Based Strategy

An employee suspected to be infected is prohibited from returning to work until at least 3 days (72 hours) have passed since recovery defined as resolution of fever without the use of fever-reducing medications and improvement in respiratory symptoms (e.g., cough, shortness of breath); and, at least 10 days have passed since symptoms first appeared.

### Test-Based Strategy

An employee suspected to be infected is prohibited from returning to work until:

- Resolution of fever without the use of fever-reducing medications; and
- Improvement in respiratory symptoms (e.g., cough, shortness of breath); and
- Negative results of an FDA Emergency Use Authorized COVID-19 molecular assay for detection of SARS-CoV-2 RNA from at least two consecutive respiratory specimens collected  $\geq 24$  hours apart (total of two negative specimens).

### Time Based Strategy

An employee suspected to be infected is prohibited from returning to work until at least 10 days have passed since the date of their first positive COVID-19 diagnostic test assuming they have not subsequently developed symptoms since their positive test. If the employee develops symptoms, then the symptom-based or test-based strategy shall be used.

Either the General Manager or the Director of Human Resources will notify the Virginia Dept of Health and Virginia Department of Labor and Industry of positive cases of Covid-19 within 24 hours of discovery of a positive case.