



## CORONAVIRUS (COVID-19) RESPONSE AND TRIBAL EMPLOYEES

March 12, 2020

The Stockbridge-Munsee Tribal Council values its relationship with its employees and endeavors to provide a safe workplace. However, the Tribe also is a government with a goal of serving community members and it operates service-based businesses. As we move forward, we will be continually assessing how best to achieve all these goals in an appropriate manner.

At this point, the Tribal Council plans to have the Tribe continue normal operations for the most part. We will have more emphasis on cleaning, particularly in areas open to the general public, and adding additional deep cleaning sessions. We are adding more hand-sanitizer stations in public areas. We will be making cleaning supplies available to employees so that you can add wiping down surfaces as part of your daily routine. **We have a website <https://www.mohican.com/covid-19-information/> where additional information will be posted as conditions change in our area.**

Additionally, we want to provide you with the following reminder about tribal policies and requirements that apply when employees are sick.

- **Do not come to work when you are sick.** Follow doctor and/or public health directions for self-isolation if you may have been exposed to the coronavirus (COVID-19).
- PTO is provided to employees so they can have income even when off work due to illness. Per the Employment Manual, employees are encouraged to maintain a balance of PTO hours for use due to illness.
- In 2019, the Tribal Council adopted an Occupational Health policy (available at <https://www.mohican.com/occupational-health/>) to help control and prevent the spread communicable disease and contagious conditions in a way that protects public health, individual rights, and ensures a safe workplace.
  - Promptly notify your supervisor and/or the Tribe's Occupational Health Department if diagnosed with a communicable disease and/or contagious condition that can be transmitted in an ordinary work setting (this would include the coronavirus).
  - Notify Occupational Health immediately if you learn a staff member, volunteer, customer or visitor to the at the workplace is diagnosed with a communicable disease or contagious condition.
  - The Tribe uses work restrictions to limit work when a person is infectious and/or considered a threat to health or safety. Work restrictions will vary due to the nature of a person's job or work setting. Some employees will not be able to work until cleared. Other employees may be allowed to work from home.
  - Any person absent due to a communicable disease or contagious condition must be deemed free of the disease or condition and/or non-transmissible to others before returning to work. A health care provider's release for return to work must be presented to be able to return to work.

Lastly, we strongly encourage all employees to use best practices to help avoid getting sick. Wash your hands often with soap and warm water for at least 20 seconds. Do not touch your face. Regularly clean and disinfect frequently touched objects and surfaces using household cleaning supplies. These practices help control the spread of other respiratory diseases that are currently active, such as influenza and pneumonia, as well as coronavirus.