

# COVID-19 Exposure Control and Recovery Plan DES MOINES POOL METROPOLITAN PARK DISTRICT (March 25, 2022 Update)

*The Original Plan was formally adopted by the Board of Commissioners on May 19, 2020 and may be modified by the District General Manager with legal's guidance without further Board of Commissioner approval as necessary to meet changing circumstances. On August 20, 2021, the Governor's office proclaimed that youth enrichment workers be vaccinated by October 18, 2021 and that all employees and visitors to the pool wear masks effective August 23, 2021. On September 16, King County announced that all indoor recreational venues follow the Vaccination Verification process, effective October 25, 2021. The Mount Rainier Pool is located on school district property and hosts high school swim practices and meets, which require it to meet these directives. The updated guidance was provided by the State Department of Health and Labor and Industries. This plan has been updated to reflect changes from those directives.*

The Des Moines Pool Metropolitan Park District (hereinafter "District"), which governs and manages the **Mount Rainier Pool** takes the health and safety of our employees, patrons and the general public very seriously. With the spread of the coronavirus or "COVID-19," a respiratory disease caused by the SARS-CoV-2 virus, the District must remain vigilant in mitigating the outbreak. In order to be safe and maintain operations, we have developed the following COVID-19 Exposure Control and Recovery Plan to be implemented, to the extent feasible and appropriate, at the Mount Rainier Pool and District offices. The District has also identified its management team to monitor the related guidance that the State of Washington, King County Health, U.S. Center for Disease Control and Prevention ("CDC") and Occupational Safety and Health Administration ("OSHA") continue to make available.

This Plan is based on information available from the CDC and OSHA at the time of its development and is subject to change based on further information provided by the CDC, OSHA, and other public officials. The District may also amend this Plan based on operational needs.

## **1. Role of Management Staff**

Management staff must be familiar with the Plan and be ready to answer questions posed by employees. Management staff must set a good example by following the Plan at all times. This involves practicing good personal hygiene and jobsite safety practices to prevent the spread of the virus. Management staff must encourage this same behavior from all employees.

## **2. Responsibilities of Employees**

The Mount Rainier Pool and the Des Moines Pool Metropolitan Park District is asking all of our employees to help with our prevention efforts while at work. In order to minimize the spread of COVID-19 at the pool and district office, everyone must do their part. As set forth below, the District has instituted various housekeeping, social distancing, and other best practices. All employees must follow any and all policies and procedures regarding this safety plan. In addition, employees are expected to report to the management team if they are experiencing signs or symptoms of COVID-19, as described Section 5 of this document for a full list. If you have a specific question about this Plan or COVID-19, please ask your direct supervisor. If direct supervisor is unable to answer the question, they will contact the District Manager, Scott Deschenes and report the information back.

OSHA and the CDC have provided the following control and preventative guidance for all workers, regardless of exposure risk:

- Wash hands frequently with soap and water for at least 20 seconds. If not available, use hand sanitizer.
- Limit non-essential trips out of the house and minimize contact with others who don't live with you.
- Stay at least 6 feet away from others outside of your home.
- Wear a cloth face covering or mask to cover your mouth and nose when outside your home.
- Avoid touching your eyes, nose, or mouth with unwashed hands.
- Stay away from others who are sick. Stay home if you are sick or showing symptoms.
- Avoid group gatherings and poorly ventilated spaces.
- Cover your mouth/nose with a tissue or sleeve when coughing or sneezing.
- Anyone who is experiencing even mild COVID-like symptoms should isolate themselves away from others and get tested. [It is important to isolate yourself as soon as you develop symptoms](#), even before you are tested, because if you have COVID-19, you are already contagious.

In addition, employees must familiarize themselves with the symptoms of COVID-19, which include the following:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea.

If you develop a fever and symptoms of respiratory illness, such as cough or shortness of breath, **DO NOT GO TO WORK** and call your direct supervisor and healthcare provider right away. Likewise, if you come into close contact with someone showing these symptoms, call your supervisor and healthcare provider right away.

Effective June 30, 2021, the District/Mount Rainier Pool will follow Labor & Industry Requirements and Guidance for Preventing COVID-19.

Requirements:

- The District ensures all employees wear a mask while working indoors.
  - Staff working in offices away from the public are able to take their masks off if they are within the space with vaccinated workers and have over six feet of social distancing.
- The District verifies vaccination status before lifting employee mask requirements and tracks this information to be able to show the process used for verification.
- The District will continue to keep employees with possible or confirmed cases of COVID-19 from working around others.

- The District provides handwashing facilities and supplies.
- The District will continue to train employees to recognize and respond to workplace hazards, including COVID-19.
- The District will continue to assess recognized hazards, including COVID-19, as part of the ongoing requirement to provide a safe and healthful workplace and, where appropriate, take additional steps to protect all employees.
- The District will notify employees in writing within one business day if someone they had close contact with tests positive for COVID-19 (without disclosing the person’s identity).\*

#### Masks and Face Coverings

- The District will provide cloth face coverings or a more protective mask to all employees (or vaccinated employees requesting them), free of charge, when use of a mask is required.
- Although fully vaccinated employees are no longer required to wear a face covering, the District encourages mask use.
- The District recognizes an employees’ right to wear a mask or other protective equipment, regardless of their vaccination status, as long as it doesn’t create safety issues.

#### **Verifying Worker Vaccination Status**

The District will track verification of employee vaccination status.

Acceptable types of verification include:

- Vaccine card or photo of vaccine card.
- Documentation from a health care provider.
- State immunization information system record.
- A hard copy or electronically signed self-attestation from the employee.

On August 9, 2021, the Governor’s Office issued Proclamation 21-14 that all government employees including employees in “educational settings” must be vaccinated by October 18, 2021. The District will notify staff of vaccine requirements, effective September 16. The District will work with any staff member who actively pursues vaccinations, but cannot get their doses in time due to late arriving clarification from the state on directives. These accommodations will be made outside of Mount Rainier High School Swim and Dive Meets and Practices.

Effective October 18, all employees will need to be fully vaccinated or receive an exemption from the District. Copies of all documentation is tracked and available for health department inspections.

For more details on our Covid-19 vaccination process and requirements, view Policy 470, Covid-19 Vaccination on our website’s governance page at [www.mtrainierpool.com](http://www.mtrainierpool.com).

The District will follow HIPPA and any other laws that may apply while coordinating the verification tracking process and all public records management and privacy rules.

#### **Reasonable Accommodation and Discrimination**

The District will ensure the workplace remains safe and healthy for all, including employees with medical issues or disabilities (see the Americans with Disability Act, or ADA, at [www.eeoc.gov/laws/guidance/fact-sheet-disability-discrimination](http://www.eeoc.gov/laws/guidance/fact-sheet-disability-discrimination)).

Additionally, HELSA protects high-risk employees from being discharged, permanently replaced, or discriminated against in the workplace for seeking accommodation from exposure to an infectious or contagious disease during a public health emergency. HELSA is administered by L&I and currently applies to accommodations related to COVID-19.

### 3. On-site Protective Measures

The District has instituted the following protective measures at all jobsites.

#### *General Safety Policies and Rules*

- Effective October 25, 2021:
  - Employees:
    - All employees are required to wear a mask, practice social distancing and have health screenings when showing up for work (see below).
    - Employees can elect to wear a nametag with a sticker that shows they are vaccinated. This is to help with public confidence on staff being vaccinated when in situations that cannot accommodate six feet of social distancing.
- Any employee/contractor/visitor showing symptoms of COVID-19 will be asked to leave the site and return home.
- Effective June 30, 2021 all meetings will continue to be held virtually with one staff member present at the District Offices. The district will recommend that all attendees wear a mask, but will not require it. This is in accordance to the latest directives from the State of Washington on Open Public Meetings:
- (Miscellaneous Venues, COVID-19 Requirements) As of June 30, 2021 the following apply to governing bodies of public agencies opting to host in-person public meetings under the Open Public Meetings Act, as permitted under Emergency Proclamation 20-28, et seq.:
  - No restrictions on capacity.
  - No physical distancing requirements.
  - Follow current applicable face covering requirements as outlined in: Proclamation 20-25, et seq., Secretary of Health Order 20-03.2, and LNI Publication F414-179.
- All employees should try to avoid physical contact with others and shall direct others (co-workers/contractors/visitors) to increase personal space to at least six (6) feet, where possible.
- In closed spaces, only necessary employees should enter, and all employees should maintain social distancing while inside.
- Unvaccinated employees should have the ability to attend in-person meetings remotely if necessary.
- Employees will be encouraged to stagger breaks and lunches.
- In addition to soap for handwashing, the District will provide, if available, alcohol-based hand sanitizers and/or wipes.

- Each employee should continue to use their own equipment and not share with other employees. If there is not enough equipment, staff may wear glasses in place of eye protection or provide their own District approved masks. Staff may also bring their own protective gloves, if they do not feel comfortable using District provided gloves for deep cleaning.
- In lieu of using a common source of drinking water, such as a cooler, employees should use individual water bottles or cups provided by the District or bring their own reusable Water bottle pre-filled before arriving at work.
- Front desk employees and lifeguards must sanitize their work area upon arrival, throughout the workday, and immediately before departure. The District will provide alcohol-based wipes for this purpose. Staff will deep clean the locker rooms, the bathrooms and pool deck twice a day (once a day until hours change), and frequently clean door handles, handrails, benches and other high touch areas.
- Showers, lockers and drinking fountains will be available effective July 1, 2021. Staff will continue to deep clean to help sanitize high-touch areas in the facility.
- Also, in an attempt to reduce face-to-face contacts and ensure six feet of distance for swimmers. An appointment only time has been established for lap swimming on Weekday mornings between 8:00am and 9:00am.
  - Appointment only to utilize facility.
  - Lap swimming will be limited to one swimmer per lane.
  - Patrons will be requested to not show up until five minutes before their appointment and leave promptly afterwards.

#### **4. Patrons and Visitors to the Mount Rainier Pool**

Patrons are recommended to social distance inside and outside of the water. Staff will recommend patrons continue to ensure social distance.

- The District recommends all patrons and visitors to wear a mask outside the water and practice social distancing inside and outside the water and recommends them to practice social distancing in the water.
- Site deliveries will be permitted but should be properly coordinated in line with the employer's minimal contact and cleaning protocols. Delivery personnel should drop items off at the door (if possible).
- Caregivers are allowed for patrons that need assistance in the water. The caregiver should be focused on the person using the water and cannot recreate separately. A caregiver is defined as a family member or paid helper who regularly looks after a child or a sick, elderly, or disabled person.

#### Facemasks:

- The District will no longer require patrons and visitors to wear a face mask (effective March 12, 2022).
- All patrons are recommended to wear a face covering or mask anytime they are inside the building and outside of the water.
- Face coverings mean a disposable or cloth face mask that covers the nose and mouth. It can be:
  - A sewn mask secured with ties or straps behind the ears;
  - Multiple layers of fabric tied around the head;
  - Made from fabrics and materials, such as fleece, cotton; or,

- Factory-made or made from household items.
- A face covering also includes a mask or covering a higher level of protection than cloth face covering, such as an N95 mask, though people are generally encouraged to use cloth face coverings to preserve access to the higher grade face coverings for healthcare and other settings where they are most needed.
- The following groups are exempt from wearing face masks:
  - Babies and toddlers under age 2 should never wear cloth face coverings.
  - Children ages 2-4 are strongly encouraged to wear a face covering.
  - All children ages 5 years & up should wear a face covering unless medically directed to do otherwise.
  - Anyone with a disability that makes it hard for them to wear or remove a face covering.
  - Anyone who has been advised by a medical professional to not wear a face covering because of personal health issues.
  - Anyone who has trouble breathing, is unconscious, or unable to remove the face covering without help.
- Signage recommending all visitors to wear face coverings and masks will be posted throughout the facility.
- Face covering or masks for all visitors will be recommended until Proclamation 20-03 ends, or guidance changes.

Education:

- Posters that display social distancing and face covering requirements in [language(s) best for customers and employees] are posted at the entrance and in visible locations throughout the establishment.
- Tape or markers are on the floor six feet apart where needed.

Guidelines:

The district guidelines the district developed to give specific users of the pool to better understand how they specifically use the pool have ended. Please disregard past guidelines. If state or federal guidance becomes more strict, the district may update or reinstitute past guidelines. Updates will be made by signage, on the district's website and sent out by email notification and social media posts.

**5. Employee and Patron Screening**

The District will no longer screen visitors for Covid-19 Vaccination Verification (effective March 1, 2022), unless directed by the State of Washington or the Department of Health. If required, the District will ask the following questions when you screen employees and visitors:

“YES or NO, since your last day of work, or since your last visit to this facility, have you had any of the following:”

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing

- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

\*If an employee or visitor answers **YES** to any of the screening questions, immediately activate your agency's emergency protocol for COVID-19. The designated screener should consider:

- A review of the screening results
- Recommendations for possible exclusion of the employee or visitor from the facility
- Recommendations for medical follow-up

Employees will continue to provide vaccine verification, or a negative Covid-19 test within three days. For unvaccinated employees, an accommodation must be approved by the District General Manager (and legal) and the employee will be required to be continually tested for Covid-19. Both molecular tests and antigen (rapid) tests will be accepted. Tests must be taken within 72 hours of their scheduled shifts. Unvaccinated employees will be required to wear a facemask the entire time they are on-site including out-of-water usage as a patron.

## 6. Social Distancing

The district will continue to promote social distancing when possible, where employees and customers will always maintain 6-feet of distance in interactions. When strict physical distancing is not feasible for a specific task, the following prevention measures will be taken out of the water, including the appropriate face masks and other PPE:

- Require PPE

The District may impose lower capacity limits in programming to better mitigate exposure situations and potential outbreaks.

## 7. New and Returning Staff COVID-19 Testing

- Any new and returning staff will be required to present either a proof of vaccination, physical (paper) copy or request accommodation if unvaccinated.
  - For employee requesting accommodation, they cannot work until accommodation has been approved by District General Manager (and legal).
  - An antibody test does not qualify an employee as eligible for work.
- The Des Moines Pool Metropolitan Park district will take on financial responsibility associated with requiring new and returning staff to returning a negative COVID-19 test before access to the facility.
  - Free COVID-19 Vaccinations are offered in the Greater King County area. Vaccination sites can be found here: <https://kingcounty.gov/depts/health/covid-19/vaccine.aspx>
  - Free COVID-19 Tests are offered in the Greater King County area. Testing sites can be found here: <https://kingcounty.gov/depts/health/covid-19/testing.aspx>

- Any new and returning staff that does not provide a proof of vaccination or negative test result will be denied access to the property until these requirements are met.

## 8. Personal Protective Equipment and Work Practice Controls

- In addition to regular PPE for workers engaged in various tasks (fall protection, respirators, etc.), in response to COVID-19 the District will also provide:
  - Gloves: Gloves should be worn when performing emergency protocols. The type of glove worn should be appropriate to the task. If gloves are not typically required for the task, then any type of glove is acceptable, including nitrile gloves. Employees should avoid sharing gloves. If a staff member is allergic to latex, please speak with management about alternatives.
  - Eye protection: Eye protection should be worn at all times while on-site.
  - Masks: in accordance with Washington Department of Health guidelines, or as required by Washington Department of Labor & Industries (L&I) safety rules, (masks) must be worn at all times by every employee on the worksite.
- Personal PPE: Staff have the right to wear their own masks, gloves and eye protection, but their equipment must first be inspected by Aquatics Manager or Coordinator.
  - If staff forgets their PPE for a shift, a paper mask will be provided.
- Site Shutdown: If appropriate PPE cannot be provided, the Mount Rainier Pool will be shut down until sufficient supplies are on hand

## 9. Sanitation and Cleaning

The District has instituted regular sanitization and cleaning practices, which include deep-cleaning and disinfecting frequently used areas daily, other high touch areas and equipment frequently. Employees should regularly do the same in their assigned work areas.

- Workers should be encouraged to leave their workstations to wash their hands regularly, before and after going to the bathroom, before and after eating and after coughing, sneezing or blowing their nose.
- Offices and breakroom areas will be cleaned at least once per day. Employees performing cleaning will be issued proper personal protective equipment (“PPE”), including nitrile/vinyl gloves gowns, boots, and respirators as recommended by the CDC.
- Any trash collected from the pool must be changed frequently by someone wearing nitrile, or vinyl gloves.
- Frequently touched items (i.e. door pulls and toilet seats) will be disinfected frequently.
  - A list of high-touch areas is attached to this document.
- Regularly used equipment/tools should be cleaned at least once per day and before change in staff.
  - Bins for “New” and “Used” equipment will be set up for staff to better disinfect used equipment.
- The District will clean those areas that a confirmed-positive individual with which may have had contact and it will do so before employees can access that workspace again.
- The District will ensure that any disinfection shall be conducted using one of the following:
  - Common EPA-registered household disinfectant;
  - Alcohol solution with at least 60% alcohol; or
  - Diluted household bleach solutions (if appropriate for the surface).



- The District will maintain Safety Data Sheets of all disinfectants used on site.
- Post, in areas visible to all workers, required hygienic practices, including not to touch face with unwashed hands or with gloves; washing hands often with soap and water for at least 20 seconds; use hand sanitizer with at least 60% alcohol; cleaning and disinfecting frequently touched objects and surfaces such as workstations, keyboards, telephones, handrails, machines, shared tools, and doorknobs; covering the mouth and nose when coughing or sneezing as well as other hygienic recommendations by the U.S. Centers for Disease Control (CDC).
- Make disinfectants available to workers throughout the worksite and ensure cleaning supplies are frequently replenished.

**10. Training**

*Employees*

Employees will be trained on the following areas before the facility is re-opened:

- COVID-19 Specific – Emergency Action Plans
- How to Wear PPE
- Wash Hands and Sanitation
- Cleaning and Disinfecting Procedures
- New Processes including Social Distancing, COVID-19 Rules and New Reservation Process
- Health Screening including Training on Thermometer Usage (State Mandated Training)
- Conflict Resolution and De-Escalation

**11. Exposure Situations**

*Employees*

The District is legally required to respond when an employee exhibits symptoms, tests positive or has been in close contact with someone who exhibits symptoms. Below is a guide to if the staff member should Quarantine or Isolate.

**Quarantine or Isolation**

Below is a guide for those who need to quarantine or isolate due to Covid-19. This depends on if the person has symptoms or just has been exposed, or the person is vaccinated. Use guide below for more information.

Quarantine	Isolate
If you were exposed.	If you are sick or test positive.
You <a href="#">quarantine</a> and stay away from others when you have been in close contact with someone who has COVID-19.	You <a href="#">isolate</a> when you are sick or when you have been infected with the virus, even if you don't have symptoms.

See next page...

### Calculating Quarantine

The date of your exposure is considered day 0. **Day 1 is the first full day after your last contact with a person who has had COVID-19.** Stay home and away from other people for at least 5 days. [Learn why CDC updated guidance for the general public.](#)

<p><b>NOT-VACCINATED:</b></p> <p>Were exposed to COVID-19 and are <b>NOT <a href="#">up-to-date</a></b> on COVID-19 vaccinations</p>	<p><b>Quarantine for at least 5 days</b></p> <p><b>Stay home</b> Stay home and <a href="#">quarantine</a> for at least 5 full days.</p> <p>Wear a well-fitted mask if you must be around others in your home.</p> <p><b>Get tested</b> Even if you don't develop symptoms, get tested at least 5 days after you last had close contact with someone with COVID-19.</p>	<p><b>After quarantine</b></p> <p><b>Watch for symptoms</b> Watch for symptoms until 10 days after you last had close contact with someone with COVID-19.</p> <p><b>If you develop symptoms</b> <a href="#">Isolate</a> immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.</p>	<p><b>Take precautions until day 10</b></p> <p><b>Wear a mask</b> Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask.</p> <p><b>Avoid travel</b></p> <p><b>Avoid being around people who are at high risk</b></p>
<p><b>VACCINATED:</b></p> <p><b>IF YOU</b> were exposed to COVID-19 and are <a href="#">up-to-date</a> or had confirmed COVID-10 with the past 90 days (you tested positive using a viral test)</p>	<p><b>No quarantine</b></p> <p>You do not need to stay home <b>unless</b> you develop symptoms.</p> <p><b>Get tested</b> Even if you don't develop symptoms, get tested at least 5 days after you last had close contact with someone with COVID-19</p>	<p><b>Watch for symptoms</b> Watch for symptoms until 10 days after you last had close contact with someone with COVID-19.</p> <p><b>If you develop symptoms</b> <a href="#">Isolate</a> immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.</p>	<p><b>Take precautions until day 10</b></p> <p><b>Wear a mask</b> Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask.</p> <p><b>Avoid travel</b></p> <p><b>Avoid being around people who are at high risk</b></p>

### Calculating Isolation

Day 0 is your first day of symptoms or a positive viral test. **Day 1 is the first full day after your symptoms developed or a positive viral test collected.** If you have COVID-19 or have symptoms, isolate for at least 5 days.

<p><b>VACCINATED OR UNVACCINATED:</b></p>	<p><b>Stay home for at least 5 days</b> Stay home for 5 days</p>	<p><b>Ending isolation if you had symptoms</b> <a href="#">End isolation after 5 full</a></p>	<p><b>Take precautions until day 10</b></p>
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<p><b>IF YOU Tested positive for COVID-19 or have symptoms, regardless of vaccination status</b></p>	<p>and <a href="#">isolate</a> from others in your home.</p> <p>Wear a well-fitted mask if you must be around others in your home.</p>	<p><a href="#">days</a> if you are fever-free for 24 hours (without the use of fever-reducing medication) and your symptoms are improving.</p> <p><b>Ending isolation if you did NOT have symptoms</b>  <a href="#">End isolation after at least 5 full days</a> after your positive test.</p> <p><b>If you were severely ill with COVID-19</b>          You should isolate for at least 10 days. <a href="#">Consult your doctor before ending isolation.</a></p>	<p><b>Wear a mask</b>          Wear a well-fitted mask for 10 full days around others inside your home or in public places where you are unable to wear a mask.</p> <p><b>Avoid travel</b></p> <p><b>Avoid being around people who</b></p>
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## DEFINITIONS

### Exposure

Contact with someone infected with SARS-CoV-2, the virus that causes COVID-19, in a way that increases the likelihood of getting infected with the virus.

### Close Contact

**Close contacts** are 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.

## LINKS

- Seattle/King County Department of Health Guidance – <https://kingcounty.gov/depts/health/covid-19/care/quarantine.aspx>
- State of Washington Department of Health Guidance - <https://www.doh.wa.gov/Emergencies/COVID19/CaseInvestigationsandContactTracing/IsolationandQuarantineforCOVID19>

## Quarantine

**Quarantine** is a strategy used to prevent transmission of COVID-19 by keeping people who have been in [close contact](#) with someone with COVID-19 apart from others.

Who does not need to quarantine

If you came into close contact with someone with COVID-19 and you are in one of the following groups, you do not need to quarantine.

- 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 ages 5-17 years and completed the [primary series](#) of COVID-19 vaccines.

- You had confirmed COVID-19 within the last 90 days (you tested positive using a [viral test](#)).

You should wear a [well-fitting mask](#) around others for 10 days from the date of your last close contact with someone with COVID-19 (the date of last close contact is considered day 0). [Get tested](#) at least 5 days after you last had close contact with someone with COVID-19. If you test positive or develop COVID-19 symptoms, isolate from other people and follow recommendations in the [Isolation](#) section below. If you tested positive for COVID-19 with a [viral test](#) within the previous 90 days and subsequently recovered and remain without COVID-19 symptoms, you do not need to quarantine or get tested after close contact. You should wear a [well-fitting mask](#) around others for 10 days from the date of your last close contact with someone with COVID-19 (the date of last close contact is considered day 0).

Who should quarantine?

If you come into close contact with someone with COVID-19, you should quarantine if you are in one of the following groups:

- You are ages 18 or older and completed the [primary series](#) of recommended vaccine, but have not received a [recommended](#) booster shot when eligible.
- You received the single-dose Johnson & Johnson vaccine (completing the primary series) over 2 months ago and have not received a [recommended](#) booster shot.
- You are not vaccinated or have not completed a [primary vaccine series](#).

What to do for quarantine

- Stay home and away from other people for at least 5 days (day 0 through day 5) after your last contact with a person who has COVID-19. The date of your exposure is considered day 0. Wear a [well-fitting mask](#) when around others at home, if possible.
- For 10 days after your last close contact with someone with COVID-19, watch for fever (100.4°F or greater), cough, shortness of breath, or other [COVID-19 symptoms](#).
- If you develop symptoms, [get tested](#) immediately and isolate until you receive your test results. If you test positive, follow [isolation](#) recommendations.
- If you do not develop symptoms, [get tested](#) at least 5 days after you last had close contact with someone with COVID-19.
  - If you test negative, you can leave your home, but continue to wear a [well-fitting mask](#) when around others at home and in public until 10 days after your last close contact with someone with COVID-19.
  - If you test positive, you should isolate for at least 5 days from the date of your positive test (if you do not have symptoms). If you do develop [COVID-19 symptoms](#), isolate for at least 5 days from the date your symptoms began (the date the symptoms started is day 0). Follow recommendations in the [isolation](#) section below.
  - If you are unable to get a test 5 days after last close contact with someone with COVID-19, you can leave your home after day 5 if you have been without [COVID-19 symptoms](#) throughout the 5-day period. Wear a [well-fitting mask](#) for 10 days after your date of last close contact when around others at home and in public.
  - Avoid people who are [immunocompromised or at high risk for severe disease](#), and nursing homes and other high-risk settings, until after at least 10 days.
- If possible, stay away from people you live with, especially people who are at [higher risk](#) for getting very sick from COVID-19, as well as others outside your home throughout the full 10 days after your last close contact with someone with COVID-19.
- If you are unable to quarantine, you should wear a [well-fitting mask](#) for 10 days when around others at home and in public.
- If you are unable to wear a mask when around others, you should continue to quarantine for 10 days. Avoid people who are [immunocompromised or at high risk for severe disease](#), and nursing homes and other high-risk settings, until after at least 10 days.

- Do not travel during your 5-day quarantine period. Get tested at least 5 days after your last close contact and make sure your test result is negative and you remain without symptoms before traveling. If you don't get tested, delay travel until 10 days after your last close contact with a person with COVID-19. If you must travel before the 10 days are completed, wear a [well-fitting mask](#) when you are around others for the entire duration of travel during the 10 days. If you are unable to wear a mask, you should not travel during the 10 days.
- Do not go to places where you are unable to wear a mask, such as restaurants and some gyms, and avoid eating around others at home and at work until after 10 days after your last close contact with someone with COVID-19.

#### After quarantine

- Watch for symptoms until 10 days after your last close contact with someone with COVID-19.
- If you have symptoms, isolate immediately and [get tested](#).

#### Quarantine in high-risk congregate settings

In certain congregate settings that have high risk of secondary transmission (such as correctional and detention facilities, homeless shelters, or cruise ships), CDC recommends a 10-day quarantine for residents, regardless of vaccination and booster status. During periods of critical staffing shortages, facilities may consider shortening the quarantine period for staff to ensure continuity of operations. Decisions to shorten quarantine in these settings should be made in consultation with state, local, tribal, or territorial health departments and should take into consideration the context and characteristics of the facility. CDC's [setting-specific guidance](#) provides additional recommendations for these settings.

## Isolation

**Isolation** is used to separate people with confirmed or suspected COVID-19 from those without COVID-19. People who are in isolation should stay home until it's safe for them to be around others. At home, anyone sick or infected should separate from others, or wear a [well-fitting mask](#) when they need to be around others. People in isolation should stay in a specific "sick room" or area and use a separate bathroom if available. Everyone who has presumed or confirmed COVID-19 should stay home and isolate from other people for at least 5 full days (day 0 is the first day of symptoms or the date of the day of the positive viral test for asymptomatic persons). They should wear a mask when around others at home and in public for an additional 5 days. People who are confirmed to have COVID-19 or are showing symptoms of COVID-19 need to isolate regardless of their vaccination status. This includes:

- People who have a [positive viral test](#) for COVID-19, regardless of whether or not they have [symptoms](#).
- People with [symptoms](#) of COVID-19, including people who are awaiting test results or have not been tested. People with symptoms should isolate even if they do not know if they have been in close contact with someone with COVID-19.

### What to do for isolation

- Monitor your [symptoms](#). If you have an [emergency warning sign](#) (including trouble breathing), seek emergency medical care immediately.
- Stay in a separate room from other household members, if possible.
- Use a separate bathroom, if possible.
- Take steps to [improve ventilation at home](#), if possible.
- Avoid contact with other members of the household and pets.
- Don't share personal household items, like cups, towels, and utensils.
- Wear a [well-fitting mask](#) when you need to be around other people.

Learn more about [what to do if you are sick](#) and [how to notify your contacts](#).

### Ending isolation for people who had COVID-19 and had symptoms

If you had COVID-19 and had [symptoms](#), isolate for at least 5 days. To calculate your 5-day isolation period, day 0 is your first day of symptoms. Day 1 is the first full day after your symptoms developed. You can leave isolation after 5 full days.

- You can end isolation after 5 full days if you are fever-free for 24 hours without the use of fever-reducing medication and your other symptoms have improved (Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation).
- You should continue to wear a [well-fitting mask](#) around others at home and in public for 5 additional days (day 6 through day 10) after the end of your 5-day isolation period. If you are unable to wear a mask when around others, you should continue to isolate for a full 10 days. Avoid people who are [immunocompromised or at high risk for severe disease](#), and nursing homes and other high-risk settings, until after at least 10 days.
- If you continue to have fever or your other symptoms have not improved after 5 days of isolation, you should wait to end your isolation until you are fever-free for 24 hours without the use of fever-reducing medication and your other symptoms have improved. Continue to wear a [well-fitting mask](#). Contact your healthcare provider if you have questions.
- Do not travel during your 5-day isolation period. After you end isolation, avoid travel until a full 10 days after your first day of symptoms. If you must travel on days 6-10, wear a [well-fitting mask](#) when you are around others for the entire duration of travel. If you are unable to wear a mask, you should not travel during the 10 days.
- Do not go to places where you are unable to wear a mask, such as restaurants and some gyms, and avoid eating around others at home and at work until a full 10 days after your first day of symptoms.



If an individual has access to a test and wants to test, the best approach is to use an [antigen test](#)<sup>1</sup> towards the end of the 5-day isolation period. Collect the test sample only if you are fever-free for 24 hours without the use of fever-reducing medication and your other symptoms have improved (loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation). If your test result is positive, you should continue to isolate until day 10. If your test result is negative, you can end isolation, but continue to wear a [well-fitting mask](#) around others at home and in public until day 10. Follow additional recommendations for masking and restricting travel as described above.

<sup>1</sup>As noted in the [labeling for authorized over-the counter antigen test](#)[external icon](#)[external icon](#): Negative results should be treated as presumptive. Negative results do not rule out SARS-CoV-2 infection and should not be used as the sole basis for treatment or patient management decisions, including infection control decisions. To improve results, antigen tests should be used twice over a three-day period with at least 24 hours and no more than 48 hours between tests.

Note that these recommendations on ending isolation **do not** apply to people with severe COVID-19 or with weakened immune systems (immunocompromised). See section below for recommendations for when to end isolation for these groups.

#### Ending isolation for people who tested positive for COVID-19 but had no symptoms

If you test positive for COVID-19 and never develop [symptoms](#), isolate for at least 5 days. Day 0 is the day of your positive viral test (based on the date you were tested) and day 1 is the first full day after the specimen was collected for your positive test. You can leave isolation after 5 full days.

- If you continue to have no symptoms, you can end isolation after at least 5 days.
- You should continue to wear a [well-fitting mask](#) around others at home and in public until day 10 (day 6 through day 10). If you are unable to wear a mask when around others, you should continue to isolate for 10 days. Avoid people who are [immunocompromised or at high risk for severe disease](#), and nursing homes and other high-risk settings, until after at least 10 days.
- If you develop [symptoms](#) after testing positive, your 5-day isolation period should start over. Day 0 is your first day of symptoms. Follow the recommendations above for [ending isolation for people who had COVID-19 and had symptoms](#).
- Do not travel during your 5-day isolation period. After you end isolation, avoid travel until 10 days after the day of your positive test. If you must travel on days 6-10, wear a [well-fitting mask](#) when you are around others for the entire duration of travel. If you are unable to wear a mask, you should not travel during the 10 days after your positive test.
- Do not go to places where you are unable to wear a mask, such as restaurants and some gyms, and avoid eating around others at home and at work until 10 days after the day of your positive test.

If an individual has access to a test and wants to test, the best approach is to use an [antigen test](#)<sup>1</sup> towards the end of the 5-day isolation period. If your test result is positive, you should continue to isolate until day 10. If your test result is negative, you can end isolation, but continue to wear a [well-fitting mask](#) around others at home and in public until day 10. Follow additional recommendations for masking and restricting travel described above.

<sup>1</sup>As noted in the [labeling for authorized over-the counter antigen test](#)[external icon](#)[external icon](#): Negative results should be treated as presumptive. Negative results do not rule out SARS-CoV-2 infection and should not be used as the sole basis for treatment or patient management decisions, including infection control decisions. To improve results, antigen tests should be used twice over a three-day period with at least 24 hours and no more than 48 hours between tests.

Ending isolation for people who were severely ill with COVID-19 or have a weakened immune system (immunocompromised)

People who are severely ill with COVID-19 (including those who were hospitalized or required intensive care or ventilation support) and people with [compromised immune systems](#) might need to isolate at home longer. They may also require testing with a [viral test](#) to determine when they can be around others. CDC recommends an isolation period of at least 10 and up to 20 days for people who were severely ill with COVID-19 and for [people with weakened immune systems](#). Consult with your healthcare provider about when you can resume being around other people.

People who are immunocompromised should talk to their healthcare provider about the potential for reduced immune responses to COVID-19 vaccines and the need to continue to follow [current prevention measures](#) (including wearing a [well-fitting mask](#), [staying 6 feet apart from others](#) they don't live with, and avoiding crowds and poorly ventilated indoor spaces) to protect themselves against COVID-19 until advised otherwise by their healthcare provider. Close contacts of immunocompromised people – including household members – should also be encouraged to receive all [recommended COVID-19 vaccine doses](#) to help protect these people.

#### Isolation in high-risk congregate settings

In certain high-risk congregate settings that have high risk of secondary transmission and where it is not feasible to cohort people (such as correctional and detention facilities, homeless shelters, and cruise ships), CDC recommends a 10-day isolation period for residents. During periods of critical staffing shortages, facilities may consider shortening the isolation period for staff to ensure continuity of operations. Decisions to shorten isolation in these settings should be made in consultation with state, local, tribal, or territorial health departments and should take into consideration the context and characteristics of the facility. CDC's [setting-specific guidance](#) provides additional recommendations for these settings.

This CDC guidance is meant to supplement—not replace—any federal, state, local, territorial, or tribal health and safety laws, rules, and regulations with which homeless shelters must comply.

- **Employee Has Close Contact with an Individual Who Has Tested Positive for COVID-19 but remains asymptomatic:**
  - Pre-Screen: Employee has temperature measured, and is assessed for symptoms prior to starting work, ideally, before entering the facility.
  - Regular Monitoring: If the employee doesn't have a fever or symptoms, they will self-monitor under the supervision of the business' occupational health program.
  - Wear a Mask or Face Covering: The employee will wear a face covering or mask at all times while in the workplace for (see days above) days after last exposure.
  - Social Distance: The employee will maintain 6 feet and practice social distancing as work duties permit in the workplace.
  - Disinfect and Clean: All workplace areas such as offices, bathrooms, common areas, shared electronic equipment will be cleaned and disinfected routinely.



### **Patrons/Public**

If a patron exhibits **COVID-19 symptoms**, the patron will be restricted from access until he or she is symptom and provides a doctor's note clearing them to return to use of the facility.

- The note must include contact information for staff to confirm the authenticity of the note.
- Please allow three-business days for the note to be processed.
- All correspondence should be sent to Scott Deschenes, District General Manager at [info@mtrainierpool.com](mailto:info@mtrainierpool.com).
- Questions can be referred to Scott Deschenes, District General Manager. at (253) 245-3810.

**For public safety, District staff have the right to refuse entry to anyone that shows symptoms.**

### **12. COVID-19 Related Staff Leave**

All employees risk exposure to COVID-19 from patrons, other employees and members of the public. This risk is present, even if all safety measures including health screening, masks and increased cleaning are met. Any exposure will require the staff to be away from work for periods of 72-hours up to two weeks.

1. The District will follow the Emergency Family Medical Leave Act, including but not limited to:
  - a. For full-time employees, 80 hours of paid sick leave is required.
  - b. For part-time employees, a number of hours equal to the number of hours that such employee works, on average, over a 2-week period is required.
  - c. The sick leave benefits will be paid at the employee's regular rate (a maximum of \$511 per day and \$5,110 in the aggregate) for conditions a-c listed under Benefit Triggers.
  - d. For Benefit Triggers d-f listed below, the sick leave will be paid at two-thirds the employee's regular rate (a maximum of \$200 per day and \$2,000 in the aggregate).
  - e. If an employee receives regular wages, sick pay, other paid time off or unemployment compensation for any day, those days do not count as leave days for purposes of this benefit.
  - f. Paid sick time under this section shall not carry over from 1 year to the next.
2. Benefit Triggers:
  - a. The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
  - b. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
  - c. The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
  - d. The employee is caring for an individual who is subject to an order as described in subparagraph (1) or has been advised as described in paragraph (2).
  - e. The employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the childcare provider of such son or daughter is unavailable, due to COVID-19 precautions.
  - f. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

### **13. OSHA Record Keeping**

If a confirmed case of COVID-19 is reported, the District will determine if it meets the criteria for recordability and reportability under OSHA's recordkeeping rule. OSHA requires employers to record work-related injuries and illnesses that meet certain severity criteria on the OSHA 300 Log, as well as complete the OSHA Form 301 (or equivalent) upon the occurrence of these injuries. For purposes of COVID-19, OSHA also requires employers to report to OSHA any work-related illness that (1) results in a fatality, or (2) results in the in-patient hospitalization of one or more employee. "In-patient" hospitalization is defined as a formal admission to the in-patient service of a hospital or clinic for care or treatment.

OSHA has made a determination that COVID-19 should not be excluded from coverage of the rule – like the common cold or the seasonal flu – and, thus, OSHA is considering it an “illness.” However, OSHA has stated that only confirmed cases of COVID-19 should be considered an illness under the rule. Thus, if an employee simply comes to work with symptoms consistent with COVID-19 but is not a confirmed diagnosis, the recordability analysis is not necessarily triggered at that time.

If an employee has a confirmed case of COVID-19, the District will assess any workplace exposures to determine if the case is work-related. Work-relatedness is presumed for illnesses that result from events or exposures in the work environment, unless it meets certain exceptions. One of those exceptions is that the illness involves signs or symptoms that surface at work but result solely from a non-work-related event or exposure that occurs outside of the work environment. Thus, if an employee develops COVID-19 solely from an exposure outside of the work environment, it would not be work-related, and thus not recordable.

The District’s assessment will consider the work environment itself, the type of work performed, the risk of person-to-person transmission given the work environment, and other factors such as community spread. Further, if an employee has a confirmed case of COVID-19 that is considered work-related, the District will report the case to OSHA if it results in a fatality within 30 days or an in-patient hospitalization within 24-hours of the exposure incident.

#### **14. Confidentiality/Privacy**

Except for circumstances in which the District is legally required to report workplace occurrences of communicable disease, the confidentiality of all medical conditions will be maintained in accordance with applicable law and to the extent practical under the circumstances. When it is required, the number of persons who will be informed that an unnamed employee has tested positive will be kept to the minimum needed to comply with reporting requirements and to limit the potential for transmission to others. The District reserves the right to inform other employees that an unnamed co-worker has been diagnosed with COVID-19 if the other employees might have been exposed to the disease so the employees may take measures to protect their own health. The District also reserves the right to inform sub-contractors, vendors/suppliers or visitors that an unnamed employee has been diagnosed with COVID-19 if they might have been exposed to the disease so those individuals may take measures to protect their own health.

#### **15. Reporting**

- Public Health – Seattle & King County will be notified **within 24 hours** if **two or more confirmed or suspected cases among employees** in a 14-day period are reported in the workplace. This business is **not** required to report a single COVID-19 case among employees to Public Health – Seattle & King County.
- The individual’s (or individuals’) who are sick will not be identified; confidentiality and privacy will be protected.

#### **16. Questions/Concerns:**

- If you have any questions or concerns about this plan, please contact Scott Deschenes, District General Manager at (206) 429-3852 or [info@mtrainierpool.com](mailto:info@mtrainierpool.com).