

## COVID-19

### Exposure Prevention, Preparedness, and Response Plan

Draft 1: May 26<sup>th</sup>, 2020

The Crystal Falls District Community Library takes the health and safety of employees very seriously and will remain vigilant in efforts to mitigate workplace exposure to the COVID-19 virus. This plan was developed in accordance with Governor Whitmer's Executive Order 2020-59, the U.S. Department of Labor Occupational Safety and Health Administration (OSHA) Guidance on Preparing Workplaces for COVID-19 (OSHA 3390-03-2020) and recommendations of the Centers for Disease Control (CDC). It is also acknowledged that the COVID-19 Pandemic is an evolving situation as more is learned about the virus. As a result, these guidelines are subject to change and modification pursuant to legal requirements. The provisions of this Exposure Prevention, Preparedness, and Response Plan shall apply to all employees and any person entering or providing services at the Crystal Falls District Community Library. This Plan will remain in effect until rescinded by the Board of Trustees for the Crystal Falls District Community Library.

Coronavirus Disease 2019 (COVID-19) is a respiratory disease caused by the Sars-CoV-2 virus. It is considered highly contagious. To mitigate the impact of COVID-19, provisions have been put in place to reduce exposure to employees and citizens. It is important to understand how COVID-19 spreads. The virus is thought to spread mainly from person to person including:

- Between people who are in close contact with one another (within about six feet);
- Through respiratory droplets produced when an infected person coughs or sneezes;
- It may also be possible to contract COVID-19 by touching a surface or object that has COVID-19 on it and then touching your mouth, nose, or eyes.

**Responsibilities of the Board and Director:** It is the responsibility of both the Board and the Director of the Crystal Falls District Community Library to be knowledgeable of the COVID-19 Exposure Prevention, Preparedness, and Response Plan; to implement the plan within the library; to be aware of the specific risk level of employees based on their job responsibilities and to implement measures to mitigate that risk; and to be available to answer questions and concerns from employees. It is expected that the Director and Board Members shall set a good example and follow this Plan at all times. This includes practicing good personal hygiene and job site safety practices to prevent the spread of the virus.

**Responsibilities of Employees:** It is a condition of employment for all employees to comply with the requirements of the Crystal Falls District Community Library's COVID-19 Exposure Prevention, Preparedness, and Response Plan. As set out in this plan, the library has instituted various housekeeping, social distancing, requirements for personal protection equipment, and other best practices to reduce exposure to COVID-19. Employees are required to comply with the following provisions:

- Remain home if sick and notify the Director accordingly. Employees exhibiting signs of illness will be sent home.

- Report to their Director if they are experiencing any signs or symptoms of COVID-19, or if a member of their household has been diagnosed with COVID-19. Signs and symptoms of COVID-19 include: coughing, fever, shortness of breath, difficulty breathing, chills, body aches, sore throat, headache, diarrhea, nausea/vomiting, loss of sense of smell or taste, and profound fatigue.
- Employees must practice good hygiene which includes frequently washing hands with soap and water for at least twenty seconds.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Follow appropriate respiratory etiquette which includes covering your nose and mouth with a tissue or the inside of your elbow when you cough or sneeze. Throw used tissues in the trash immediately wash hands with soap and water for at least twenty seconds.
- Whenever possible, avoid close contact with people that are sick.
- Follow the social distancing and personal protection equipment guidelines contained in this plan.
- Regularly clean and sanitize work areas, tools, and equipment.

#### Workplace Protective Measures:

- Any employee showing symptoms of COVID-19 will be asked to leave the workplace and will not be allowed to return until symptom free for a minimum of three consecutive days, or until the employee can document that they are experiencing a non-contagious medical condition.
- If needed, the Library may implement a COVID-19 screening process which may include temperature checks and questions about any symptoms employees are experiencing and potential contact with any persons diagnosed with COVID-19.
- Whenever possible, Library business shall be conducted electronically via email, phone, or through meeting platforms such as Zoom. If an in-person meeting is required, participants must observe social distancing measures, and the meeting room must be sanitized at the conclusion of the meeting.
- Employees must avoid physical contact with others and shall direct others, including co-workers, patrons, and contractors, to maintain social distancing standards.
- Employees will not take breaks or lunches together.
- To the extent possible, sharing of tools and equipment shall be prohibited. If sharing is necessary, the tools and equipment should be cleaned with alcohol based wipes before and after each use. Employees should consult with manufacturing recommendations for the proper cleaning techniques and restrictions.
- Employees shall be required to wear face masks in public spaces. The meeting room when used for breaks and/or lunch is not considered a public space, as breaks are to be taken individually.

### **Employee Illness or Exposure to COVID-19:**

- **Illness:** Employees that are ill are **required** to stay home and seek appropriate medical attention. Said employees must notify their Director as soon as possible of the illness via phone, text message, or email. ***Employees reporting to work ill shall be sent home.*** During the pandemic event, employees that become ill with COVID-19 will be compensated for their regular wages/shifts for the first fourteen calendar days. If their illness extends beyond the initial fourteen calendar days, the employee shall use accumulated paid leave time. Once all leave time benefits are exhausted, the employee may take unpaid leave. Before returning to work, employees with COVID-19 must be cleared to return to work by their physician.
- **Notification of Exposure:** The Library will notify employees of any known exposure to COVID-19. Employees are required to comply with any quarantine recommendations after being exposed to the pandemic event.
- **Exposure & Quarantine:** Employees who have been exposed to an infected or quarantined individual must stay home and self-quarantine for fourteen days. During the quarantine period, the Library will compensate employees for their regular wages/shifts for the first fourteen calendar days of the quarantine. If the quarantine extends beyond fourteen calendar days, the employee may use any accumulated paid leave time to continue their regular compensation during the quarantine event. Before returning to work after quarantine, employees **must** be required to obtain clearance to return to work by their physician.

**Social Distancing:** Social distance shall be observed at the Library until otherwise determined by the County, State, or Federal government. Social distancing requires that each employee:

- Maintain a distance of at least six feet from other people;
- Do not gather in groups;
- Stay in assigned work area and within individual workspaces as much as possible except when entering/leaving the building, using restrooms, the meeting room for lunch/breaks, or to complete a job task;
- Whenever possible refrain from traveling through the work areas of other employees;
- Not attend or host any in-person meetings.

**Personal Protective Equipment & Work Practice Controls:** To mitigate the exposure risk to COVID-19, the Library will provide the following personal protective equipment.

- Gloves
- Face Masks. Employees shall be required to wear face masks in public spaces. The meeting room when used for breaks and/or lunch is not considered a public space, as breaks are to be taken individually.

**Workplace Modifications:** All work sites must be evaluated to determine risk exposure and modifications that should be implemented to mitigate this risk. These modifications may include:

- Installation of barriers/sneeze guards at the circulation desk

- Removal of all publications, information, fliers, etc. in public areas
- Removal of furniture
- Installation of signage to direct the public on social distancing requirements, hand sanitizing stations, etc.
- Restructuring of work areas, work shifts, and/or work tasks

**Workplace Cleaning & Disinfecting:** All Library facilities will be properly cleaned and sanitized prior to reintroducing staff to the facility. The Library will be provided with cleaning and sanitizing products to use to fulfill employee responsibilities as described below:

All common areas will be cleaned and sanitized on a regular basis utilizing products identified by OSHA & CDC as effective for eliminating COVID-19. Common areas include, but are not limited to, the following:

- Doors
- Doorknobs, push bars, handles, and panels
- Light switches
- Drinking fountains
- Restrooms
- Meeting room tables and chairs
- Microwaves and refrigerators
- Plexiglas barriers/sneeze guards
- Countertops
- Shared office equipment such as copiers, fax machine, and printers

**Employee Cleaning & Sanitizing Responsibilities:** Employees shall be responsible for cleaning and sanitizing their personal work areas as per the following:

- Clean personal work spaces on a regular basis. Specifically, the following surface areas should be cleaned at least daily and more frequently if shared:
  - Phone
  - Computer keyboard & mouse
  - Desk surface and drawers
  - Chairs
  - Light switches
  - Doors
  - Door handles
- Avoid using other employee's supplies, equipment, phones, etc. If it is necessary to share equipment, clean before and after each use.
- Clean common areas after each use. For example, wipe down counter after servicing a patron, tables & chairs in the meeting room, etc.
- When using the copy machine, wipe down before and after each use.

If eating in the meeting room, wipe down all surfaces used (chair, table, countertop, microwave buttons, fridge handle, etc.). Do not provide communal food and beverages, and refrain from sharing serving utensils.

**Cleaning and Disinfecting if someone is Symptomatic:** If an employee has developed symptoms of COVID-19, the areas used by the employee must be cleaned and disinfected prior to being used again. Access to the area(s) should be closed off until the disinfecting has been completed. All areas used by the symptomatic person including offices, restrooms, common areas, shared electronic equipment, etc., must be cleaned and disinfected.

**Reintroduction of Employees and the Public into the Library:**

The Director and Board shall determine when employees return to the worksite and when the Library will be reopened to the public. It is anticipated that the return to work and public access to the Library will be achieved in stages based on State and Federal mandates and the ability to achieve social distancing requirements.

Prior to employees returning to work, any necessary measures to reduce risk exposure shall be implemented. Prior to commencing work, the library will be cleaned thoroughly and all work areas will be sanitized. Employees will be advised of mandatory social distancing practices, use of personal protection equipment, and other measures implemented to reduce risk exposure. These measures may include staggered shifts, staggered breaks and lunches, continuation of remote work arrangements, and other strategies to limit the number of employees working together.

Before allowing access to the public, the Library shall implement the following measures:

- Post signage with social distancing requirements and directions including the requirement to wear masks.
- Post signage promoting social distancing at counters and service areas.
- Installation of barriers at counters and service areas.

Once the Library is reopened to the public, face masks will be required to enter as long as social distancing measures are required. In addition, at the Board's discretion, the following measures may also be required:

- Screening of visitors through observation of COVID-19 symptoms. All concerns regarding symptomatic visitors or unsafe behavior shall be reported to the Director and Board.
- Requiring temperature checks of visitors entering the facility.
- Limiting/regulating the number of visitors permitted to enter. The number of individuals permitted to enter could change periodically based upon the incidents of COVID-19 in the community and on changes in recommended practices.

**On-site Meetings:** Whenever possible, Library business shall be conducted via email, phone, and electronic meeting platforms. When on-site meetings are required and allowed again, social distancing measures shall be strictly enforced. The number of persons allowed at the on-site meeting shall be

determined by State social distancing measures in effect at the time of the meeting. The meeting room if used, shall be cleaned and sanitized before and after the meeting. Hand sanitizer shall be made available to all in attendance.

**Offsite Meetings & Business Travel:** Unless specifically authorized by the Board, no off-site meetings or business travel shall be allowed while this Plan is in force. If offsite meetings and/or business travel are deemed necessary, the employee shall observe social distancing measures.

This Exposure Prevention, Preparedness, and Response Plan will be provided to all employees via email prior to returning to work and will be made available on the COVID-19 page of the website. Any questions regarding any provisions of the plan should be directed to the Director.