Jobsite Exposure Scenarios and Responses

These are policy suggestions only. Restaurants are not required provide these scenarios or responses.

• **Employee Exhibits COVID-19 Symptoms**

If an employee exhibits COVID-19 symptoms, the employee must remain at home until he or she is symptom free for 72 hours (3 full days) without the use of fever-reducing or other symptom-altering medicines (e.g., cough suppressants). The Company will similarly require an employee who reports to work with symptoms to return home until he or she is symptom free for 72 hours (3 full days). To the extent practical, employees are required to obtain a doctor’s note clearing them to return to work. Sick employees should follow CDC-recommended steps in consultation with their healthcare providers and the state and local health department.

• **Employee Tests Positive for COVID-19**

An employee who tests positive for COVID-19 will be directed to self-quarantine away from work. Employees that test positive and are symptom free may return to work when at least seven days have passed since the date of his or her first positive test, and have not had a subsequent illness. Employees who test positive and are directed to care for themselves at home may return to work when: (1) at least 72 hours (3 full days) have passed since recovery; and (2) at least seven days have passed since symptoms first appeared. Employees who test positive and have been hospitalized may return to work when directed to do so by their medical care providers. The Company will require an employee to provide documentation clearing his or her return to work.

The restaurant where the employee worked at will be immediately closed for a period of 3 days in order to conduct a thorough cleaning by a professional service. The Company will proactively investigate to identify who may have come in close contact with the confirmed positive employee. If applicable, the Company will also notify vendors/suppliers or guests who may have had close contact with the confirmed-positive employee. The Company will also post information via social medial if necessary.

All identified employees having contact with the confirmed employee, we will do the following:

1. Ask about any symptoms
2. Take the employee’s temperature
3. Advise the employee to self-quarantine or self-monitor and immediately seek medical care and get tested.
4. If they have symptoms, advise the employee to follow the guidance of the Department of Health.
5. Advise the employee to notify anyone they have had close contact with, especially
those with a higher risk.

- **Employee Has Close Contact with an Individual Who Has Tested Positive for COVID-19**

Employees who have come into close contact with an individual with COVID-19 (co-worker or otherwise) will be directed to self-quarantine for 14 days from the last date of close contact with that individual. Close contact is defined as six (6) feet for a prolonged period of time.

If an employee learns that he or she has come into close contact with a confirmed-positive individual outside of the workplace, he/she must alert a manager or supervisor of the close contact and self-quarantine for 14 days from the last date of close contact with that individual.

- **How to Handle Potentially Infected Customers**

If The Company is notified by someone other than state or local health officials, the restaurant should first follow these steps:

- Immediately clean all restaurant surfaces that are customer accessible.
- Ask for the name and contact information of the person with or suspected of having COVID-19.
- Request details, to the extent customer recalls (exact date and time of visit; name of take-out/delivery employee). Do not disclose the name of the individual or any details publicly.
- Ask when the individual first experienced symptoms of Coronavirus (to try and identify if they were actively sick with the virus when they had contact at the restaurant).
- Call the County Health Department to ensure (i) that officials are aware of this individual and the report being made to the restaurant, and (ii) that County officials are involved.

If The Company is notified by local officials, OR after completing steps 1-5 above, the restaurant should follow these steps:

- Carefully and quickly investigate to identify who was working on the date the customer visited and who may have come in close contact with the confirmed patient. Consider watching security video to confirm everyone that came within 6 feet of confirmed patient.
- For all employees identified as having contact with the confirmed patient, do the following:
  1. ask about any symptoms being experienced by the employee.
  2. take the employee’s temperature if necessary.
  3. advise employee to self-quarantine for 14 days post-exposure and to
immediately seek medical care and get tested.

Guidelines provided by Weck’s
4. if the employee has symptoms, advise the employee to follow the guidance of local health authorities, including calling ahead to emergency department rather than showing up and exposing others if they have symptoms.

5. inquire whether employee has elderly or immune-compromised persons living with them or that they have had close contact with since the possible exposure and advise the employee to notify such individuals to follow correct precautions.

- Send out a notice to all employees about the potential exposure, letting employees know of a possible exposure, general precautions they should be taking, and what to do if they develop symptoms; but also reassuring employees that the actual threat remains limited (if that remains true). Do not identify the name of the employee.

- Conduct a thorough cleaning of the premises, either overnight or forcing a shut-down if necessary.

- Staff with only those individuals that were not on shift at the time of exposure, and if not possible, only with those who you are certain did not come into contact with the customer.

- Confirm each step listed above with local health officials and get buy-in or change course if they have other recommendations.

**OSHA Recordkeeping**

If a confirmed case of COVID-19 is reported, the Company will determine if it meets the criteria for recordability and reportability under OSHA’s recordkeeping rule. OSHA requires construction 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.