

# Confederated Salish and Kootenai Tribes

## COVID Safety Protocols

Effective Immediately

May 17, 2021

### INTRODUCTION

On May 4<sup>th</sup> 2021, Tribal Council passed Resolution 21-066, which officially adopted the Centers for Disease Control and Prevention’s (CDC) published periodic guidance as the framework for continuing to address the COVID-19 pandemic. This document addresses several key CSKT government-wide topics related to conducting business in the current environment. It is intended to be an operational manual and does not supersede or replace guidance or more restrictive measures that are necessary for specific circumstances (such as medical facilities, assisted-living facilities, daycares, etc.) issued by a Public Health authority (CSKT Tribal Health) for the safe operation of their or similar facilities. ***These safety protocols apply to all CSKT government facilities except for Tribal Health, Early Childhood Services and Law and Orders Detention Center. Note, government facilities do not include board operated entities like SKC, MVP or S&K Electronics.***

Updates to this document will be made periodically as the CDC provides material updates to its guidance.

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### Recent Changes – May 17, 2021

- Mask requirements for fully vaccinated individuals:
  - Updated following sections to reflect CDC guidance issued on May 13, 2021 regarding mask guidance for fully vaccinated individuals. Changes are indicated with ***BOLD ITALIC*** font.
    - Travel
    - Gatherings/Meetings
    - Screening Process/Building Access

- Masks
  - CSKT employees who are fully vaccinated should adhere to the following guidance when interacting with other employees and members of the public:
    - Although fully vaccinated individuals are no longer required to wear masks in most situations, CSKT employees should defer to the comfort level of other employees when interacting. As such, if another employee or member of the public requests that an employee wear a mask during a meeting or other interaction, employees are required to comply with such requests. It is suggested that employees begin interactions with members of the public by asking if the other person is comfortable with the employee not wearing a mask.
- ***CSKT food preparation facilities may be used to prepare food for gatherings/meetings. Guidance for serving of food during gatherings/meetings remains unchanged. Structures that had been closed may open, but it may take staff time to prepare buildings for proper use.***
- ***Tribal health recreational facilities located inside community buildings, i.e. gyms, fitness centers, will be open and accessible by those who are fully vaccinated. Tribal Health does reserve the right to provide additional guidance and clarifications.***  
***\*Note: Vaccination status will be accepted on the honor system, but if Tribal Health staff have reason to believe a person is not fully vaccinated, cards may be required for verification. Those who cannot verify their vaccination status will be treated as unvaccinated.***

## Travel

- Non-Emergency Vehicle Transportation
  - Applicable to:
    - CSKT employees traveling for work purposes in a vehicle (local and out of area)
    - CSKT programs/services which provide transportation for members of public
  - Requirements:
    - Masks – All travelers ***who are not fully vaccinated*** shall wear masks with the exception that the following groups should not wear masks:
      - Children under 2 years old
      - Anyone who has trouble breathing or is unconscious
      - Anyone who is incapacitated or otherwise unable to remove a mask without assistance
    - Social Distancing – All travelers should sit as far away as possible from the other vehicle occupants. In addition, vehicles should use fresh air circulation (via vents or windows) whenever possible.
- CSKT Employee Work-Related Travel
  - Applicable to:
    - CSKT employees traveling for work purposes via airplane, train, other mass transit
  - Requirements:

- Approval for all work-related travel by CSKT employees is the responsibility of the employee's supervisor/Department Head, as appropriate, in accordance with previously established CSKT policy.
  - Masks – CSKT employees must wear masks during travel as required by airlines, trains, other mass transit they are utilizing.
  - Quarantine – If the employee traveling has been fully vaccinated, no quarantine is required upon return from travel status. If non-vaccinated employees travel, they are encouraged to monitor their health and self-quarantine for up to 14 days upon return from travel status. (This quarantine will require the employee to use PTO or work remotely as it does not qualify for the COVID Leave established by Tribal Council).
- CSKT Employee Personal Travel
  - Applicable to:
    - CSKT employees traveling for non work-related purposes using any method of transit.
  - Requirements:
    - Employees are required, in accordance with Ordinance 69-D, to receive prior approval for paid-time-off.
    - Personal travel by employees during paid-time-off status is at the discretion of the employee and does not require any additional approvals or monitoring under this policy.
    - Employees are encouraged, but not required, to follow the policy outlined previously for work-related travel but CSKT will not enforce those policies for such travel.

## Gatherings/Meetings

- Meetings in CSKT Government-Owned Buildings
  - Applicable to:
    - All meetings, including staff-only meetings, meetings/gatherings between staff and visitors, and use of facilities for outside (3<sup>rd</sup> party) groups.
  - Requirements:
    - Each CSKT government-owned facility will have each meeting room (i.e. spaces not regularly occupied by staff such as conference rooms, dining areas, etc.) identified as a designated meeting space. Each designated meeting space will have a maximum COVID occupancy sign indicating the maximum number of individuals allowed at any given time. The maximum COVID occupancy will be determined for each meeting space by Tribal Maintenance; Maintenance will be responsible for providing the signage regarding occupancy as well.
    - ***Meetings/Gatherings among individuals (staff, visitors, or 3<sup>rd</sup> party groups) who are fully vaccinated do not require masks or social distancing. In addition, individuals who are fully vaccinated are not required to wear masks or social distance if they are involved in a meeting with unvaccinated individuals. The following guidance does apply, however, to all unvaccinated individuals.***

- ~~▪ **Meetings/Gatherings among staff or between staff and visitors that are 13 individuals or fewer where all members of the meeting/gathering have been fully vaccinated can be held in any location, without the need for social distancing or masks.**~~
- Meetings/Gatherings among staff or between staff and visitors that **include unvaccinated participants are more than 13 individuals, regardless of vaccination status of the participants**, must be in compliance with the posted maximum COVID occupancy and all **unvaccinated** meeting/gathering attendees must wear masks for the duration of the event unless social distancing (a minimum of 6 feet between participants) can be strictly adhered to for the entirety of the event.
- Meetings/Gatherings of outside (3<sup>rd</sup> party) groups, **regardless of size**, must adhere to the posted maximum COVID occupancy and all unvaccinated attendees must wear masks for the duration of the event unless social distancing (a minimum of 6 feet between participants) can be strictly adhered to for the entirety of the event.
- All meetings/gatherings involving non-vaccinated individuals (regardless of size), or will have attendees other than CSKT staff, shall avoid communal/self-serve food service if food is provided. In those instances where food is provided for a meeting/gathering involving non-vaccinated individuals or attendees other than CSKT staff, food shall be served individually or in pre-packaged containers.

  - **CSKT government-owned facilities that are designed for food preparation can be used to prepare food for gatherings/meetings as long as guidance above for serving food is followed.**
- Each CSKT government-owned facility will have an individual staff member (or members) assigned to overseeing the use of designated meeting spaces in their facility.

  - These staff members are responsible for ensuring that meeting attendees and hosts are aware of these requirements and for ensuring that cleaning protocols (next bullet) are completed before and after each gathering.
- After each meeting/gathering involving 13 or more individuals that is not strictly attended by CSKT staff, the following cleaning protocols will be followed before and after each event:

  - Before each meeting/gathering –

    - Clean all frequently touched surfaces within the meeting space with a disinfecting cleaner.
    - Ensure meeting space has an adequate supply of hand sanitizer available in multiple locations within the meeting space (where appropriate based on room size).
  - After each meeting/gathering –

    - Clean all frequently touched surfaces within the meeting space with a disinfecting cleaner.

- Remove all items, such as trash, that were left in meeting space.
- NOTE: CSKT Maintenance may be able to assist in necessary cleaning before and after events, depending upon availability and timing, but responsibility for ensuring proper cleaning will remain with designated staff members in each facility.

## Vaccinations

- Recommended and encouraged for all CSKT-Employees

## Screening Process/Building Access

- Visitors to CSKT Government-Owned Buildings
  - Applicable to:
    - Members of the general public
    - CSKT vendors
    - Individuals receiving services from the CSKT government
  - Access to all CSKT government-owned buildings shall be limited to a single entrance. These entrances will be designated as “Public/Visitor Entrances.”
    - CSKT vendors may, upon initial entry to a building, be granted access to other points of entry within the building in order to effectively conduct their business (i.e. delivering goods through a service entrance after initially entering the building via the designated single entrance.
    - Individuals receiving services from the CSKT government may be allowed to access buildings via other entrances if necessary for safety or privacy reasons. This determination will be made by the appropriate CSKT-staff who are providing services who will also be required to accompany the individual into and out of the building before and after services.
  - Each designated Public/Visitor Entrance shall have the following:
    - Signage requesting each visitor to:
      - Refrain from entering the building if they have
        - Been exposed to COVID-19 in the prior 14 days
        - Are currently under a health-related COVID-19 quarantine
        - Are currently experiencing any COVID-19 symptoms
      - Utilize the designated/identified sanitization station and touchless thermometer and to leave the building immediately if their temperature exceeds 100.4 F.
      - Wear a cloth mask/face covering while they are in the building ***unless the individual is fully vaccinated.*** Masks will be provided if needed.
      - Avoid loitering/lingering after they have conducted their business
    - A clearly designated/identified sanitation station
    - A clearly designated/identified touchless thermometer
    - A supply of disposable masks for visitors

- NOTE: Masking is not recommended for children under 2, individuals with trouble breathing, or individuals who are otherwise unable to remove a mask without assistance.
- CSKT Government Employees
  - Applicable to:
    - All CSKT staff members, regardless of their “designated” work area.
  - Access to all CSKT government-owned buildings shall be through employee-designated entrances which are separate from the single entrance designated for visitors to CSKT government-owned buildings.
    - CSKT staff members who are required to enter multiple CSKT government-owned buildings as part of their employment shall seek to use employee entrances at each location whenever possible and avoid utilizing the Public/Visitor Entrances in order to minimize the possibility of employees adding unnecessary congestion to Public/Visitor Entrances.
  - Each employee entrance shall have the following:
    - Signage requesting each employee to:
      - Refrain from entering the building if they have
        - Been exposed to COVID-19 in the prior 14 days
        - Are currently under a health-related COVID-19 quarantine
        - Are currently experiencing any COVID-19 symptoms
      - Utilize the designated/identified touchless thermometer and leave the building immediately if their temperature exceeds 100.4 F.
      - Wear a cloth mask/face covering while they are in the building ***unless they are fully vaccinated***. Masks will be provided if needed.
    - A clearly designated/identified touchless thermometer

## Masks

- When Masks are Required
  - ***Masks will not be required indoors or outdoors for employees or visitors that are fully vaccinated from received required doses of either Pfizer, Moderna or Johnson & Johnson.***
  - ***For those not vaccinated,*** masks are required within CSKT Government-Owned Buildings:
    - CSKT staff will be required to wear an appropriate face covering while they are within any publicly-accessible areas of CSKT government-owned buildings. In addition, when CSKT staff are in non publicly-accessible areas of CSKT government-owned buildings and can potentially be in contact with an unvaccinated individual, masks are required. (Exceptions to this requirement are listed under the Gatherings/Meetings section.)
    - Visitors to CSKT government-owned buildings are required to wear a mask for the duration of their visit.
  - Outside of CSKT Government-Owned Buildings:
    - See guidance listed under the Gatherings/Meetings section.
- When Masks are NOT Required

- Subject to the requirements and guidelines above, masks are not required for the following:
  - Children under 2 years old
  - Anyone who has trouble breathing or is unconscious
  - Anyone who is incapacitated or otherwise unable to remove a mask without assistance

### CSKT Designated CDC Point-of-Contact

- In order to ensure any questions regarding these protocols or needed updates are made in a timely manner, Tribal Council appoints the Executive Officer, Rick Eneas, as its dedicated CDC point-of-contact.