

# Memo

To: All Employee's

From: Jackie Harrison, Manager of Absence Management

Date: July 10, 2024

Re: **BSD COVID-19 Guidelines Update**

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Effective March 1, 2024, the Center for Disease Control (CDC) updated recommendations for managing COVID-19.

At Bi-State Development, we continue to stress the importance of following the proper procedures in order to mitigate the spread of the virus, such as proper masking, sanitizing and social distancing requirements, when possible.

What does this mean?

Effective July 15, 2024, BSD will transition from treating COVID-19 as an emergency to dealing with it as a viral illness like the Flu and Respiratory Syntial Virus (RSV). Employee's should not report to work if you are experiencing COVID-19 or influenza like symptoms, or running a fever for more than 24 hours with medication.

Here is what will change for employees:

- Employee's no longer have to call into Absence Management to report a positive COVID-19 test.
- Employee's follow their departments guidelines for reporting an absence.
- If employee test positive for COVID, this will be treated as any other illness i.e., flu, RSV.
- Per the CDC, you will not be required to quarantine for 5 days, you are to follow your medical providers treatment plan. Once you are fever free for 24 hours without the use of medication you can return to work.

- An Application for Sick Leave, will need to be completed by your health care provider and faxed to Absence Management at 314-335-3474. (Union Employees)
- The no fault attendance policy will be in effect.
- FMLA will be applied if applicable, and paperwork is submitted.
- For employee's under a bargaining agreement that are required to clear Barnes Care if they have missed three (3) consecutive days, a Return to Work note from your medical provider will be required to take to Barnes Care.

Reminders:

- Once the employee returns to work , please take additional prevention strategies for the next 5 days:
  - a. Enhancing hand washing
  - b. Wearing a well-fitting mask
  - c. Keeping a distance from others