

COVID-19 Guidelines

Wearing face masks, gloves, having your temperature taken and practicing social distancing as much as possible are mandatory requirements for working your scheduled shift. Upon arrival to the store, you must have on a face mask that covers both your mouth and nose. If you do not have a mask or forget one, the store has disposable ones you may use. We will begin to check employees' temperatures upon arrival to the store (once the store has received its thermometer). This is nonnegotiable. You must have your temperature taken after you have clocked in to work. We do not need to collect written consent to have your temperature take, this is a verbal consent you are giving at the time. You are not permitted to touch anything in the store until your temperature has been taken. If you refuse to have your temperature taken, you are verbally refusing and will be sent home and will not be able to work your scheduled shift. If your temperature is taken and is 100.4 or higher, you will be sent home and will not be able to return until you are fever free without medication for 72 hours. If you are experiencing any COVID symptoms, you will need to stay home until 10 days have passed since the onset of symptoms.

There are a series of questions that must be asked and answered prior to beginning any work.

1. Do you currently have or have you experienced any of the following symptoms in the last 72 hours? (not otherwise attributable to a non-COVID-19 condition)
 - a. Shortness of breath or other respiratory illness
 - b. Cough

2. Do you currently have or have you experienced at least two (2) of the following symptoms in the last 72 hours? (not otherwise attributable to a non-COVID-19 condition)
 - a. Fever (100.4 F or higher) (see reminder above regarding Team Member with current fever)
 - b. Chills
 - c. Repeated shaking with chills
 - d. Muscle pain
 - e. Headache
 - f. Sore throat
 - g. New loss of taste or smell

If the Team Member answers yes to at least two (2) of these symptoms, he/she should be sent home immediately and must remain home until at least 10 days have passed since the onset of symptoms. In addition symptoms must be improved, and Team Member must be fever free without medication for at least 72 hours.

3. Do you currently live with someone who has a laboratory confirmed case of COVID-19?

If the Team Member answers YES, he/she should be sent home immediately and follow local health official or medical provider guidance for quarantine or isolation.

4. Have you been recently tested for COVID-19 due to symptoms or potential exposure and are awaiting results?

If the Team Member answers YES, he/she should be sent home immediately until results are received. Team Member may return to work if results are negative and he/she has no symptoms.

If the Team Member answers yes to (a) or (b) he/she should be sent home immediately and must remain home until at least 10 days have passed since the onset of symptoms. In addition symptoms must be improved, and Team Member must be fever free without medication for at least 72 hours.

5. Have you been told to self-isolate or quarantine due to potential exposure or close contact with COVID-19?

If the Team Member answers YES, he/she should be sent home immediately and follow local health official or medical provider guidance for quarantine or isolation.

6. Within the last 14 days, have you been in close contact (within 6 feet for a prolonged period) with anyone who has been diagnosed with COVID-19?

If the Team Member answers YES, he/she should be sent home immediately and follow local health official or medical provider guidance for quarantine or isolation.

When can the Team Member Return to Work after Quarantine or Self-Isolation?

- For team members who did have symptoms but were not tested for COVID-19:

- o He/she has had no fever for at least 72 hours, which is defined as the resolution of fever without the use of fever reducing medication; AND

- o Other symptoms have improved (for example, his/her cough or shortness of breath have improved)

- o At least 10 days have passed since his/her symptoms first appeared and his/her respiratory symptoms have improved.

- For team members who did have symptoms and who tested positive for COVID-19: o At least 72 hours have passed since he/she recovered from symptoms of COVID-19, which is defined as the resolution of fever without the use of fever reducing medication; AND

- o Other symptoms have improved (for example, his/her cough or shortness of breath have improved); AND

- o He/she received a negative test result on at least two consecutive FDA approved COVID-19 tests, which were collected more than 24 hours apart.

- For team members who did not have symptoms and who tested positive for COVID-19:
 - o He/she received a negative test result on at least two consecutive FDA approved COVID-19 tests, which were collected more than 24 hours apart; OR
 - o At least 10 days have passed since the date of his/her first positive test; AND o He/she continues to have no symptoms (no cough or shortness of breath) since first positive test.
- For team member who self-isolated for 14 days due to possible exposure:
 - o He/she never developed symptoms consistent with COVID-19 and continues to have no symptoms; OR
 - o He/she has been cleared to return to work by a medical professional; OR
 - o He/she received a negative test result on a FDA approved COVID-19 test.