

**SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS  
DIVISION OF HEALTH**

**REVISED COVID-19 EMERGENCY HEALTH ORDER & MITIGATION STRATEGIES  
Revision 6  
March 4, 2022**

**HEALTH ORDER STATEMENT**

Pursuant to the Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") Board of Directors Resolution No. 2020-261, the Tribe's Health Director is empowered to enact and administer health regulations pertaining to all Tribal Lands and Facilities during the Tribally declared State of Emergency.

The Health Director has determined that, due to various epidemiological threats, including the COVID-19 Omicron variant, this Revised COVID-19 Emergency Health Order is necessary to protect the safety of the Tribe's Team Members amid the rapidly evolving COVID-19 public health emergency, particularly during the Tribally declared State of Emergency.

This Revised COVID-19 Emergency Health Order shall go into effect immediately and shall remain in force until otherwise rescinded or superseded. This Revised COVID-19 Emergency Health Order is not retroactive.

**SCOPE**

This Revised Emergency Health Order applies to all Team Members of the Tribe, regardless of COVID-19 vaccination status, unless otherwise specified.

This Revised Emergency Health Order is intended to supplement or supersede any conflicting or absent terms within existing Tribal COVID-19 mitigation policies or regulations. This Emergency Health Order shall supersede the Tribe's COVID-19 Strategies for Supervisors, Managers, and Directors' policy.

All other Tribal COVID-19 mitigation policies and regulations shall otherwise remain in effect.

**DEFINITIONS**

**Close Contact** - Defined by the U.S. Centers for Disease Control and Prevention (CDC) as someone who was less than 6 feet away from the infected person for a cumulative total of 15 minutes or more over a 24-hour period (for example, three individual 5-minute exposures for a total of 15 minutes). For purposes of this Order, "close contact," "exposure," and "exposed" are used interchangeably.

**Isolation** - The separation of sick people with a contagious disease from people who are not sick.

**Quarantine** - The practice of separating individuals who had close contact with someone with an infectious disease to determine whether they develop symptoms or test positive for the disease.

**Vaccinated Team Member** - A Team Member of the Tribe who is up to date with the recommended doses of the COVID-19 vaccine.

## **TEAM MEMBER COVID-19 EXPOSURE MITIGATION PROTOCOL**

### **Community-Related or Workplace Exposure**

***Primary Exposure Example 1*** - A Team Member (non-vaccinated or not up to date with the COVID-19 vaccine doses and / or contracted COVID-19 more than three months ago), who had close contact with another person with confirmed COVID-19 would be subject to the following protocol:

- The Team Member must quarantine for five calendar days after the most recent exposure, social distance from others at all times, self-monitor for symptoms daily, and perform temperature checks twice a day.
- The Team Member must avoid contact with people who are at high risk for severe illness from COVID-19.
- On the fifth day after exposure, the Team Member is required to receive a COVID-19 Ag or COVID-19 RNA test. The Team Member can return to work with a negative test result, absent the development of COVID-19 symptoms. The Team Member must continue self-monitoring for symptoms daily and perform temperature checks twice a day for 10 calendar days.
- If a Team Member's COVID-19 Ag or COVID-19 RNA test result is positive, the Team Member must isolate. For this situation, refer to the "Return to Work Criteria" included in this Order.
- The Team Member must contact his/her health care provider for further evaluation if COVID-19 symptoms appear.
- The Team Member must follow all recommended infection controls and precautions provided by his/her health care provider and/or local health department.
- The Team Member must wear a mask around others for 10 calendar days.

**NOTE:** If a COVID-19 Ag or COVID-19 RNA test is not available for a Team Member on the **fifth** day after exposure due to (for example) weekends or holidays, the Team Member is required to notify his/her immediate supervisor and seek further guidance on testing.

***Primary Exposure Example 2*** - A Team Member, who is up to date with the COVID-19 vaccine and / or contracted COVID-19 within the last three months, who had a close contact with another person with confirmed COVID-19 would be subject to the following protocol:

- No work restrictions.
- The Team Member must follow all recommended infection controls and precautions provided by his/her health care provider and/or local health departments.
- The Team Member must continue to self-monitor for symptoms daily and perform temperature checks twice a day for 10 calendar days.

- The Team Member must contact his/her health care provider for evaluation and testing if COVID-19 symptoms appear.
- The Team Member must wear a mask around others for 10 calendar days.

**Secondary Exposure Example** – A Team Member who had a close contact with a person with a primary exposure, would be subject to the following protocol:

- No work restrictions.
- The Team Member must follow all recommended infection controls and precautions provided by his/her health care provider and/or local health departments.
- The Team Member must continue to self-monitor for symptoms daily and perform temperature checks twice a day for 10 calendar days.
- The Team Member must contact his/her health care provider for evaluation and testing if COVID-19 symptoms appear.

**Tertiary Exposure Example** – A Team Member who had a close contact with a person with a secondary exposure, would be subject to the following protocol:

- No work restrictions.
- The Team Member must follow all recommended infection controls and precautions provided by his/her health care provider and/or local health departments.
- The Team Member must continue to self-monitor for symptoms daily and perform temperature checks twice a day for 10 calendar days.
- The Team Member must contact his/her health care provider for evaluation and testing if COVID-19 symptoms appear.

### **Special Circumstances**

Team Members should not come to work if they are ill. If during the work day a Team Member, regardless of vaccination status, history of COVID-19 illness, or known exposure to COVID-19, exhibits two or more mild COVID-19 symptoms, the Team Member shall notify his/her supervisor and leave work immediately and receive a COVID-19 test as soon as possible. If the COVID-19 test produces a negative result, the Team Member can return to work (given that the Team Member has no other contagious disease, such as Influenza, Streptococcus A, Coxsackievirus, Rotavirus, etc.). Further, medical evaluation of the Team Member may be necessary per a provider's and/or management's discretion.

If a Team Member's COVID-19 test result is positive, please follow the "Return to Work Criteria" included in this document.

**NOTE:** Due to a high percentage of agreement between COVID-19 RNA test results and COVID-19 Ag test results, it is unnecessary to confirm a positive COVID-19 Ag result if the test was performed in a healthcare facility. However, any positive COVID-19 Ag or COVID-19 RNA test result which was performed by a Team Member at home must also be confirmed by a COVID-19 Ag or COVID-19 RNA test that was performed in a healthcare facility. The Health Division reserves the right to provide an exception to this requirement on a case-by-case basis should testing in a healthcare facility become unavailable in a particular area.

**The Team Member may be required to return to work from quarantine and isolation earlier (with the use of additional PPE) in case of critical staffing shortages in the department/division. This will require joint approval of the department's/division's director and the Health Division/Team Members' Health Service.**

#### **Notification Best Practices**

To mitigate the spread of COVID-19, the Tribe is employing the following best practices to notify Team Members in the event a Team Member tests positive for COVID-19. If a Team Member tests positive:

- The Tribe shall make its best efforts to determine which Team Members are likely to have had close contact with the individual who tested positive for COVID-19.
- The Tribe will notify the identified individuals to inform them that they may have had close contact with another Team Member who tested positive for COVID-19.
- If a Team Member has not been notified, this means that, to the best of the Tribe's knowledge, the Team Member who was not notified did not have close contact with the individual who tested positive for COVID-19.
- Local health departments shall notify those Team Members who met the definition of primary exposure as a part of contact tracing procedures.
- If a Team Member under quarantine had additional close contact with someone who tested positive for COVID-19, the quarantine period will START OVER.

#### **Criteria for Testing and Vaccination Updates**

- It is recommended that COVID-19 RNA/Ag tests are administered no earlier than five days after a potential exposure OR within seven days of symptoms' onset.
- The Sault Tribe Health Division may test Team Members per the request of the Sault Tribe Government, the Sault Tribe Casino, or the Sault Tribe Economic Development Corporation.
- Free in home OTC COVID-19 Ag or RNA test may be used for determining whether a person is positive or negative for COVID-19. Test kits could be ordered at [COVIDtests.gov](https://www.covidtests.gov).
- To locate a COVID-19 vaccination clinic near you, go to [www.vaccines.gov](https://www.vaccines.gov) or enter your zip code to find a COVID-19 RNA / Ag testing location near you at:  
<https://www.michigan.gov/coronavirus/0,9753,7-406-99891-99912---,00.html>.
- For more questions about COVID-19, please call Michigan's COVID-19 hotline seven days a week from 08:00 AM to 05:00 PM at (888) 535-6136.

#### **Asymptomatic Patients**

- The routine practice of the Sault Tribe Health Division is to only test asymptomatic patients if they are undergoing pre-surgical screening, per the request of the Sault Tribe Government, the Sault Tribe Casino, or the Sault Tribe Economic Development Corporation, if they are returning to their group home and require a negative test result for re-entry, before travel/admission to a Detox/Residential Rehab facility, traveling abroad (emergency or work related situations), or if the Sault Tribe Health Division receives a contact tracing request from a local health department.

Samples for COVID-19 RNA or Ag testing can be collected at Sault Tribe Health Center, St. Ignace Tribal Health Center, Manistique Tribal Health Center, Hessel Tribal Health Center, Escanaba Tribal Health Center, Marquette Tribal Health Center, Newberry Tribal Health Center, and Munising Tribal Health Center. However, asymptomatic patients have an option to self-collect the sample and bring it to a drop-off site located at Sault Tribe Health Center, Hessel Tribal Health Center, Manistique Tribal Health Center, Munising Tribal Health Center, Newberry Tribal Health Center or St. Ignace Tribal Health Center for COVID-19 Ag testing only.

### **Return to Work Criteria**

Return to work from isolation criteria for Team Members with Laboratory-Confirmed COVID-19 infection:

#### **Symptomatic Team Member with Laboratory-Confirmed COVID-19:**

1. **Symptom-based strategy** – Exclude Team Member from work until:
  - o At least one day (24 hours) has passed since recovery, defined as resolution of fever without the use of fever-reducing medications **AND** improvement in respiratory symptoms (e.g., cough, shortness of breath) and at least 7 days have passed since COVID-19 positive result was obtained.
2. **Test-based strategy** – for *SEVERELY IMMUNOCOMPROMISED TEAM MEMBERS ONLY\**. Exclude Team Member from work until:
  - o Negative results of two COVID-19 tests with specimens collected more than 24 hours apart from each other **AND** resolution of fever without the use of fever-reducing medications **AND** improvement in respiratory symptoms (e.g., cough or shortness of breath).

#### **Asymptomatic Team Member with Laboratory-Confirmed COVID-19:**

1. **Time-based strategy** – Exclude Team Member from work until:
  - o 7 days have passed since the date of his/her first positive COVID-19 diagnostic test assuming that the Team Member has not subsequently developed symptoms since his/her positive test result. If the Team Member develops symptoms, then the symptom-based or test-based strategy should be used. \*\*
2. **Test-based strategy** – for *SEVERELY IMMUNOCOMPROMISED TEAM MEMBERS ONLY*. Exclude Team Member from work until:
  - o Negative results of two COVID-19 tests with specimens collected more than 24 hours apart from each other. \*\*\*

\*According to the CDC, the following conditions are examples of severely immunocompromised status:

1. The individual has been receiving active cancer treatment for tumors or cancers of the blood.
2. The individual received an organ transplant and is taking medicine to suppress their immune system.
3. The individual received a stem cell transplant within the last 2 years or is taking medicine to suppress their immune system.
4. The individual has a moderate or severe primary immunodeficiency (such as DiGeorge syndrome or Wiskott-Aldrich syndrome.)
5. The individual has an advanced or untreated HIV infection.
6. The individual is being actively treated with high-dose

corticosteroids or other drugs that may suppress his/her immune response.

**\*\***Because symptoms cannot be used to gauge where individuals are at in the course of their illness, it is possible that the duration of viral shedding could be longer than 7 days after the first positive test.

**\*\*\***Because of the absence of symptoms, it is not possible to gauge where individuals are at in the course of their illness. There have been reports of prolonged detection of RNA without direct correlation to viral culture. *Consider consulting with local infectious disease experts when making return to work decisions for Team Members who might remain infectious longer than 7 days (for example, severely immunocompromised Team Members).*

#### **Information Related to Isolation or Quarantine of Team Members**

- **PRIVACY/CONFIDENTIALITY/HIPAA: NEED TO KNOW** - If you gained knowledge through your place of work regarding someone (Patient/Team Member) having COVID-19 or exposure to COVID-19, this is considered Protected Information under the Tribe's Confidentiality Policy contained in the Sault Ste. Marie Tribe of Chippewa Indians Government Team Member Manual and shall not be shared/disclosed unless it is for "official use" as may be required during the course of performance of your duties and responsibilities as a Team Member. When determining whether a use is an "official use," ask yourself if it involves your duties based on your job title and job role. If it is not part of your daily job functions, then it is not an "official use" and the information should not be discussed/disclosed to anyone. Violating the Tribe's Confidentiality Policy is grounds for immediate termination and may subject you and persons to whom Protected Information was disclosed to possible criminal prosecution. Do not discuss COVID-19 situations with your fellow Team Members, family members, or friends without a need to know or authorization.