

Temporary Policy No. 1, No. 2, No. 3, and No. 4 rescinded effective January 10, 2024.

~~UCA Employees~~

~~As Covid evolves, we are trying to the same thing. Below are the latest UCA temporary Covid policies. These policies should be instructive for those in need of Covid leave. As part of the policies below, there are Covid testing requirements. Please go to www.testutah.com when you are required to be tested. These testing sites are readily available and free. When a test is required by these policies, an employee can clock in and be paid for the time travelling to, waiting for, and returning from the test. As always, if you have any questions, comments, or concerns, please let me know. Thank you!~~

~~DEFINITIONS:~~

~~Close Contact: Being within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset or 2 days prior to collection of a positive Covid test through 10 days after illness onset or collection of positive Covid test.~~

~~Covid Symptoms: Fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea.~~

~~Fully Vaccinated: An employee is considered fully vaccinated beginning 14 days after an individual receives a second vaccination shot and booster (or 14 days after the first Johnson and Johnson vaccination and booster) and lasting 180 days thereafter.~~

~~UCA's Stakeholders: UCA employees, any public safety entity employees we support with radio or 911 services, or any vendor or supplier of UCA.~~

~~UCA's Locations: Any UCA shop, warehouse, office, tower, site, shelter, or other real property which is owned, leased, operated, or maintained by UCA.~~

~~Temporary Policy No. 1:~~

~~Any employee who is sick shall stay home, regardless of the symptoms. Any employee who has any Covid Symptoms should immediately notify his or her Division Director and UCA's Deputy Director immediately and should go get a Covid test. Free tests are available through www.testutah.com. Reports to UCA Management will be maintained as a confidential medical record. The employee is not permitted at UCA's Locations, is not permitted to interact, in person, with UCA's Stakeholders, and should quarantine at home. If the test returns a negative result, the employee may return to UCA's Locations and/or interact, in person, with UCA's Stakeholders when symptoms have improved, there has been no fever for at least 24 hours without the use of medications, and with Executive Management approval. If the test returns a positive result, the employee may return to UCA's Locations and/or interact, in person, with UCA's Stakeholders when the following have occurred:~~

- ~~● At least 5 days have passed since receiving the first positive covid test (the day of the test is day 0);~~
- ~~● Symptoms have improved;~~
- ~~● Fever free for at least 24 hours without the help of medications;~~
- ~~● Negative COVID test; and~~

- Executive Management approval.

Temporary Policy No. 2:

Any employee who lives with somebody who has tested positive for Covid or who has any of the Covid Symptoms should immediately notify his or her Division Director and UCA's Deputy Director immediately (though the sick individual's name can be withheld, as well as the relationship with the employee). Reports to UCA Management will be maintained as a confidential medical record. The employee is not permitted at UCA's Locations, is not permitted to interact, in person, with UCA's Stakeholders, and should quarantine at home. Subject to Temporary Policy No. 1, the employee may return to UCA's Locations and/or interact, in person, with UCA's Stakeholders based on the following:

- Sick individual will NOT be tested for Covid, the employee can return when:
 - Sick individual is fever free for at least 24 hours without the help of medications;
 - Other symptoms have fully improved;
 - Either:
 - At least 10 days have passed since his/her symptoms first appeared; or
 - A positive diagnosis was made by a medical professional of something other than Covid; and
 - Executive Management authorizes a return;
- Sick individual will be tested for Covid after the onset of symptoms and such test returns a negative result, the employee can return when:
 - Sick individual is fever free for at least 24 hours without the help of medications;
 - Other symptoms have improved;
 - Executive Management authorizes a return;
- Sick individual will be tested for Covid and such test returns a positive result, the employee can return when:
 - Sick individual is fever free for at least 24 hours without the help of medications;
 - Other symptoms have improved;
 - Either:
 - At least 10 days have passed since his/her symptoms first appeared; or
 - Sick individual obtains a negative Covid test;
 - Employee obtains a negative Covid test just prior to his/her proposed return; and
 - Executive Management authorizes a return.

Temporary Policy No. 3:

Any employee who has been in Close Contact with a person who tests positive for Covid or who is otherwise diagnosed with Covid should immediately notify his or her Division Director and UCA's Deputy Director immediately (though the sick individual's name can be withheld, as well as the relationship with the employee). Reports to UCA Management will be maintained as a confidential medical record. The employee is not permitted at UCA's Locations, is not permitted to interact, in person, with UCA's Stakeholders, and should quarantine at home. Subject to Temporary Policy No. 1, the employee may return to UCA's Locations and/or interact, in person, with UCA's Stakeholders based on the following:

- At least 5 days have passed since the Close Contact (the contact would be day 0);
- Employee obtains a negative Covid test just prior to his/her proposed return; and
- Executive Management authorizes a return.

~~Temporary Policy No. 3 does not apply to vaccinated employees, however, we encourage those in this situation to consider the circumstances and, where possible, to work from home.~~

Temporary Policy No. 4:

~~All UCA employees are required to wear a mask over their nose and mouth anytime he/she is working for UCA somewhere other than their home or when alone in their office or vehicle.~~

Quin Stephens

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