



Benco will evaluate each service setting, the current staffing levels and needs of the resident's being served at that location. It will be determined on a case-by-case scenario if the service setting falls under conventional, contingency, or crisis level strategies.

Conventional strategy: Standard practices recommended by public health.
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Employee is experiencing symptoms of COVID-19:

Benco will remove employee from work and recommend testing.

- If the employee tests negative:

The employee will be released to return to work as long as the employee has been fever-free for 48 hours without fever-reducing medications and the symptoms have improved. The employee will wear a Kn95 while at workdays through day 7 after onset of symptoms.

- If the employee tests positive:

The employee may return to work after 7 days of symptom onset as long as the employee has been fever-free for 24 hours without fever-reducing medications and the symptoms have improved. The employee will wear a Kn95 while at workdays 8, 9, and 10 after onset of symptoms.

Employee has direct contact with a COVID-19 positive case non-work exposure:

Benco will remove employee from work and recommend testing.

- If the employee tests negative:

The employee will be released to return to work if the employee is asymptomatic.

- If the employee tests positive:

The employee will be released to return to work 7 days after the date of exposure to the positive COVID-19 case and the employee has been fever-free for 24 hours without fever-reducing medications and the symptoms they have improved. The employee will wear a Kn95 while at workdays 8, 9, and 10 after date of exposure.

Unvaccinated/High-Risk/Immunocompromised employee experiencing symptoms or having direct contact with a COVID-19 positive case work or non-work exposure:



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Benco will remove the employee from work and recommend testing. The employee will be released back to work after 10 days of symptoms or exposure or after 7 days with a negative test. The employee will wear a kn95 and face shield while at workdays through day 14. *Kn95 is required while on shift as part of the approved exception for unvaccinated.*

Contingency-level strategy: Practices employed to address staffing shortages that pose an impending threat to clinical or essential operations and which, if not implemented, would lead to substandard clinical care within 48 to 72 hours.

Employee is experiencing symptoms of COVID-19:

Benco will remove employee from work and recommend testing.

- If the employee tests negative:

The employee will be released to return to work as long as the employee has been fever-free for 24 hours without fever-reducing medications and the symptoms have improved. The employee will wear a Kn95 while at workdays through day 7 after onset of symptoms.

- If the employee tests positive:

The employee may return to work after 5 days of symptom onset as long as the employee has been fever-free for 24 hours without fever-reducing medications and the symptoms have improved. The employee will wear a Kn95 while at workdays 6 -10 after onset of symptoms.

Employee has direct contact with a COVID-19 positive case non-work exposure:

Benco will remove employee from work and recommend testing.

- If the employee tests negative:

The employee will be released to return to work if the employee is asymptomatic.

- If the employee tests positive:

The employee will be released to return to work 5 days after the date of exposure to the positive COVID-19 case and the employee has been fever-free for 24 hours without fever-reducing medications and the symptoms they have improved. The employee will wear a Kn95 while at workdays 6 - 10 after date of exposure.



Unvaccinated/High-Risk/Immunocompromised employee experiencing symptoms or having direct contact with a COVID-19 positive case work or non-work exposure:

Benco will remove the employee from work and recommend testing. The employee will be released back to work immediately with a negative test and after 5 days with a positive test. The employee will wear a kn95 and face shield while at workdays through day 14. *Kn95 is required while on shift as part of the approved exception for unvaccinated.*

Crisis-level strategy: Practices employed to address staffing shortages that pose an immediate threat to clinical or essential operations and that are expected to lead to loss of life due to insufficient clinical care despite implementation of contingency strategies.

If this level has been identified, Benco will notify ODDS that we are working in a setting that has been identified at Crisis-level staffing strategy.

Benco will ask staff to bring an extra set of clothes to change into after their work shift is complete. The staff will follow Benco's Emergency Quarantine Personal Protective Equipment document in order to mitigate the risk of spread of COVID-19. N95's will be worn by staff at all times when working at the program.

Benco will track when employees are tested, what their test results are, and the symptoms they are experiencing.

During the crisis-level strategy, Benco will allow an employee to work if:

- The employee tests positive for COVID-19 and is asymptomatic.
- The employee tests positive for COVID-19 and has been fever free for 24 hours.
- The employee tests positive for COVID-19 and is experiencing mild symptoms without a fever.

Crisis-level strategy plan will be evaluated daily, based on the ability to find coverage using employees who are fully vaccinated, asymptomatic and who have tested negative.