



Karuk Tribe

COVID-19 Pandemic Response Plan

Updated on August 25, 2021 by the Incident Command Team,

Approved by Tribal Council September 1, 2021

Purpose

The purpose of this plan is to clearly define the response of the Karuk Tribe to the current COVID-19 pandemic and conditions that warrant changes in day-to-day operations of the organization. This document is intended to **augment** the approved Return to Work Protocol (Appendix E).

Each Tier will be clearly defined. The current phase will be updated based on current area data and critical thinking. Tiers will be implemented based on data for Karuk Tribal Lands and/or the County of Operations (i.e. Siskiyou or Humboldt) as situations can vary by region. Progress to each Tier will be conditional based on trigger conditions (See Section 1 Tiers and Response).

I. TIERS AND RESPONSE

The Karuk Tribe will use standardized metrics [see image] to determine risk and Karuk Lands “tier” designation for its *Plan for Reducing Risk of Covid-19 Spread*. These metrics complement state and local efforts and utilize the latest scientific understanding of COVID-19 and available health data that has been centralized by the state of California.

The Karuk Tribal Lands span across Humboldt and Siskiyou counties; if these counties have a differing tier designation based on these metrics, the Karuk Tribe will apply the strictest of the tiers across the entire Karuk Tribal Lands. These metrics are subject to change based on the Karuk Tribe’s own assessment of risk as guided by its Public Health professionals.

The latest Karuk Tribe Covid-19 information, including the latest sector guidance, laws, and regulations, will be available at www.karuk.us Local residents are encouraged to contact Serene White, Director, Karuk Office of Emergency Services with any questions. **These metrics and COVID-19 Plan are subject to change, please monitor www.karuk.us for updates.**

It will be the duty of the Incident Commander to report to the Tribal Council representative when a Tier has changed. Tiers will be evaluated on a 2-week cycle. (It is the duty of the Incident Command Team to identify when a Tier has been met for a particular office location.)

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County risk level	New cases	Positive tests
<p>WIDESPREAD</p> <p>Many non-essential indoor business operations are closed</p>	<p>More than 7</p> <p>daily new cases (per 100k)</p>	<p>More than 8%</p> <p>Positive tests</p>
<p>SUBSTANTIAL</p> <p>Some non-essential indoor business operations are closed</p>	<p>4 - 7</p> <p>daily new cases (per 100k)</p>	<p>5 - 8%</p> <p>Positive tests</p>
<p>MODERATE</p> <p>Some indoor business operations are open with modifications</p>	<p>1 - 3.9</p> <p>daily new cases (per 100k)</p>	<p>2 - 4.9%</p> <p>Positive tests</p>
<p>MINIMAL</p> <p>Most indoor business operations are open with modifications</p>	<p>Less than 1</p> <p>daily new cases (per 100k)</p>	<p>Less than 2%</p> <p>Positive tests</p>

Figure 1. CA DPH Tier Framework.

^aExcludes state and federal inmates, ICE facility residents, State Hospital inmates and US Marshal detainees

*Population denominators from the Department of Finance: State Population Projections - [Total Population by County- Table P-1](#)

**Case rate will be determined using cases confirmed by PCR

*** Counties are assigned a tier based on two metrics: test positivity and case rate.

MATRIX (A)

SECTORS	MINIMAL RISK (TIER 4)	MODERATE RISK (TIER 3)	SUBSTANTIAL RISK (TIER 2)	WIDESPREAD RISK (TIER 1)
KARUK				
*CRITICAL INFRASTRUCTURE	Open with modifications	Open with modifications	Open with modifications	Open with modifications
OFFICES	Open indoors with modifications -Encourage telework	Open indoors with modifications Target 75% Capacity -Encourage telework	Open indoors with modifications Target 50% Capacity -Encourage telework	Open indoors with modifications Target 25% Capacity -Encourage telework
PEOPLE CENTER MUSEUM AND GIFT SHOP	Open indoors with modifications	Open indoors with modifications Target 25% Capacity or 2 people, whichever is fewer	Open indoors with modifications Target 25% Capacity or 2 people, whichever is fewer	Museum closed to visitors, only one person allowed in the gift/smoke shop at a time.
*AMATEUR SPORTS	Open with modifications -No live audience	Open with modifications -No live audiences	Open with modifications -No live audiences	Open with modifications -No live audiences
WELLNESS CENTER	Facilities Open with modifications -Distance Learning Options -Target 50% capacity Open indoors for activities with increased risk of proximity and mixing with modifications -Target 50% Capacity	Facilities Open with modifications -Distance Learning Options -Target 25% capacity Open indoors for naturally distanced activities with modifications -Target 25% capacity	Facilities Closed -100% Distance Learning Outdoor only w/ mods	Facilities Closed -100% Distance Learning Outdoor only with modifications
*KARUK HEAD START AND CHILDCARE	Facilities Open with modifications -Please see Head Start plan	Facilities Open with modifications -Please see Head Start plan	-Please see Head Start plan	-Please see Head Start plan
KARUK EDUCATION AND LANGUAGE	Facilities Open with modifications	Facilities Open w/ modifications	Facilities Closed	Facilities Closed

CLASSES	-Distance Learning Options -Target 50% capacity	-Distance Learning Options -25% capacity	-100% Distance Learning	-100% Distance Learning
*RAIN ROCK CASINO	Open with modifications -Target 75% capacity	Open with modifications -Target 50% capacity	Open with modifications -Target 25% capacity	Please see Rain Rock Plan
OUTDOOR PLAYGROUNDS	Open with modifications -50% capacity	Open with modifications -25% capacity	Open with modifications	Closed

Each Tier has a corresponding dimmer switch model in which offices will scale back their operations based on the current rate of transmission. Office actions are represented in Matrix A (see below). An office location should follow the recommendations for the dimmer switch percent. This percent translates to the percentage of total people normally in an office building—you may count this by the number of available desks/chairs.

- Dimmer switch: The percent of building capacity. To get this number, capacity.
 - For example, the DNR building in Orleans building capacity is 20 employees. 25% of 20 is: $0.25 \times 20 = 5$. A dimmer switch at 25% for the DNR would allow 5 people in the building. **Please note, this is a target goal, each department will need to create their own individual list of employees that is able to work remotely. Every employee is deemed essential.

Tier 1: When Tribal Lands and/or their Counties of Operation reach more than 7 daily new cases (per 100k) or have more than 8% positive tests, the following actions must be taken:

- Minimal employees reporting to the office (target 25% staff working on site or total employees in an office building or less) to maintain essential function. *Staff reduction in office will be based on individual departmental ability to do so.
- Testing made available to all Karuk Employees at no cost to employee and on a volunteer basis. Screening tests, made available to the community with results <7 days.
- Employees that are able to work from home, will be asked to do so. Employees unable to work from home with reasonable technical support or due to job description, will be able to continue working in office with protective measures in place.
- No business-related travel allowed, unless approved by Tribal Council. Follow State mandates to the best of one’s ability outside of work.
- Decontamination stations and check-ins must be done daily.

- See current Karuk Public Health official orders

Tier 2: When Tribal Lands and/or their Counties of Operation reach more 4-7 daily new cases (per 100k) or have 5-8% positive tests, the following actions must be taken:

- Essential employees, positions that cannot be done from home (use COVID-19 Employee Remote Work Capability Evaluation Tool, Appendix A):
 - Employees return to work (dimmer switch to 50%).
 - If able to fulfill 100% of job duties from home continue work from home.
 - If unable to work from home return to work with appropriate precautions such as rotating office schedule (i.e. shared offices are not occupied by all users at the same time *if possible*), limiting shared work spaces, frequent disinfection of high touch/shared areas, monitoring symptoms per public health guidelines (see Appendix C), testing for COVID-19 if requested.

Tier 3: When Tribal Lands and/or their Counties of Operation reach 1 - 3.9 daily new cases (per 100k) or have 2-4.9% positive tests, the following actions must be taken:

- Most community businesses open to the public. (Target reduction to 75%)
- All employees return to work unless deemed high risk based on current COVID-19 high risk definitions. (see Appendix D) Work from home allowable by supervisor approval.
- Precautions remain in place to allow social distancing, limiting shared work spaces, frequent disinfection of high touch/shared areas, monitoring symptoms per public health guidelines.
- If an employee can continue to work from home it is recommended to do so.
- Meeting of more than 10 people should be held virtually.

Tier 4: When Tribal Lands and/or their Counties of Operation reach less than 1 daily new case (per 100k) or a less than 2% positive tests, the following actions must be taken:

- Open offices with modifications directed by a Public Health Official or the Incident Commander.
- If an employee can continue to work from home it is recommended to do so.
- Precautions remain in place to allow social distancing, limiting shared work spaces, frequent disinfection of high touch/shared areas, monitoring symptoms per public health guidelines.
 - Meetings of more than 10 people may resume

II. TRAVEL

During Tier 1 no business-related travel is permitted, unless approved by Tribal Council. Travel should be limited to essential purposes only as described in the return to work protocol (Appendix E). Travel in all other phases are allowed per CDC guidelines. Travel plans are only needed for plans made in times of Tier 1. Optional advice on safe travel recommendations can be obtained by contacting the incident commander.

We understand that the rural circumstances of our communities complicate the issue of travel during a pandemic. Employees' personal lives are their own business, and we humbly request that employees do their best to follow State mandates on travel (the ICT will keep employees informed of current travel advisories from local Counties and the State).

It is everyone's personal responsibility to prevent the spread of this virus, thus if current State or County mandates require, please complete a self-isolation period per CDC guidelines (work from home if possible) after returning from travel. If it is not possible for you to work from home during this time, discuss with your supervisor measures that can be taken (for example, moving to a private work space in the office, using extra PPE or working on a rotating office schedule so your physical interactions with other employees are minimized.)

If travel is deemed necessary during times of widespread or substantial transmission (Tier 1 or 2) Employees are required to take a COVID-19 test upon return.

Holiday Travel Recommendations

Travel increases your chance of getting and spreading COVID-19. **Staying home is the best way to protect yourself and others from COVID-19.**

You can get COVID-19 during your travels. You may feel well and not have any symptoms, but you can still spread COVID-19 to others. You and your travel companions (including children) may spread COVID-19 to other people including your family, friends, and community for 10 days after you were exposed to the virus.

Don't travel if you are sick or if you have been around someone with COVID-19 in the past 10 days.
Don't travel with someone who is sick.

Please see latest revisions and recommendations for travel following the CDC guidance.

-CDC [Travel during the COVID-19 Pandemic](#), updated Oct. 21, 2020

- While planning your trip, check in with the CDC’s interactive map [COVID-19 Travel Recommendations by Destination](#)
- Wear masks during travel
 - CDC strongly recommends everyone wear a mask on public transportation. This recommendation includes passengers and workers on airplanes, trains, ships, ferries, subways, taxis, and ride shares, and at transportation hubs such as airports and stations.
- Please see Appendix C for the full CDC article on travel recommendations.

III. EVALUATING A POSITIVE CASE IN THE WORKPLACE

A temperature of 100.4 or higher will require reporting to the nearest Karuk Tribal Health Clinic or your Primary Care Provider to be evaluated by a provider, and determine if COVID-19 testing, or other action, is needed. If tested, employee will self-quarantine until results are received. If the results are positive, all required reporting and CDC contact tracing guidelines will be completed by the Karuk Tribal Health Program in conjunction with county public health officials. This includes employees need to notify supervisors if they have been exposed to COVID-19 and supervisors to report workplace outbreaks of COVID-19 to the incident command team who will communicate with the local health department.

If an employee tests positive all known employee contacts (employees working in the work area or having direct contact) with-in the last 14 days of the positive case must self-quarantine per county health officials**. Contact will be defined as closer than 6 feet for longer than 15 minutes. Entry logs will be used to help identify personnel that may have been exposed (Appendix G.)

During self-quarantine, employees will monitor symptoms per CDC guidelines. Supervisors will sanitize positive employees' work areas and contact work areas. Consult IC if guidance is needed in sanitization. Employees may return to work as per CDC guidelines and county public health recommendation.

**Health employees wearing proper PPE will not need to self-quarantine unless instructed by a County public health officer.

IV. VACCINE

Vaccines will be offered at all Karuk Tribal Clinics to any community members who will take a vaccine.

If an employee is fully vaccinated they can follow most up to date CDC guidelines for vaccinated individuals in regards but not limited to mask wearing, social distancing, office opening, and quarantine guidelines.

On August 5, 2021 California Department of Public Health announced a [Healthcare Worker Vaccine Requirement](#), in alignment with that order, the Karuk Tribe is requiring mandatory COVID-19 vaccinations for all workers who provide services, or work in, Karuk Tribal Healthcare Facilities. All Tribal Health employees must have their first dose of a one-dose regimen or their second dose of a two-dose regiment by September 30th, 2021.

Similarly, the Karuk Tribe will require that all employees working in school settings be vaccinated by September 30th, 2021.

Two-dose vaccines include: Pfizer-BioNTech or Moderna or vaccine authorized by the World Health Organization. The one-dose vaccine is: Johnson and Johnson [J&J]/Janssen. All COVID-19 vaccines that are currently authorized for emergency use can be found at the following links:

- i. By the US Food and Drug Administration (FDA), are listed at the [FDA COVID-19 Vaccines webpage](#).
- ii. By the World Health Organization (WHO), are listed at the [WHO COVID-19 Vaccines webpage](#).

The Moderna and Johnson and Johnson [J&J]/Janssen are currently available in Karuk Tribal Healthcare Facilities.

Workers may be exempt from the vaccination requirements only upon providing the compliance officer (for health) or their supervisor (for staff with a presence in schools) with a declination form, signed by the individual stating either of the following: (1) the worker is declining vaccination based on Religious Beliefs, or (2) the worker is excused from receiving any COVID-19 vaccine due to Qualifying Medical Reasons.

To be eligible for a Qualified Medical Reasons exemption the worker must also provide to their employer a written statement signed by a physician, nurse practitioner, or other licensed medical professional practicing under the license of a physician stating that the individual qualifies for the exemption (but the statement should not describe the underlying medical condition or disability) and indicating the probable duration of the worker's inability to receive the vaccine (or if the duration is unknown or permanent, so indicate).

If a worker has met the requirements of an exemption pursuant to the above, the unvaccinated exempt worker must meet the following requirements when working in a Healthcare or School facility:

- a. Test for COVID-19 with either PCR or antigen test that either has Emergency Use Authorization by the U.S. Food and Drug Administration or be operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services. Testing must occur once weekly.
- b. Wear a surgical mask or higher-level respirator approved by the National Institute of Occupational Safety and Health (NIOSH), such as an N95 filtering facepiece respirator, at all times while in the facility.

Healthcare workers must submit records of vaccination to the HRSA, Compliance, and Accreditation Department. Other department supervisors will ensure compliance amongst their staff that work in school settings and will report to HR.

V. MASK WEARING

Karuk Tribe requires all individuals to wear a mask per CDC guidelines in tribal facilities.

Healthcare personnel are required to wear a mask in line with infection control processes and while patient facing until state mask mandate has been lifted.

VI. COMMUNITY EVENTS

During the Tiers, provisions will be mandated by the ICT related to current statistical data provided by Public health, CDC guidance and current public health orders.

Tier 1: Recommended to postpone all community events and large gatherings. Essential events may be recommended for approval by the ICT or Public Health Official, i.e. Funerals, medical events, essential services.

Tier 2: Follow recommendations as outlined in Tier 1, special accommodations to this would require approval of the Tribal Council based on a recommendation of the ICT or Public Health Official

Tier 3: Limited occupancy with all regulated protocols in place as recommended by the Public Health Official Orders.

Tier 4: Safety protocols in place to remain in effect, follow current CDC guidelines and Karuk Tribe Public Health Official Orders.

VII. DEFINITIONS

- Self-quarantine: “If you have been in close contact with someone who has COVID-19, you may be infected even if you feel well right now... You should self-quarantine (separate yourself from others and stay home) in case you are infected.” -CA DPH.
 - Stay home the required length of time. Check your temperature twice daily report the primary care provider or Karuk Tribal Health if above 100.4`F.
 - Please see CA DPH’s guidance document on Home Quarantine.
- Self-isolate: “stay at home and separate yourself from others” if you have or likely have COVID-19. “You should stay in a separate room away from other people in your household to keep them safe and prevent them from getting ill.” -CA DPH
 - Please see CA DPH’s guidance document on Home Isolation.
- County of Operations: The County in which a particular office building is located.
- Essential Employees: Karuk Tribal Council has deemed all staff essential employees