

# Domus Vita's COVID-19 Plan

## 1. Purpose and Scope

Domus Vita is committed to providing a safe and healthy workplace for all our employees. Domus Vita has developed the following COVID-19 plan, which includes policies and procedures to minimize the risk of transmission of COVID-19, in accordance with OSHA's COVID-19 Emergency Temporary Standard (ETS).

Domus Vita has multiple workplaces that are substantially similar, and therefore has developed a single COVID-19 plan for the substantially similar workplaces.

**Please note not all locations where we provide services fall under OSHA/MIOSHA jurisdiction but as our services are similar whether provided at a licensed home or in a person's own home we encourage all staff to be familiar with this plan so as to maximize the health and safety of both our customers and our staff.**

## 2. Roles and Responsibilities

Domus Vita's goal is to prevent the transmission of COVID-19 in the workplace(s). Managers as well as non-managerial employees and their representatives are all responsible for supporting, complying with, and providing recommendations to further improve this COVID-19 plan.

The COVID-19 Safety Coordinator(s), listed below, implements and monitors this COVID-19 plan. The COVID-19 Safety Coordinator(s) has Domus Vita's full support in implementing and monitoring this COVID-19 plan, and has authority to ensure compliance with all aspects of this plan.

Domus Vita and the COVID-19 Safety Coordinator(s) will work cooperatively with non-managerial employees and their representatives to conduct a workplace-specific hazard assessment and in the development, implementation, and updating of this COVID-19 plan.

Employees with suggestions or concerns may make them known through email to [jim@domusvita.com](mailto:jim@domusvita.com) so the suggestions/concerns can be addressed. You should expect an acknowledgement within 2 business days of your email. If you have not please call the Executive Director at 734-293-0034 ext. 310.

COVID-19 Safety Coordinator(s)		
Name	Title/Facility Location	Contact Information (office location, phone, email address)
James Abresch	Operations Director for all Domus Vita locations	734-293-0034 ext. 311 <a href="mailto:jim@domusvita.com">jim@domusvita.com</a>

## 3. Hazard Assessment and Worker Protections

Domus Vita has conducted a workplace-specific hazard assessment of its workplace(s) to determine potential workplace hazards related to COVID-19. A hazard assessment will be conducted initially and whenever changes at the workplace create a new potential risk of employee exposure to COVID-19 (e.g., new work activities at the workplace).

Domus Vita may require proof of vaccination status of employees as needed to assure compliance with all State and Federal guidance.

Domus Vita has identified the following well-defined areas of the workplace where fully vaccinated employees are exempt from the personal protective equipment (PPE), physical distancing, and physical barrier requirements of the ETS because there is no reasonable expectation that any person with suspected or confirmed COVID-19 will be present:

Out Side or where a garage with good ventilation is available then that area as well.  
Shared office space where all persons in the office have been fully vaccinated.

Domus Vita has developed the following policies and procedures to determine employees' vaccination status:

When vaccination status is being determined documentation from the vaccination site or any government related health department may be required.

Domus Vita and the COVID-19 Safety Coordinator(s) will work collaboratively with non-managerial employees and their representatives to conduct the workplace-specific hazard assessment. All completed hazard assessment forms and results will be attached to this plan and will be accessible to all employees and their representatives at each facility.

Domus Vita will address the hazards identified by the assessment, and include policies and procedures to minimize the risk of transmission of COVID-19 for each employee. These policies and procedures are as follows:

### ***Patient Screening and Management***

In settings where direct patient care is provided, Domus Vita will:

- Limit and monitor points of entry to the setting;
- Screen and triage all clients, patients, residents, delivery people, visitors, and other non-employees entering the setting for symptoms of COVID-19;
- Implement other applicable patient management strategies in accordance with the CDC's "COVID-19 Infection Prevention and Control Recommendations"; and

In implementing the screening and management of entry into the facility a initial triage table should be located at the primary entrance where customers and their families are to enter. Face masks, hand sanitizer, triage forms, and a touchless thermometer should be maintained at this triage table. Temperature, information about symptoms, and such other information as directed by Domus Vita puts on the screening form is to be completed for all persons coming into the location to adequately make a determination on the appropriateness of entry to the facility. Qualifying criteria will be on the entry form in conformity with government guidance.

### ***Standard and Transmission-Based Precautions***

Domus Vita will develop and implement policies and procedures to adhere to Standard and Transmission-Based Precautions in accordance with CDC's "Guidelines for Isolation Precautions."

Domus Vita and the COVID-19 Safety Coordinator(s) will work collaboratively with non-managerial employees and their representatives to develop and implement these policies and procedures.

### ***Personal Protective Equipment (PPE)***

Domus Vita will provide, and ensure that employees wear, facemasks or a higher level of respiratory protection. Facemasks must be worn by employees over the nose and mouth when indoors and when occupying a vehicle with

another person for work purposes. Policies and procedures for facemasks will be implemented, along with the other provisions required by OSHA's COVID-19 ETS, as part of a multi-layered infection control approach.

Facemasks provided by Domus Vita will be FDA-cleared, authorized by an FDA Emergency Use Authorization, or otherwise offered or distributed as described in an FDA enforcement policy. Domus Vita will provide employees with a sufficient number of facemasks, which must be changed at least once a day, whenever they are soiled or damaged, and more frequently as necessary (e.g., patient care reasons). Domus Vita may also provide a respirator to employees when only a facemask is required (i.e., when a respirator is not otherwise required by OSHA's COVID-19 ETS) and, when doing so, will comply with OSHA's COVID-19 ETS mini respiratory protection program (29 CFR 1910.504). Domus Vita will also permit employees to wear their own respirator instead of a facemask and, in such cases, will comply with OSHA's COVID-19 ETS mini respiratory protection program (29 CFR 1910.504). Additional information about when respirator use is required can be found below.

When a person in the home has a positive COVID test staff are encouraged to use a N95 respirator. If for any reason an N95 respirator is not available at the site please contact Domus Vita at 734-216-1064 (Pam) or 734-837-4387 (Jonell).

Paragraph (a)(4) of the ETS exempts fully vaccinated employees from the PPE requirements of the ETS when in well-defined areas where there is no reasonable expectation that any person with suspected or confirmed COVID-19 will be present. The following are additional exceptions to Domus Vita's requirements for facemasks:

1. When an employee is alone in a room.
2. While an employee is eating and drinking at the workplace, provided each employee is at least 6 feet away from any other person, or separated from other people by a physical barrier.
3. When employees are wearing respirators in accordance with 29 CFR 1910.134 or paragraph (f) of OSHA's COVID-19 ETS.
4. When it is important to see a person's mouth (e.g., communicating with an individual who is deaf or hard of hearing) and the conditions do not permit a facemask that is constructed of clear plastic (or includes a clear plastic window). When this is the case, Domus Vita will ensure that each employee wears an alternative, such as a face shield, if the conditions permit.
5. When employees cannot wear facemasks due to a medical necessity, medical condition, or disability as defined in the Americans with Disabilities Act (42 USC 12101 et seq.), or due to religious belief. Exceptions will be provided for a narrow subset of persons with a disability who cannot wear a facemask or cannot safely wear a facemask, because of the disability, as defined with the Americans with Disability Act (42 USC 12101 et seq.), including a person who cannot independently remove the facemask. The remaining portion of the subset who cannot wear a facemask may be exempted on a case-by-case basis as required by the Americans with Disability Act and other applicable laws. When an exception applies, Domus Vita will ensure that any such employee wears a face shield, if their condition or disability permits it. Domus Vita will provide accommodations for religious beliefs consistent with Title VII of the Civil Rights Act.
6. When Domus Vita has demonstrated that the use of a facemask presents a hazard to an employee of serious injury or death (e.g., arc flash, heat stress, interfering with the safe operation of equipment). At this time no such activity has been identified. When it is the case, Domus Vita will ensure that each employee wears an alternative, such as a face shield, if the conditions permit. Any employee not wearing a facemask must remain at least 6 feet away from all other people unless the employer can demonstrate it is not feasible. The employee must resume wearing a facemask when not engaged in the activity where the facemask presents a hazard.

If a face shield is required to comply with OSHA's COVID-19 ETS or Domus Vita otherwise requires use of a face shield, Domus Vita will ensure that face shields are cleaned at least daily and are not damaged.

Domus Vita will not prevent any employee from voluntarily wearing their own facemask and/or face shield in situations when they are not required unless doing so would create a hazard of serious injury or death, such as interfering with the safe operation of equipment.

In addition to providing, and ensuring employees wear, facemasks, Domus Vita will provide protective clothing and equipment (e.g., respirators, gloves, gowns, goggles, face shields) to each employee in accordance with Standard and Transmission-Based Precautions in healthcare settings in accordance with CDC's "[Guidelines for Isolation Precautions](#)," and ensure that the protective clothing and equipment is used in accordance with OSHA's PPE standards (29 CFR 1910 subpart I).

Any employee who is dealing with a customer who they have reason to believe presents an increased risk of COVID transmission due to spitting, drooling, discharge, etc. they should request such additional PPE as they feel may help provide for their safety and reduce the risk of transmission. Requests will be reviewed promptly and if you haven't received an adequate response from management within 24 hours please contact Domus Vita at 734-564-875 (Jim).

For employees with exposure to people with suspected or confirmed COVID-19, Domus Vita will provide respirators and other PPE, including gloves, an isolation gown or protective clothing, and eye protection. Domus Vita will ensure respirators are used in accordance with the OSHA Respiratory Protection standard (29 CFR 1910.134), and other PPE is used in accordance with OSHA's PPE standards (29 CFR 1910 subpart I).

If you have suspected or confirmed exposure please contact Pam or Jonell (734-216-1064, 734-837-4387 ) immediately so required PPE is on site.

For aerosol-generating procedures (AGPs) on a person with suspected or confirmed COVID-19, Domus Vita will provide a respirator to each employee and ensure it is used in accordance with the OSHA Respiratory Protection standard (29 CFR 1910.134). Domus Vita will also provide gloves, an isolation gown or protective clothing, and eye protection to each employee, and ensure use in accordance with OSHA's PPE standards (29 CFR 1910 subpart I).

Domus Vita is not currently aware of employees working with AGP's but if you find that to be the case then please contact Pam or Jonell (734-216-1064, 734-837-4387 ) immediately so required PPE is on site.

Domus Vita and the COVID-19 Safety Coordinator(s) will work collaboratively with non-managerial employees or representatives to assess and address COVID-19 hazards, including when there is employee exposure to people with suspected or confirmed COVID-19.

### ***Aerosol-generating procedures (AGPs) on a person with suspected or confirmed COVID-19.***

When an AGP is performed on a person with suspected or confirmed COVID-19, Domus Vita will:

- Provide a respirator and other PPE, as discussed in the previous section;
- Limit the number of employees present during the procedure to only those essential for patient care and procedure support;
- Ensure that the procedure is performed in an existing airborne infection isolation room (AIIR), if available; and
- Clean and disinfect the surfaces and equipment in the room or area where the procedure was performed, after the procedure is completed.

Domus Vita and the COVID-19 Safety Coordinator(s) will work collaboratively with non-managerial employees and their representatives to assess and address COVID-19 hazards while performing AGPs.

### ***Physical Distancing***

Domus Vita will ensure that each employee is separated from all other people in the workplace by at least 6 feet when indoors, unless it can be demonstrated that such physical distance is not feasible for a specific activity. Where maintaining 6 feet of physical distance is not feasible, Domus Vita will ensure employees are as far apart from other people as possible. Physical distancing will be implemented, along with the other provisions required by OSHA's COVID-

19 ETS, as part of a multi-layered infection control approach.

Domus Vita and the COVID-19 Safety Coordinator(s) will work collaboratively with non-managerial employees and their representatives to assess physical distancing in the workplace.

At this time the distancing may not be possible during administering medication, transferring customers, bathing, ADLs , and other customer care actions.

Given the limited spacing in person's homes traffic flow is not easily coordinated to assure appropriate distancing so it is expected that all staff will provide distance through awareness and courtesy, for example giving persons being moved in a wheelchair priority in passing through doorways.

All offices and customer living spaces should have seating that maximizes distancing between individuals.

Staff and customers should not congregate or be "parked" in close proximity to others. As stated previously the courtesy of keeping your distance in halls, doorways, etc. will be an important part of maintaining distance and a safe work environment.

All work stations should be arranged to create distance between staff and persons entering the facility and to help maintain distance between individuals and protective screens should be used where prolonged face to face events occur such as interviewing.

Given our work is customer personal care telework is not an option for which reason staff attention to distancing within the location is so important.

### **Physical Barriers**

Domus Vita will install physical barriers at each fixed work location outside of direct patient care areas where each employee is not separated from all other people by at least 6 feet of distance and spacing cannot be increased, unless it can be demonstrated that it is not feasible to install such physical barriers. Physical barriers will be implemented, along with the other provisions required by OSHA's COVID-19 ETS, as part of a multi-layered infection control approach.

Domus Vita and the COVID-19 Safety Coordinator(s) will work collaboratively with non-managerial employees and their representatives to identify where physical barriers are needed. If you are aware of a location where you believe a physical barrier is needed please contact Domus Vita jim@domusvita.com

Where feasible, Domus Vita will ensure that:

- Physical barriers are solid and made from impermeable materials;
- Physical barriers are easily cleanable or disposable;
- Physical barriers are sized (i.e., height and width) and located to block face-to-face pathways between individuals based on where each person would normally stand or sit;
- Physical barriers are secured so that they do not fall or shift, causing injury or creating a trip or fall hazard;
- Physical barriers do not block workspace air flow or interfere with the heating, ventilation, and air conditioning (HVAC) system operation;
- Physical barriers are transparent in cases where employees and others have to see each other for safety; and
- Physical barriers do not interfere with effective communication between individuals.
  
- Where:
  - Public facing fixed workstations (e.g., entryway/lobby, check-in desks, triage, hospital pharmacy windows, bill payment);
  - Security screening and checkpoints.
  
- How:

- Free-standing on the floor and secured;
- Mounted securely to hard surfaces above the floor (e.g., benches, desks, countertops, production lines, vehicle interior surfaces); or
- Hung from above and extending down from the ceiling or other fixture and secured so as not to fall, flap, or move.]

### *Cleaning and Disinfection*

Domus Vita will implement policies and procedures for cleaning, disinfection, and hand hygiene, along with the other provisions required by OSHA’s COVID-19 ETS, as part of a multi-layered infection control approach. Domus Vita and the COVID-19 Safety Coordinator(s) will work collaboratively with non-managerial employees and their representatives to implement cleaning, disinfection, and hand hygiene in the workplace.

In patient care areas, resident rooms, and for medical devices and equipment:

Domus Vita will follow standard practices for cleaning and disinfection of surfaces and equipment in accordance with CDC’s “COVID-19 Infection Prevention and Control Recommendations” and CDC’s “Guidelines for Environmental Infection Control.”

In all other areas:

Domus Vita requires the cleaning of high-touch surfaces and equipment at least once a day, following manufacturers’ instructions for the application of cleaners.

When a person who is COVID-19 positive has been in the workplace within the last 24 hours, Domus Vita requires cleaning and disinfection, in accordance with CDC’s “Cleaning and Disinfecting Guidance,” of any areas, materials, and equipment that have likely been contaminated by that person (e.g., rooms they occupied, items they touched).

At a minimum day shift should clean/disinfect customer sleep areas and midnight shift should clean/disinfect all common areas.

Domus Vita will provide alcohol-based hand rub that is at least 60% alcohol or provide readily accessible hand washing facilities. In addition, signs will be posted encouraging frequent handwashing.

Sanitizer is to be maintained by the locations front door and be available to all persons entering. Employees are encouraged to use hand sanitizer but more importantly to wash hand frequently. Sanitizer or hand wash should be used between customer contacts to help avoid spreading virus.

### *Ventilation*

Domus Vita will implement policies and procedures for each facility’s heating, ventilation, and air conditioning (HVAC) system and ensure that:

- The HVAC system(s) is used in accordance with the manufacturer’s instructions and the design specifications of the HVAC system(s);
- The amount of outside air circulated through the HVAC system(s) and the number of air changes per hour are maximized to the extent appropriate;
- All air filters are rated Minimum Efficiency Reporting Value (MERV) 13 or higher, if compatible with the HVAC system(s); if not compatible, the filter with the highest compatible filtering efficiency is used;

- All air filters are maintained and replaced as necessary to ensure the proper function and performance of the HVAC system;
- All intake ports that provide outside air to the HVAC system(s) are cleaned, maintained, and cleared of any debris that may affect the function and performance of the HVAC system(s); and
- Existing airborne infection isolation rooms (AIIRs), if any, are maintained and operated in accordance with their design and construction criteria.

Positive Steps employees can take:

Opening windows and doors during work hours when outdoor climate allows, and when doing so would not present other health or safety hazards;

- Placing fans in windows, but not where potentially contaminated air flows directly from one person to another;
- Running the HVAC system for at least 2 hours before and after the building is occupied;
- Using portable high-efficiency particulate air (HEPA) fan/filtration systems.

### ***Health Screening and Medical Management***

#### Health Screening

Domus Vita will screen each employee before each work day and each shift be at a minimum self monitoring. When entering the workplace employees are required to complete the screening documents.

#### Employee Notification to Employer of COVID-19 Illness or Symptoms

**Domus Vita requires employees to promptly notify Human Resources or the Safety Coordinator listed at the beginning of this document when they have tested positive for COVID-19 or been diagnosed with COVID-19 by a licensed healthcare provider, have been told by a licensed healthcare provider that they are suspected to have COVID-19, are experiencing recent loss of taste and/or smell with no other explanation, or are experiencing both fever ( $\geq 100.4^{\circ}$  F) and new unexplained cough associated with shortness of breath.**

At a minimum staff are required to cooperate in all testing procedures and to call in to HR daily with an update on status of any testing, quarantine recommendations, etc.

Sick leave, personal time, and other types of leave will continue to be provided in accordance with company policy.

#### Employer Notification to Employees of COVID-19 Exposure in the Workplace

Domus Vita will notify employees if they have been exposed to a person with COVID-19 at their workplace, as described below. The notification provisions below are not triggered by the presence of a patient with confirmed COVID-19 in a workplace where services are normally provided to suspected or confirmed COVID-19 patients (e.g., emergency rooms, urgent care facilities, COVID-19 testing sites, COVID-19 wards in hospitals). When Domus Vita is notified that a person who has been in the workplace (including employees, clients, patients, residents, vendors, contractors, customers, delivery people and other visitors, or other non-employees) is COVID-19 positive, Domus Vita will, within 24 hours:

- Notify each employee who was not wearing a respirator and any other required PPE and has been in close contact with the person with COVID-19 in the workplace. The notification must state the fact that the employee was in close contact with someone with COVID-19 along with the date(s) the contact occurred.
- Notify all other employees who were not wearing a respirator and any other required PPE and worked in a well-defined portion of a workplace (e.g., a particular floor) in which the person with COVID-19 was present during the potential transmission period. The notification must specify the date(s) the person with COVID-19 was in the workplace during the potential transmission period.
- Notify other employers whose employees were not wearing a respirator and any other required PPE and have

been in close contact with the person with COVID-19, or worked in a well-defined portion of a workplace (e.g., a particular floor) in which that person was present, during the potential transmission period. The notification must specify the date(s) the person with COVID-19 was in the workplace during the potential transmission period and the location(s) where the person with COVID-19 was in the workplace.

Notifications will not include the name, contact information, or occupation of the COVID-19 positive person.

Note: Close contact means being within 6 feet of the person for a cumulative total of 15 minutes or more over a 24-hour period during the person's potential transmission period. The potential transmission period runs from 2 days before the person felt sick (or, if not showing symptoms, 2 days before testing) until the time the person is isolated.

Notification to employees will be by phone call or email so be sure you maintain up to date information with Human Resources.

### Medical Removal from the Workplace

Domus Vita has also implemented a policy for removing employees from the workplace in certain circumstances. Domus Vita will immediately remove an employee from the workplace when:

- The employee is COVID-19 positive (i.e., confirmed positive test for, or has been diagnosed by a licensed healthcare provider with, COVID-19);
- The employee has been told by a licensed healthcare provider that they are suspected to have COVID-19;
- The employee is experiencing recent loss of taste and/or smell with no other explanation; or
- The employee is experiencing both a fever of at least 100.4°F and new unexplained cough associated with shortness of breath.

(Note: This list represents the minimum medical removal requirements for compliance with OSHA's COVID-19 ETS. The full list of COVID-19 symptoms provided by the CDC includes additional symptoms not listed above. Domus Vita may choose to remove or test employees with additional symptoms from the CDC list, or refer the employees to a healthcare provider.)

For employees removed because they are COVID-19 positive, Domus Vita will keep them removed until they meet the return-to-work criteria discussed below. For employees removed because they have been told by a licensed healthcare provider that they are suspected to have COVID-19, or are experiencing symptoms as discussed above, Domus Vita will keep them removed until they meet the return-to-work criteria discussed below or keep them removed and provide a COVID-19 polymerase chain reaction (PCR) test at no cost to the employee. If the employee tests negative, they can return to work immediately. If the employee tests positive or refuses a test, they must remain excluded from the workplace until the return-to-work criteria below are met. If the employee refuses to take the test, Domus Vita will continue to keep the employee removed from the workplace, but is not obligated to provide the medical removal protection benefits discussed below.

If Domus Vita notifies an employee that they were in close contact with a person in the workplace (including employees, clients, patients, residents, vendors, contractors, customers, delivery people and other visitors, or other non-employees) who is COVID-19 positive when that employee was not wearing a respirator and any other required PPE, Domus Vita will immediately remove the employee from the workplace unless:

1. The employee does not experience recent loss of taste and/or smell with no other explanation, or fever of at least 100.4°F and new unexplained cough associated with shortness of breath; AND
2. The employee has either been fully vaccinated against COVID-19 (i.e., 2 weeks or more following the final dose) or had COVID-19 and recovered within the past 3 months.

Domus Vita will keep the employee removed from the workplace [for 14 days or will keep the employee removed and provide a COVID-19 test at least 5 days after the exposure at no cost to the employee. If the employee tests negative,



they may return to work 7 days following exposure. If the employee tests positive, the employee must remain excluded from the workplace until the return-to-work criteria below are met. If the employee refuses a test, Domus Vita will keep the employee excluded for 14 days, but is not obligated to provide the medical removal protection benefits discussed below (Note: absent undue hardship, employers must make reasonable accommodations for employees who cannot take the test for religious or disability-related medical reasons, consistent with applicable non-discrimination laws).]

Any time an employee must be removed from the workplace, Domus Vita may require the employee to work remotely or in isolation if suitable work is available. When allowing an employee to work remotely or in isolation, Domus Vita will continue to pay that employee the same regular pay and benefits the employee would have received had the employee not been absent to the extent the employee is a health care worker covered by OSHA ETS.

Domus Vita will not subject its employees to any adverse action or deprivation of rights or benefits because of their removal from the workplace due to COVID-19.

### Return to Work Criteria

Domus Vita will only allow employees who have been removed from the workplace to return to work in accordance with guidance from a licensed healthcare provider or in accordance with the CDC's "Isolation Guidance" and "Return to Work Healthcare Guidance." <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-homepatients>. Pursuant to CDC guidance, symptomatic employees may return to work after all the following are true:

- At least 10 days have passed since symptoms first appeared, and
- At least 24 hours have passed with no fever without fever-reducing medication, and
- Other symptoms of COVID-19 are improving (loss of taste and smell may persist for weeks or months and need not delay the end of isolation).

If an employee has severe COVID-19 or an immune disease, Domus Vita will follow the guidance of a licensed healthcare provider regarding return to work.

Pursuant to CDC guidance, asymptomatic employees may return to work after at least 10 days have passed since a positive COVID-19 test. If an employer receives guidance from a healthcare provider that the employee may not return to work, they must follow that guidance.

Prior to returning to work an employee shall receive approval from Human Resources or the Director.

### Medical Removal Protection Benefits

Domus Vita will continue to pay employees who have been removed from the workplace under the medical removal provisions of OSHA's COVID-19 ETS. Note not all employees may be covered by the ETS. When an employee has been removed from the workplace and is not working remotely or in isolation, Domus Vita will continue to pay in accordance with its policies. . Note the following requirements under OSHA's COVID-19 ETS:

- Employers must continue to provide the benefits to which the employee is normally entitled and pay the employee the same regular pay the employee would have received had the employee not been absent from work, up to \$1,400 per week per employee. For employers with fewer than 500 employees, the employer must pay the employee up to the \$1,400 per week cap but, beginning in the third week of an employee's removal, the amount is reduced to only two-thirds of the same regular pay the employee would have received had the employee not been absent from work, up to \$200 per day (\$1000 per week in most cases). This cap will not effect most employees as there normal pay does not reach the threshold. You are paid at your rate not at the threshold amount.
- The ETS also provides that the employer's payment obligation is reduced by the amount of compensation the employee receives from any other source, such as a publicly or employer-funded compensation program (e.g., paid sick leave, administrative leave), for earnings lost during the period of removal or any additional source of

income the employee receives that is made possible by virtue of the employee's removal.]

## **Vaccination**

Domus Vita encourages employees to receive the COVID-19 vaccination as a part of a multi-layered infection control approach. Domus Vita will support COVID-19 vaccination for each employee by providing reasonable time and paid leave to each employee for vaccination and any side effects experienced following vaccination.

If you need leave time to get vaccinated please contact Human Resources for approval. Generally, employees are expected to obtain the vaccine during non work hours.

## **Training**

Domus Vita will implement policies and procedures for employee training, along with the other provisions required by OSHA's COVID-19 ETS, as part of a multi-layered infection control approach. Domus Vita and the COVID-19 Safety Coordinator(s) will work collaboratively with non-managerial employees and their representatives to assess COVID-19 hazards and implement an employee training program at each facility.

Domus Vita's COVID-19 training program will be accessible in the following ways:

Review on our website [www.domusvita.com](http://www.domusvita.com) or upon request to Human Resources through video conferencing.

Domus Vita will ensure that each employee receives training, in a language and at a literacy level the employee understands, on the following topics:

- COVID-19, including:
  - How COVID-19 is transmitted (including pre-symptomatic and asymptomatic transmission);
  - The importance of hand hygiene to reduce the risk of spreading COVID-19 infections;
  - Ways to reduce the risk of spreading COVID-19 through proper covering of the nose and mouth;
  - The signs and symptoms of COVID-19;
  - Risk factors for severe illness; and
  - When to seek medical attention;
- Domus Vita's policies and procedures on patient screening and management;
- Tasks and situations in the workplace that could result in COVID-19 infection;
- Workplace-specific policies and procedures to prevent the spread of COVID-19 that are applicable to the employee's duties (e.g., policies on Standard and Transmission-Based Precautions, physical distancing, physical barriers, ventilation, aerosol-generating procedures);
- Employer-specific multi-employer workplace agreements related to infection control policies and procedures, the use of common areas, and the use of shared equipment that affect employees at the workplace;
- Domus Vita's policies and procedures for PPE worn to comply with OSHA's COVID-19 ETS, including:
  - When PPE is required for protection against COVID-19;
  - Limitations of PPE for protection against COVID-19;
  - How to properly put on, wear, and take off PPE;
  - How to properly care for, store, clean, maintain, and dispose of PPE; and
  - Any modifications to donning, doffing, cleaning, storage, maintenance, and disposal procedures needed to address COVID-19 when PPE is worn to address workplace hazards other than COVID-19;
- Workplace-specific policies and procedures for cleaning and disinfection;
- Domus Vita's policies and procedures on health screening and medical management;
- Available sick leave policies, any COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws, and other supportive policies and practices (e.g., telework, flexible hours);
- The identity of Domus Vita's Safety Coordinator(s) specified in this COVID-19 plan;

- OSHA’s COVID-19 ETS; and
- How the employee can obtain copies of OSHA’s COVID-19 ETS and any employer-specific policies and procedures developed under OSHA’s COVID-19 ETS, including this written COVID-19 plan.

Domus Vita will ensure that the training is overseen or conducted by a person knowledgeable in the covered subject matter as it relates to the employee’s job duties, and that the training provides an opportunity for interactive questions and answers with a person knowledgeable in the covered subject matter as it relates to the employee’s job duties.

Domus Vita will provide additional training whenever changes occur that affect the employee’s risk of contracting COVID-19 at work (e.g., new job tasks), policies or procedures are changed, or there is an indication that the employee has not retained the necessary understanding or skill.

### *Anti-Retaliation*

Domus Vita will inform each employee that employees have a right to the protections required by OSHA’s COVID-19 ETS, and that employers are prohibited from discharging or in any manner discriminating against any employee for exercising their right to protections required by OSHA’s COVID-19 ETS, or for engaging in actions that are required by OSHA’s COVID-19 ETS.

Domus Vita will not discharge or in any manner discriminate against any employee for exercising their right to the protections required by OSHA’s COVID-19 ETS, or for engaging in actions that are required by OSHA’s COVID-19 ETS.

### *Requirements implemented at no cost to employees*

Domus Vita will comply with the provisions of OSHA’s COVID-19 ETS at no cost to its employees, with the exception of any employee self-monitoring conducted under the Health Screening and Medical Management section of this Plan.

### *Recordkeeping*

Domus Vita will retain all versions of this COVID-19 plan implemented to comply with OSHA’s COVID-19 ETS while the ETS remains in effect.

Domus Vita will establish and maintain a COVID-19 log to record each instance in which an employee is COVID-19 positive, regardless of whether the instance is connected to exposure to COVID-19 at work. The COVID-19 log will contain, for each instance, the employee’s name, one form of contact information, occupation, location where the employee worked, the date of the employee’s last day at the workplace, the date of the positive test for, or diagnosis of, COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced.

Domus Vita will record the information on the COVID-19 log within 24 hours of learning that the employee is COVID-19 positive. Domus Vita will maintain the COVID-19 log as a confidential medical record and will not disclose it except as required by OSHA’s COVID-19 ETS or other federal law.

Domus Vita will maintain and preserve the COVID-19 log while OSHA’s COVID-19 ETS remains in effect.

By the end of the next business day after a request, [Domus Vita](#) will provide, for examination and copying:

- All versions of the written COVID-19 plan to all of the following: any employees, their personal representatives, and their authorized representatives.
- The individual COVID-19 log entry for a particular employee to that employee and to anyone having written authorized consent of that employee;

- A version of the COVID-19 log that removes the names of employees, contact information, and occupation, and only includes, for each employee in the COVID-19 log, the location where the employee worked, the last day that the employee was at the workplace before removal, the date of that employee's positive test for, or diagnosis of, COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced, to all of the following: any employees, their potential representatives, and their authorized representatives.

### **Reporting**

Domus Vita will report to OSHA:

- Each work-related COVID-19 fatality within 8 hours of Domus Vita learning about the fatality;
- Each work-related COVID-19 in-patient hospitalization within 24 hours of Domus Vita learning about the in-patient hospitalization.

### **4. Monitoring Effectiveness**

Domus Vita and the COVID-19 Safety Coordinator(s) will work collaboratively with non-managerial employees and their representatives to monitor the effectiveness of this COVID-19 plan so as to ensure ongoing progress and efficacy.

Domus Vita will update this COVID-19 plan as needed to address changes in workplace-specific COVID-19 hazards and exposures.

### **5. Coordination with Other Employers**

Domus Vita will communicate this COVID-19 plan with all other employers that share the same worksite, and will coordinate with each employer to ensure that all workers are protected.

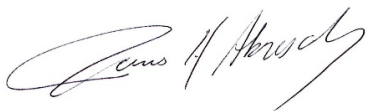
Domus Vita will adjust this COVID-19 plan to address any particular hazards presented by employees of other employers at the worksite.

### **6. Entering Residences**

Domus Vita will identify potential hazards and implement measures to protect employees who, in the course of their employment, enter into private residences and other physical locations controlled by a person not covered by the Occupational Safety & Health Act of 1970 (OSH Act). Domus Vita requires that our COVID-19 protocols be communicated to homeowners and sole proprietors prior to conducting work activities at private residences or other physical locations not covered by the OSH Act.

### **7. Signature and Plan Availability**

Domus Vita has prepared and issued this COVID-19 plan on 7/1/2021



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James Abresch, Operations Director

Employer Name:	DOMUS VITA
Address:	14145 Farmington Road, Livonia, MI 48154

This COVID-19 plan is available:

Posted to <a href="http://www.domusvita.com">www.domusvita.com</a>	Available by request to: <a href="mailto:jim@domusvita.com">jim@domusvita.com</a>
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