



COVID-19 UPDATED GUIDANCE MEMO / HANDBOOK ADDENDUM

To: All CISS Direct Care Staff
Date: **March 1, 2023**
From: Sharon M. Francis, CEO

The State of California ended the COVID-19 State of Emergency declaration on Feb. 28th, which had been in place since the start of the pandemic three years ago. The COVID-19 virus continues to be present in our community at declining levels with seasonal fluctuations. Given the risk to individuals with compromised health conditions our organization supports, and to our direct care employees which includes our Respite Caregivers and Independent Living Specialists, we have revised our safety policies as of March 1, 2023, as follows:

Face masks are required to be worn by employees when:

1. The person in care, a family member, or another member of the person's household is known by the employee to have a compromised health condition or be immune compromised. Masks should also continue to be worn if the employee (or a member of their own household) is considered to be immune compromised.
2. Care is provided in a vehicle or outdoors when social distancing (minimum of 6 feet) cannot be maintained between the employee and all others present.
3. The person in care or their family requests that a face mask be worn by an employee.

Large indoor gatherings should continue to be avoided during care, such as but not limited to visiting movie theaters, attending ceremonies including graduations, or during celebrations at the family's home.

The organization continues to strongly recommend mask wearing at all times by employees who live outside the family's home since individuals with intellectual and developmental disabilities are considered to be at higher risk of COVID-19 related complications and death.

If a family requests that the employee remove their face mask, but the employee wishes to wear it while working, the employee should continue to wear the face mask. They should inform the family of their personal choice and the organization's recommendations. If the family demands that masks not be worn while care is provided, the employee must **not** provide care and must contact the office within one business day for guidance.

Reminder: Do not report to work if you are sick or have recently traveled on public transportation (eg. by plane or train on vacation.) Notify the office immediately if you have been diagnosed or exposed to COVID-19. Contact the family to cancel and then complete our online sick pay form to report the absence. Call our Human Resources department for support when needed. Despite the above changes, CISS is obligated to continue tracking COVID-19 cases and implementing quarantines as necessary that consider everyone's health and safety.