

## COVID-19 Preparedness Plan for First Presbyterian Church

First Presbyterian Church is committed to providing a safe and healthy workplace for all our workers, volunteers and congregants. To ensure we have a safe and healthy workplace, First Presbyterian Church has developed the following COVID-19 Preparedness Plan in response to the COVID-19 pandemic. Managers and workers are all responsible for implementing this plan. Our goal is to mitigate the potential for transmission of COVID-19 in our workplaces and communities, and that requires full cooperation among our workers and management. Only through this cooperative effort can we establish and maintain the safety and health of all persons in our workplaces.

The COVID-19 Preparedness Plan is administered by the Church Session, who maintains the overall authority and responsibility for the plan. However, management and workers are equally responsible for supporting, implementing, complying with and providing recommendations to further improve all aspects of this COVID-19 Preparedness Plan. First Presbyterian Church's managers and supervisors have our full support in enforcing the provisions of this plan.

Our workers are our most important assets. First Presbyterian Church is serious about safety and health and protecting our workers. Worker involvement is essential in developing and implementing a successful COVID-19 Preparedness Plan. We have involved our workers in this process by doing the following: The church session has met and created a task force to put a protocol in place.

First Presbyterian Church's COVID-19 Preparedness Plan follows the industry guidance developed by the state of Minnesota, available at the Stay Safe Minnesota website (<https://staysafe.mn.gov>), which is based upon Centers for Disease Control and Prevention (CDC) and Minnesota Department of Health (MDH) guidelines for COVID-19, Minnesota Occupational Safety and Health Administration (MNOSHA) statutes, rules and standards, and Minnesota's relevant and current executive orders. It addresses:

- ensuring sick workers stay home and prompt identification and isolation of sick persons;
- social distancing – workers must be at least six-feet apart;
- worker hygiene and source controls, including face coverings;
- workplace building and ventilation protocol;
- workplace cleaning and disinfection protocol;
- drop-off, pick-up and delivery practices and protocol; and
- communications and training practices and protocol.

First Presbyterian Church has reviewed and incorporated the industry guidance applicable to our business provided by the state of Minnesota for the development of this plan, including the following

industry guidance for faith-based communities. Other conditions and circumstances included in the industry guidance and addressed in the plan that are specific to our business include:

- additional protections and protocols for customers, clients, guests and visitors;
- additional protections and protocols for face coverings and personal protective equipment (PPE);
- additional protections and protocol for access and assignment;
- additional protections and protocol for sanitation and hygiene;
- additional protections and protocols for work clothes and handwashing;
- additional protections and protocol for distancing and barriers;
- additional protections and protocols for managing occupancy;
- additional protocols to limit face-to-face interaction;
- additional protections for receiving or exchanging payment; and
- additional protections and protocols for certain types of businesses within an industry.

### **Ensure sick workers stay home and prompt identification and isolation of sick persons**

Workers and volunteers have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess workers' health status prior to entering the workplace and for workers to report when they are sick or experiencing symptoms.

#### Requirements

1. Establish health screening protocols for workers at the start of each shift (e.g., health screening survey, taking temperature). Staff members will monitor their own health before entering the church building. See the Minnesota Department of Health (MDH)'s Visitor and Employee Health Screening Checklist ([www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf](http://www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf)). The checklist is also available in Hmong, Somali, and Spanish on Businesses and Employers: COVID-19 ([www.health.state.mn.us/diseases/coronavirus/businesses.html](http://www.health.state.mn.us/diseases/coronavirus/businesses.html)).
2. Staff and volunteers will self-report if they are experiencing symptoms of COVID-19 or have tested positive for COVID-19. If staff begin experiencing symptoms of COVID-19 while at work, they must also go home immediately.
3. Staff will report to Rev. Larsen, whether at home or at work, when they are experiencing COVID-19 symptoms, have tested positive for COVID-19, or have been in close contact with a person with symptoms or who has tested positive for COVID-19. Staff will also self-monitor and report to Rev. Larsen when they are able to return to work, following MDH guidance on COVID-19 and When to Return to Work ([www.health.state.mn.us/diseases/coronavirus/returntowork.pdf](http://www.health.state.mn.us/diseases/coronavirus/returntowork.pdf)). We note here that FPC staff consists of 1) Rev. Larsen; 2) Galen, who cleans the church, also worked for more than 20 years at EBCH as an RN and so is unusually knowledgeable about infection protocols, and 3) the choir director, who works only from home during the Covid 19 emergency.

4. Rev. Larsen will identify and communicate with staff who may have been exposed to a person with COVID-19 symptoms or who has tested positive for COVID-19 while at work. See Centers for Disease Control and Prevention (CDC) General Business Frequently Asked Questions ([www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html](http://www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html)), and CDC Interim Guidance for Businesses and Employers Responding to Coronavirus Disease 2019 (COVID-19), May 2020 ([www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html)). ▪ If a staff person is confirmed to have COVID-19, the protocol must include informing the organization's other staff who have been in close contact with the infected person, as well as their respective employers (where applicable), of the possible exposure to COVID-19 while at work. A person must be designated to gather information from staff who may be sick with COVID-19 and to engage in needed communications, while ensuring the privacy of infected staff is maintained in accordance with Equal Employment Opportunity Commission (EEOC) Transcript of March 21, 2020 Outreach Webinar ([www.eeoc.gov/transcript-march-27-2020-outreach-webinar](http://www.eeoc.gov/transcript-march-27-2020-outreach-webinar)).

5. Establish protocols for staff to return to work and follow MDH guidance at COVID-19 and When to Return to Work ([www.health.state.mn.us/diseases/coronavirus/returntowork.pdf](http://www.health.state.mn.us/diseases/coronavirus/returntowork.pdf)).

6. Provide accommodations for staff at higher risk or who are more vulnerable to severe illness if they are exposed to or contract COVID-19. See CDC's Guidance for People Who are at Higher Risk for Severe Illness ([www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html](http://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html)). Vulnerable staff should be encouraged to self-identify, and employers should avoid making unnecessary medical inquiries. Employers should take particular care to reduce these workers' risk of exposure.

7. Evaluate and adjust sick leave policies to reflect the need for isolation and incentivize staff who are sick to stay home. Clearly communicate sick leave policies to all staff.

First Presbyterian Church has implemented leave policies that promote workers staying at home when they are sick, when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household. Employees of First Presbyterian Church may take sick leave for the purposes of quarantine or illness as necessary and without losing pay. Employees of other institutions who are using the building will follow the guidelines laid down by their employers.

Accommodations for workers with underlying medical conditions or who have household members with underlying health conditions have been implemented: Workers with underlying health conditions are working from home.

First Presbyterian Church has also implemented a policy for informing workers if they have been exposed to a person with COVID-19 at their workplace and requiring them to quarantine for the required amount of time. Rev Larsen will communicate the exposure to workers and volunteers.

In addition, a policy has been implemented to protect the privacy of workers' health status and health information. The health status and information of all workers at First Presbyterian Church will be kept private and confidential.

Social distancing – Workers and volunteers must be at least six feet apart

Social distancing of at least six feet will be implemented and maintained between workers/volunteers and congregation members and visitors in the workplace through the following engineering and administrative controls:

#### Requirements

1. Maximize remote working. Staff who are able to work from home must work from home.
2. Hold virtual or online meetings, when possible.
3. Ensure physical distancing of 6 feet is maintained in all work areas, including at workstations, shared offices break rooms, meeting rooms, etc.
  - Provide for 6 feet of physical distancing in work areas, storage areas, break areas, meeting areas, copy rooms, parking areas, etc.
  - Evaluate traffic patterns, congestion areas, “bottlenecks”, and “choke points” to reduce crowding at entrances, reception areas, information counters, in hallways, elevators, waiting areas, staging areas, locker room and changing areas, doorways, corridors, janitor’s closets, sink rooms, transport areas, timeclock areas, etc.
  - Designate one-way entrances and exits that facilitate 6-foot distancing.
  - Avoid having workers facing each other at work stations whenever possible.
  - Limit collective gatherings of workers and congregation members to numbers that allow for social distancing to be maintained, including during collective gatherings for training, meetings, and breaks.
  - Ensure social queuing is established via tape markers on the floor where needed to provide and promote social distancing between multiple workers, staff, participants, and visitors congregating and waiting to use facilities (e.g. restrooms, handwashing, copy machines, vending).
  - Roving workers: Ensure social distancing is maintained while staff are engaged in “roving” activities (e.g., janitorial, security, service, stocking). Where activities must be performed while community members or visitors are present, staff must ensure social distancing is maintained (e.g., working in less congested areas, low-peak periods, using stanchions, placement of carts).
  - Custodial/janitorial: Refer to additional guidance specific for “Janitorial and Custodial Services” for workers performing janitorial, custodial, housekeeping, and other cleaning and maintenance services.
4. Limit the number of people in restrooms, break areas, and cafeterias to allow for social distancing. Create and designate additional break areas (including outside, when practical) for breaks and meals. Revise break times to prevent congregating in cafeterias and break rooms. Spread out or remove tables and chairs in break areas so they are at least 6 feet apart and install barriers where necessary.
5. Implement static assignment or “cohorting” of work crews to the extent possible. For example, Julie, Abdi, and Bob always work together and are assigned to the same location or work area every day, rather than reporting to different locations or work areas throughout the week or being reassigned with different workers.

6. Incorporate barriers, partitions, screens, or curtains to maintain barrier protection between staff to the extent possible, where the required distancing cannot be maintained. The use of barriers/partitions must be used in addition to social distancing and not used in replacement of social distancing.

## **STAFF HYGIENE AND SOURCE CONTROLS**

### Recommendations

1. Stagger shifts and breaks; Extend work hours and implement flexible scheduling to reduce number of staff in the same place at the same time.
2. Consider staggered work schedules or adapt workspace assignments to promote social distancing (e.g., assign cube space diagonally positioned from one another rather than directly adjacent or across from each other).
3. Use arrows and other signage to mark one-way traffic flow at access points, in hallways, stairways, corridors, and areas where staff may usually congregate or wait.
4. Mark access points and possible areas of congestion to provide for social distancing of at least 6 feet with floor markers or lane lines.

### **Worker hygiene and source controls**

Basic infection prevention measures are being implemented at our workplaces at all times. Signs have been added in restrooms. Workers are instructed to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning and end of their shift, prior to any mealtimes and after using the restroom. All congregation members and visitors to the workplace are required to wash or sanitize their hands prior to or immediately upon entering the facility. Hand-sanitizer dispensers (that use sanitizers of greater than 60% alcohol) are at entrances and locations in the workplace so they can be used for hand hygiene in place of soap and water, as long as hands are not visibly soiled. Source controls are being implemented at our workplaces at all times.

Workers, congregation members and visitors are being instructed to cover their mouth and nose with their sleeve or a tissue when coughing or sneezing, and to avoid touching their face, particularly their mouth, nose and eyes, with their hands. Workers, congregation members and visitors are expected to dispose of tissues in provided trash receptacles and wash or sanitize their hands immediately afterward. Respiratory etiquette will be demonstrated on posters and supported by making tissues and trash receptacles available to all workers and other persons entering the workplace.

### **Workplace building and ventilation protocol**

Operation of the building in which the workplace is located, includes necessary sanitation, assessment and maintenance of building systems, including water, plumbing, electrical, and heating, ventilation and air conditioning (HVAC) systems.

First Presbyterian Church does not have an air exchanger to maximize fresh air intake. Additionally, during cold weather seasons, it is not practical to leave windows open to maximize fresh air circulation. Considering this, all the more energy will be put into communicating and ensuring other safety measures are consistently adhered to.

#### Requirements

General building conditions: Buildings must be assessed to determine the status and capacities of the utility systems within the building (e.g., ventilation, water supply, sewer, gas), as well as potential issues associated with vermin, molds, and mildew, prior to putting the building into an operational status.

1. Follow established protocols for starting mechanical, electrical, plumbing, life-safety, and other systems after non-use.
2. Assess the building for indications of pest and vermin infestation, and consult a pest control professional as appropriate.
3. See CDC's Guidance for Reopening Buildings After Prolonged Shutdown or Reduced Operation ([www.cdc.gov/coronavirus/2019-ncov/php/building-water-system.html](http://www.cdc.gov/coronavirus/2019-ncov/php/building-water-system.html)).
4. Windows, fans, and air conditioning: CDC recommends working with facility management to determine how often to change air filters and to improve ventilation and exchanges for air from outside to the extent possible.

Day-to-day operations: Once systems are in a safe operational status, ensure the following practices and protocols are maintained:

1. Continuously maximize fresh air into the work and communal spaces. Eliminate air recirculation.
2. Minimize air flow from blowing across people.

Recommendations (if applicable to your situation and to the extent possible)

1. Not relevant: Supplement ventilation system with the use of portable HEPA filter units.
2. Not relevant: Keep systems running longer hours (24/7 if possible) to enhance the ability to filter contaminants out of the air.
3. Not possible: Maintain relative humidity levels of RH 40-60%.
4. Not possible: Add a flush cycle to the controls of the HVAC system, and run HVAC systems for 2 hours before and after occupancy if your system allows for this.
5. Not possible: Check and rebalance the HVAC system to provide negative air pressure whenever possible.
6. Consult an HVAC professional or the American Society of Heating, Refrigerating and Air-Conditioning Engineers to ensure proper ventilation is provided, and ventilation systems are properly maintained. See Coronavirus (COVID-19) Response Resources from ASHRAE and Others ([www.ashrae.org/technical-resources/resources](http://www.ashrae.org/technical-resources/resources)).

#### **WORK AND GATHERING SPACE CLEANING AND DISINFECTION PROTOCOLS**

- Routine cleaning will be done by Galen following CDC recommendations.
- Any staff, volunteers or visitors who use the building will agree to clean everything they have touched or used on the sign-in sheet

#### Requirements

1. Establish a documented sanitation schedule and checklist, identifying surfaces/equipment to be sanitized, the agent to be used, and the frequency at which sanitation occurs.
2. Routinely clean and disinfect all areas, such as offices, restrooms, common areas, shared electronic equipment, instruments, tools, controls, etc.
3. Frequently clean all high-touch items, such as doorknobs, countertops, barriers, railings, handles, ends of pews, tops of chairs, and other surfaces.
4. Clean and disinfect work vehicles in-between the use of each worker or work crew, before and after each use.
5. Electronic devices (e.g., light switches, circuit breakers) should not be sanitized with a liquid agent. Consider covering switches/devices with a poly-covering that allows the user to manipulate the device without touching the switch, and hangout the poly-covering frequently. Electronic devices must be sanitized only when disconnected from the power-source, and sanitized in accordance with the listing/labeling requirements.
6. Implement immediate cleaning and disinfecting of the work and gathering space if a staff, member, or visitor becomes ill with COVID-19. See CDC's Cleaning and Disinfecting Your Facility guidance ([www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html](http://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html)).
7. Select appropriate and ensure the needed supply of disinfectants – consider effectiveness and safety. The U.S. Environmental Protection Agency's (EPA) List N has identified a list of products that meet EPA's criteria for use against SARS-CoV-2. See EPA's List N: Disinfectants for Use Against SARS-CoV-2 ([www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2](http://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2)).
8. Ensure all trash is regularly disposed of and not allowed to accumulate, and minimize the number of staff involved in handling and disposal of materials.
9. Review product labels and Safety Data Sheets, follow manufacturer specifications, and use required personal protective equipment for the product.

#### Recommendations

1. Personal equipment, items used in rituals or services, microphones, and phones should not be shared or, if shared, should be disinfected after each use.
2. Sharing books, hymnals, and religious texts by people from one service to the next does not pose a significant risk in spreading COVID-19. Limit the sharing of these texts in close proximity to each other at the same time to those in your own household. You may consider cleaning the covers of these objects along with other frequently touched items in your worship space as established in your cleaning schedule.

### **DROP-OFF, PICK-UP AND DELIVERY PRACTICES AND PROTOCOLS**

#### Requirements

1. Staff must maintain a distance 6-feet or greater from others during interactions while receiving or exchanging deliveries.
2. Receive deliveries via a contactless method whenever possible, including deliveries at loading docks, reception areas,
  - The outer doors are kept locked at all times.
  - A sign will be posted on the outer door informing that the church building is closed at this time and specifying self-screening health questions and safety requirements.
  - A sign-in sheet will be available inside the locked door for those with keys. This will be used for contact tracing if needed. Any congregants who have been accustomed to coming and going freely, using their keys, will be informed that the building is now closed to such traffic.
  - Congregation members who need to drop something off should phone Rev. Larsen first to inform him of the delivery and to ask where to leave the package. Rev Larsen's contact # is 218-235-3906.
  - Delivery persons are directed to drop off packages at the outside door, and they do not require signatures.
  - If there are day-care users in the church basement, they will only enter and exit by the door close to the nursery.
  - If there is day-care in the basement, the school janitorial staff, who are CDC-certified, will clean that area.
  - Day-care users will not go upstairs to the main floor. That stairway will be blocked by a baby gate and a sign.

### **Communications and training practices and protocol**

This COVID-19 Preparedness Plan was communicated in writing by email to all workers and congregation members on [unknown date], and necessary training was provided. Additional communication and training will be ongoing by session, deacons and pastor via weekly e-news, bulletins, flyers posted at exits and entrances, and additional emails as needed to church friends and members. Training will be provided to all workers who did not receive the initial training and prior to initial assignment or reassignment.

Instructions will be communicated to all workers, including employees, temporary workers, staffing and labor-pools, independent contractors, subcontractors, vendors and outside technicians and congregation members and visitors about protections and protocols, including: 1) social distancing protocols and practices; 2) drop-off, pick-up, delivery and general in-store shopping; 3) practices for hygiene and respiratory etiquette; 4) requirements regarding the use of face-coverings and/or face-shields by workers and congregation members and visitors. All workers, congregation members and visitors will also be advised via a flyer on the front door not to enter the workplace if they are experiencing symptoms or have contracted COVID-19. Only those meeting the safety requirements

may enter the building. Everyone entering the church will be required to sign in , and this sign-in sheet can be used for contact tracing.

If someone who tests positive for the Corona virus has been in the building during the time they were infectious, deep cleaning will need to be performed by a professional service following the CDC guidelines (<https://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html>).

Managers and supervisors are expected to monitor how effective the program has been implemented. Rev. Larsen will monitor effectiveness and report to the church session. All management and workers (i.e. session, deacons, volunteer crew and Rev. Larsen) are to take an active role and collaborate in carrying out the various aspects of this plan, and update the protections, protocols, work-practices and training as necessary. This COVID-19 Preparedness Plan has been certified by First Presbyterian Church's Session and the plan was posted throughout the workplace and made readily available to employees [date]. It will be updated as necessary by the Covid Task Force.

#### **ADDITIONAL PROTECTIONS AND PROTOCOLS**

Other conditions and circumstances addressed in this plan that are specific to our business include:

- Masks must be worn inside by everyone at all times.
- Congregation members should sit 6' apart at a minimum.

Inside the church building:

- There should be no singing, playing of wind or brass instruments and no group responsive prayer.
- There should be no hand shaking, including for passing of the peace, and no hugging.
- There should be no refreshments and no fellowship time.
- If a congregation member enters the church for a short errand, they must
  - 1) sign in on the sign in sheet immediately inside the front door. This can be used for contact tracing if needed;
  - 2) answer relevant questions;
  - 3) disinfect everything they have touched before leaving.
- There will be hand sanitizer and free disposable masks available at all times by the coffeepot counter.

## Safety Measures/Considerations for Outdoor Church-Sponsored Events

- Some of the same safety measures as Inside church
  - No singing, playing wind/brass instruments, and no group responsive prayer.
  - No hand-shaking, including for passing of the peace, and no hugging.
  - No refreshments.
- Fellowship time is allowed if 6' social distance is maintained (*is this needed?*).
- Wear masks at all times (*unless sitting??*); It is not realistic to maintain social distance at all times when moving around in a group of people.
- Maintain 6' physical distance as much as possible.
- Engineer the space as much as possible to allow people to enter in one spot and exit in another to make physical distancing requirements easier.
- Set up chairs 6' apart from one another.

Certified by:

[Signature]

[Date]

[Title of senior executive or management official]

## Appendix A – Guidance for developing a COVID-19 Preparedness Plan

### General

Centers for Disease Control and Prevention (CDC): Coronavirus (COVID-19) – [www.cdc.gov/coronavirus/2019-nCoV](http://www.cdc.gov/coronavirus/2019-nCoV)

Minnesota Department of Health (MDH): Coronavirus – [www.health.state.mn.us/diseases/coronavirus](http://www.health.state.mn.us/diseases/coronavirus)

State of Minnesota: COVID-19 response – <https://mn.gov/covid19>

### Businesses

CDC: Resources for businesses and employers – [www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html](http://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html)

CDC: General business frequently asked questions – [www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html](http://www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html)

CDC: Building/business ventilation – [www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html)

MDH: Businesses and employers: COVID-19 – [www.health.state.mn.us/diseases/coronavirus/businesses.html](http://www.health.state.mn.us/diseases/coronavirus/businesses.html)

MDH: Health screening checklist – [www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf](http://www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf)

MDH: Materials for businesses and employers – [www.health.state.mn.us/diseases/coronavirus/materials](http://www.health.state.mn.us/diseases/coronavirus/materials)

Minnesota Department of Employment and Economic Development (DEED): COVID-19 information and resources – <https://mn.gov/deed/newscenter/covid/>

Minnesota Department of Labor and Industry (DLI): Updates related to COVID-19 – [www.dli.mn.gov/updates](http://www.dli.mn.gov/updates)

Federal OSHA – [www.osha.gov](http://www.osha.gov)

### Handwashing

MDH: Handwashing video translated into multiple languages – [www.youtube.com/watch?v=LdQuPGVcceg](http://www.youtube.com/watch?v=LdQuPGVcceg)

Respiratory etiquette: Cover your cough or sneeze

CDC: [www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html](http://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html)

CDC: [www.cdc.gov/healthywater/hygiene/etiquette/coughing\\_sneezing.html](http://www.cdc.gov/healthywater/hygiene/etiquette/coughing_sneezing.html)

MDH: [www.health.state.mn.us/diseases/coronavirus/prevention.html](http://www.health.state.mn.us/diseases/coronavirus/prevention.html)

#### Social distancing

CDC: [www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html)

MDH: [www.health.state.mn.us/diseases/coronavirus/businesses.html](http://www.health.state.mn.us/diseases/coronavirus/businesses.html)

#### Housekeeping

CDC: [www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html](http://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html)

CDC: [www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html](http://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html)

CDC: [www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html](http://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html)

Environmental Protection Agency (EPA): [www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2](http://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2)

#### Employees exhibiting signs and symptoms of COVID-19

CDC: [www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html](http://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html)

MDH: [www.health.state.mn.us/diseases/coronavirus/basics.html](http://www.health.state.mn.us/diseases/coronavirus/basics.html)

MDH: [www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf](http://www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf)

MDH: [www.health.state.mn.us/diseases/coronavirus/returntowork.pdf](http://www.health.state.mn.us/diseases/coronavirus/returntowork.pdf)

State of Minnesota: <https://mn.gov/covid19/for-minnesotans/if-sick/get-tested/index.jsp>

#### Training

CDC: [www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html)

Federal OSHA: [www.osha.gov/Publications/OSHA3990.pdf](http://www.osha.gov/Publications/OSHA3990.pdf)

MDH: [www.health.state.mn.us/diseases/coronavirus/about.pdf](http://www.health.state.mn.us/diseases/coronavirus/about.pdf)