

INFECTIOUS DISEASE POLICY

JULY 2025

Statement

This policy shall govern One Power's treatment of employee infectious diseases. Employees and Managers are expected to adhere to this policy. This policy statement has been reviewed and endorsed by One Power's Medical Director.

When an Employee Must Stay Home

An employee must not come to work when any of the following have occurred:

1. They have symptoms consistent with a **contagious illness** that could pose a risk to others in the workplace.
2. They have a **fever of 100°F or higher** and should not return until they have been fever-free (without fever-reducing medication) for at least **24 hours**.
3. They have been diagnosed with or have had **close contact with a serious infectious disease** where public health guidance or our Medical Director advises temporary isolation (e.g., COVID-19, influenza, strep throat, norovirus, etc.).

Employees are expected to make good decisions for the company. If you feel sick, have a cough, sore throat, feel achy, or have other symptoms common to the cold or flu you are encouraged, but not required, to stay at home. While not mandatory, employees are also encouraged to seek prompt medical evaluation when symptoms are consistent with a contagious illness. Early medical intervention can be critical, as certain treatments (such as antiviral medications like Tamiflu) are most effective when initiated within the first 24 hours of symptom onset.

Special Situations

1. Emerging Disease Surveillance: If an employee has traveled to or been in close contact with individuals returning from areas with emerging infectious diseases (e.g., monkeypox, avian flu, Marburg virus, etc.), they should notify the Medical Director. Precautionary remote work or monitoring may be required.
2. If you are subject to a quarantine imposed by any government agency (or a suggested self-quarantine) then you need to notify One Power, and our Medical Director will make specific decisions based on the relevant facts and circumstances.

Note: All contact with the Medical Director will go through Jereme Kent or Doug Corwin