

## Delta Variant: Updated Guidance for Workplace Safety August 5, 2021

The new delta variant continues to fuel a surge in COVID-19 cases, and Santee Cooper is updating protocols for employees at work in response to this extremely contagious and deadly strain. As of yesterday, Santee Cooper has 92 employees currently in quarantine, up from just two at the end of June. A total of 233 employees have tested positive for COVID-19 since we began tracking earlier in 2020 - 40 of those cases have occurred since June 30.

This note includes new guidance and recaps other practices that will continue as we follow CDC guidance in trying to ensure a safe and healthy workplace for all.

### What's new

The C-staff has discussed protocols related to in-person training, meetings and other work situations and decided, based on CDC guidance:

- WebEx should be used for meetings where social distancing cannot be maintained and should be offered as an alternative for participants in group meetings that take place in an office setting.
- Use of fleets should be limited to one person at a time whenever possible. Employees using pool fleets should wipe the vehicle down with a sanitizer after each use.
- Visitors to the worksite should be limited to those providing essential business needs only and must also follow all COVID-19 protocols.
- Training classes may be held in person as long as all participants and trainers wear face coverings and practice social distancing, to ensure that mandated training can be completed according to regulatory requirements. Santee Cooper Training and Development will work with Occupational Safety and Health in ensuring that in-person training adheres to CDC guidance.
- Capacity limits have been posted in certain rooms. Where limits are not posted, employees should limit occupancy to maintain a 6-foot social distance between people. This applies to elevators, conference rooms and other common spaces.
- Core operational areas, such as generating stations, line crews, the water systems and the Call Center, have continued protocols or made other adjustments to protect employees who cannot work remotely. Staggered reporting schedules, backup energy control centers and additional call center stations are a few examples of these adjustments.

### What's continuing

- As announced last week, all employees, regardless of vaccination status, are required to wear a face covering inside Santee Cooper facilities at all times (except in your office as long as social distancing can be maintained), and

outside when social distancing is not possible. This means face coverings are required in hallways, conference rooms and other common areas, with the exception of break rooms while eating. Departmental management may grant exceptions for limited situations such as working around energized equipment or high outdoor temperatures where facial coverings could create additional hazards.

- Office employees can continue to come to the workplace, with supervisor consent, as long as you are following all guidance related to social distancing, face coverings and other protocols listed here. Employees who have been working remotely can continue to do so, subject to supervisor direction and business needs, until January 2022.
- Entrance wellness kiosks will continue to be available for those who want to use them.
- Social distancing should be maintained indoors at all times and outdoors whenever possible.
- The custodial staff is continuing to provide increased cleaning of common areas and shared work spaces.
- Travel requirements will not change at this time, although conditions will continue to be monitored. This means that:
  - Non-vaccinated employees who expect to travel (defined as traveling out-of-state by airplane, ship, train, or other forms of public transportation) or attend a large gathering anywhere (typically defined to include events such as conferences, trade shows, sporting events, festivals, concerts, or large weddings and which could involve event staff, security, tickets, lodging, or long-distance travel), should continue to communicate with their supervision and Occupational Health and complete the "Updated OH Travel Form" located on the COVID-19 iPort page and send to [OHTravel@santecooper.com](mailto:OHTravel@santecooper.com) two (2) weeks prior to your event or travel.
  - Vaccinated employees should follow all applicable rules regarding travel, including wearing face coverings on public transportation and adhering to any local requirements at their destinations.

### COVID-19 Exposure

- All employees, regardless of vaccination status, who have a known exposure to someone with suspected or confirmed COVID-19 are required to do the following:
  - DO NOT COME TO WORK – stay home and isolate/quarantine.
  - Contact your supervision.
  - Contact Occupational Health at 843-761-4090.
  - Get a PCR COVID test 5 days after exposure, regardless of vaccination status
    - Report your PCR COVID test result to Occupational Health as soon as it is received.

- An employee with a positive test will continue to require a 10-day quarantine.
- An employee with a negative test will return to work.
- If you choose not to get tested, you will be placed on a 10-day quarantine.
- If you live with an infected individual, your quarantine period does not begin until the end of the infected person's quarantine.

### If You Have Symptoms

- Any employee who begins to have COVID-19 like symptoms, regardless of vaccine status, is still required to do the following:
  - Contact Occupational Health immediately to report your symptoms and discuss the need for quarantine and/or testing at 843-761-4090.
  - DO NOT COME TO WORK – stay home and isolate/quarantine.
  - Contact your supervision.

Failure to comply with any of these requirements or misrepresenting your vaccine status to avoid requirements could result in corrective action.

If you are not vaccinated, we request that you consider the benefits of the vaccine, especially in protecting you, your fellow employees and your loved ones against this stronger delta variant. The overwhelming evidence shows that vaccinated people are far less likely to contract any strain of COVID-19, including the delta variant, and vaccinated people who do contract COVID-19 generally are asymptomatic or experience much milder symptoms than those who are not vaccinated. If you have other health considerations, please consult with your doctor about the benefits and risks of getting vaccinated.

There have been dramatic advances made in testing for COVID-19 as to both accuracy and timeliness. We are reviewing the potential need for and use of these advances.

Please be careful in your activities outside of work as well, to protect yourselves and your families. And please contact Occupational Health with any questions.