

**City of Northampton Municipal Employee  
Mandatory Safety Standards for Workplaces**  
(Updated June 1, 2021)

Health Check

- All employees should check how they are feeling each morning, and not report to the worksite if they are feeling unwell.
- Employees should monitor for any new symptoms of illness that cannot be explained by known diagnoses or preexisting conditions, and should pay special attention to any of the following:
  - Fever
  - New, persistent cough
  - Shortness of breath, difficulty breathing, or chest discomfort
  - New change in taste or smell
  - New joint and muscle aches
  - New headache
  - Abdominal pain and/or cramping
  - Nausea and/or vomiting
  - Loose stool and/or diarrhea
  - Unusual fatigue or malaise
  - New, persistent congestion

Quarantine

Any employee who has a known exposure to COVID-19 must quarantine at home for the appropriate period of time based on the last date of exposure, symptom presentation, and results of COVID-19 testing. Employees who are fully vaccinated (>14 days have passed since the final dose of their vaccination series) on the date of exposure are not required to quarantine so long as they have not presented with symptoms or tested positive.

- The approved quarantine options and the criteria for these options are below. With all quarantine options, the employee will be in a period of vigilant self-monitoring for 14 days following the exposure. During this time, the employee should actively monitor for symptoms and should continue to quarantine if presenting with any new-onset symptoms.
  - 7 Days Strict Quarantine: The employee may leave quarantine after 7 days from exposure (leave on day 8) if the following criteria are met:
    - Negative PCR SARS-CoV-2 test on day 5 or after the exposure (eg. negative test on 5/15 if the last exposure was on 5/10). The employee must be able to present negative test results prior to returning to work.

- The employee must be completely asymptomatic.
  - If the employee develops symptoms after the 7 day quarantine, they should immediately resume quarantine and are recommended to seek retesting.
- 10 Days Strict Quarantine: The employee may leave quarantine after 10 days of strict quarantine (leave on day 11) if the following criteria are met:
    - The employee must be completely asymptomatic for all 10 days of strict quarantine.
    - No testing is required with this quarantine option. However, testing following exposure is highly recommended.
  - 14 Days Strict Quarantine: Any employee who presents with new-onset symptoms following exposure to COVID-19 will be required to complete the full 14-day quarantine, regardless of test results.

#### Isolation

Any employee who presents with COVID-specific symptoms and/or tests positive for COVID-19 will be required to isolate at home. Isolation is required in response to symptoms and/or positive tests regardless of vaccination status.

- Employees who present with new symptoms of illness and are unable to seek testing or decline to be tested will be required to stay home for a minimum of 10 days from symptom onset, and until symptoms have been resolved for at least 24 hours
- Employees who have tested positive for COVID-19 will be required to isolate for a minimum of 10 days from symptom onset or positive test, whichever date came first, and until symptoms have resolved for at least 24 hours
- Isolation may be extended by your local public health official or contact tracer on a case-by-case basis. The need for isolation greater than 10 days typically depends on severity of infection or preexisting conditions that may suppress your immune system or inhibit your body's ability to fight infection.

#### COVID-19 Vaccination

- Any employee who has not been vaccinated against COVID-19 and would like to obtain a COVID-19 vaccine may contact the Health Department at 413-587-1214 to arrange a vaccination appointment.
- You may also locate a vaccination site near you by visiting <https://vaxfinder.mass.gov/>

- The COVID-19 vaccine is free of charge and is available to all individuals who are 12 years of age and older (\*only the Pfizer BioNTech vaccine is available to individuals under the age of 18\*).
- Looking for information about the COVID-19 vaccine? Below are some helpful resources to help answer your questions.
  - COVID-19 Information and FAQs
  - COVID-19 Vaccine in Massachusetts

#### Masks:

Employees are encouraged to follow CDC guidelines:

- unvaccinated people or partially vaccinated people should continue to wear a mask and maintain social distance, particularly when indoors. Unvaccinated people do not need to wear a mask outdoors if they practice social distancing or when they are at small outdoor gatherings where all other guests are fully vaccinated.

#### Personal Hygiene

- Avoid handshaking.
- Cover cough and sneeze.
- Avoid touching eyes, nose, or mouth with hands.
- Wash your hands frequently and thoroughly with warm water and soap or hand sanitizer with at least 60% alcohol, particularly after using the restroom and before eating.

#### Workspace

- When possible, personal workspaces shall be separated by at least 6 feet. It is recommended that a minimum amount of time be spent within another employee's six foot social distancing buffer zone.

#### Meetings

- Meeting areas should be large enough to ensure that all meeting participants can maintain safe social distance from one another.
- As much as possible, increase ventilation in meeting rooms by opening windows and doors, and running fans.

#### Stocking and Cleaning

- Custodial staff shall ensure that personal cleaning supplies including soap\*, paper towels, and hand sanitizer are checked and refilled as necessary

#### Employee Support

- Employee Assistance Program: EAP can be reached at 800-451-1834 or [www.allonehealth.com/MIIAEAP](http://www.allonehealth.com/MIIAEAP) for anyone who is experiencing an emotional response to pandemic, returning to work, or fear.

- The Disaster Distress Helpline: 1-800-985-5990, is a 24/7, 365-day-a-year, national hotline dedicated to providing immediate crisis counseling for people who are experiencing emotional distress related to any natural or human-caused disaster, including disease outbreaks like COVID-19. This toll-free, multilingual, and confidential crisis support service is available to all residents in the United States.
- Call2talk: call 2-1-1 and select the call2talk option or text to 741741. Call2talk is a support line program run by Mass211. It operates as a confidential support line to support residents through stressful times.