

MENOMINEE INDIAN TRIBE OF WISCONSIN



Moving Safer Forward Plan

Incident Name: Menominee Tribe COVID-19

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SECTION 1: INTRODUCTION

1.1 Purpose

COVID-19 is a respiratory disease caused by a novel coronavirus that was first detected in China and which has been designated a global pandemic by the World Health Organization (WHO) and the Centers for Disease Control and Prevention (CDC). This virus has a widespread prevalence across the United States. The Moving Safer Forward plan's purpose is to provide recommendations for the reopening of businesses and facilities in a manner that ensures public health and safety for the Menominee Reservation.

1.2 Planning Assumptions, Principles and Guiding Documents

The Moving Safer Forward Plan as determined by Incident Command is built upon several key principles, planning assumptions, and guiding documents as listed below:

This Moving Safer Forward Plan is guided by the following:

- The plan relies on a continued whole community response; coordination from key external entities is essential to its success.
- Businesses and facilities may be required to adjust their operations to accommodate additional tasks related to reopening.
- Businesses and facilities may be required to operate differently and have additional safeguards in place to ensure the safety of visitors, clients, customers and employees.
- The plan reflects the Tribe's commitment to equitably serve all Menominee Reservation residents.
- The Moving Safer Forward plan is reviewed and updated based on emerging medical and scientifically grounded information.
- The MITW Back in Action Plan presented to and approved by the Menominee Tribal Legislature on June 3, 2020.

SECTION 2: SAFE BUSINESS PRACTICES

2.1 Economic Recovery

COVID-19 has affected the economy of the United States, the State of Wisconsin, the Menominee Indian Tribe and local businesses. Support will be provided to local Businesses as part of the Tribal response to the COVID-19 relief efforts through coordination with Tribal Government, the IC COVID-19 Team and other available resources to be determined on a case by case basis.

Business owners, employers, and community members are strongly encouraged to review the CDC guidance for Businesses and Employers Responding to Coronavirus Disease as found at <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>.

When taking any permitted action all individuals, organizations, and any other permitted group of individuals shall, to the extent possible, follow DHS guidelines at <https://www.dhs.wisconsin.gov/covid-19/index.html>, and CDC guidelines at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html> and WEDC guidelines at <https://wedc.org/reopen-guidelines/>.

2.2 Code Designations

The MITW Incident Command in consultation with the Menominee Tribal Clinic Incident Command or Medical leadership is authorized to determine progression thru each code designation and for the determination of scaling back to a prior code designation. Progression thru each code designation will be determined by reviewing specific COVID-19 metrics and/or data. It is understood that rapid increases in local case numbers may be the sole determinant in decisions to dial back progression of code designations. Scaling back to prior code designations may be required if there is an increase in positive cases, uncontrolled outbreaks, or an increase in the prevalence of COVID in the community regardless of other regional or state metrics.

- **Code Red Designation - Closures**
 - The MITW Incident Command Public Health Officer, with consultation from the Menominee Tribal Clinic Incident Command or Medical leadership, will be responsible for advising the MITW Incident Command when COVID-19 metrics or other data indicates that an evaluation of phases is necessary or urgent.
 - The code red designation will end when the MITW Incident Command Team determines in consultation with the Menominee Tribal Clinic Incident Command or Medical leadership that the incidence of new positive cases of COVID-19 within the community has decreased as evidenced by decreasing numbers of new cases or other metrics, there are no further specific outbreaks, or other risks to the community has decreased.
 - Code red designation closures are as follows:
 - Menominee Nation Casino Resort & Thunderbird Complex gaming establishments are closed, except for the following:
 - Restaurants within the gaming establishments shall only be available for curbside takeout;
 - Casino Gift Shop; and
 - Thunderbird C-Store.
 - Convenience stores, grocery stores, and gas stations are exempted from closures.
 - All farmer's markets are closed.
 - Door-to-door solicitations will not be allowed.
 - In-home wake services will not be allowed.
 - All bars and restaurants are closed except for curbside takeout of food.
 - All educational facilities, including institutes of higher learning, shall only operate in a virtual learning environment, and shall otherwise remain closed.
 - All places of worship shall be closed and shall only provide services virtually.
 - Menominee Tribal Enterprises shall implement telework for employees to the extent feasible, except for minimal staff necessary to support and/or provide outside logging operations.
 - Tribal and privately sponsored group camps and sporting leagues will not be held.
 - A curfew shall be instituted between the hours of 10:00 pm and 6:00 am. This restriction shall not apply to:
 - Those seeking emergency medical care;
 - Law enforcement;
 - Governmental functions;

- Individuals traveling to and from work who are classified as essential employees;
 - Individuals traveling through the Reservation;
 - Emergency travel to protect life or property;
 - Individuals who are legally fishing, spearing, or hunting during curfew hours; and/or
 - Individuals accessing essential goods and services during normal operating hours of essential businesses in the community.
- **Code Orange Designation**
 - The MITW Incident Command Public Health Officer, with consultation from the Menominee Tribal Clinic Incident Command or Medical leadership, will be responsible for advising the MITW Incident Command when COVID-19 metrics or other data indicates that an evaluation of phases is necessary or urgent.
 - The code orange designation will end when the MITW Incident Command Team determines in consultation with the Menominee Tribal Clinic Incident Command or Medical leadership that the incidence of COVID-19 within the community is decreasing, there are no further identified specific outbreaks, or other risks to the community are no longer present.
 - The MITW Incident Command may order a return to a previous phase if the incidence of COVID-19 in the community increases or the Menominee Tribal Clinic Incident Command or Medical leadership identify specific outbreaks or other risks to the community requiring retreat.
 - Entities closed during the code red designation may open with the following requirements:
 - Limit the number of people (including employees) to 25% of the total occupancy limits as outlined in Section 4.
 - Establish lines to regulate entry into facility with markings to enable individuals to stand at least six feet apart from one another while waiting.
 - Where feasible use alternatives to lines, including allowing individuals to wait in their cars for a text message or phone call and scheduling pick-ups or entries into the facility.
 - Designated curfews shall be lifted.
 - Tribal and privately sponsored group camps and sporting leagues will not be held.
 - Door-to-door solicitations will not be allowed.
 - To the greatest extent feasible, use technology to avoid meeting in person, including virtual meetings, teleconference, and remote work (i.e. work from home).
 - All public and private indoor gatherings including wake services of people that are not a part of a single household or living unit are limited to ten (10). This does not prohibit the gathering of members of a single household or living unit.
 - Comply with Social Distancing Requirements between all individuals on the premises, including but not limited to employees, customers, and members of the public.
 - Restrict the number of employees present on premises to no more than what is strictly necessary to perform operations and to ensure proper social distancing and cleaning practices are implemented.
 - Increase standards of facility cleaning and disinfection (as found in Section 5) to limit employee and others exposure to COVID-19, as well as adopting protocols to clean and disinfect in the event of a positive COVID-19 case in the facility.
 - Prevent employees from entering the premises if they display respiratory symptoms or have had contact with a person with a confirmed diagnosis of COVID-19.

- Comply with public health directives regarding employees in quarantine or isolation and defer return to work decisions to public health personnel.
- **Code Yellow Designation**
 - The MITW Incident Command Public Health Officer, with consultation from the Menominee Tribal Clinic Incident Command or Medical leadership, will be responsible for advising the MITW Incident Command when COVID-19 metrics or other data indicates that an evaluation of phases is necessary or urgent.
 - The MITW Incident Command may order a return to a code designation if the prevalence of COVID-19 in the community increases or the Menominee Tribal Clinic Incident Command or Medical leadership identify specific outbreaks or other risks to the community requiring retreat.
 - The code yellow designation will start when the MITW Incident Command in consultation with the Menominee Tribal Clinic Incident Command or Medical leadership determines the incidence of COVID-19 in the community allows for additional openings.
 - The code yellow designation will end when the MITW Incident Command Team determines in consultation with the Menominee Tribal Clinic Incident Command or Medical leadership that the incidence of COVID-19 within the community is decreasing, there are no further identified specific outbreaks, or other risks to the community has significantly decreased.
 - All public and private indoor gatherings of people that are not a part of a single household or living unit are limited to ten (10). This does not prohibit the gathering of members of a single household or living unit.
 - Entities closed during the code red designation may increase the number of people (including employees) to 50% of the total occupancy limits as outlined in Section 4.
 - Continuation of the use of technology to avoid meeting in person, including virtual meetings, teleconference, and remote work (i.e. work from home).
 - Door-to-door solicitations will not be allowed.
 - Places of outdoor public amusement and activity are open, including but not limited to public parks, fairgrounds, open space, rafting, and camping areas. In addition to any applicable Menominee Tribal Codes the following guidelines shall be followed:
 - The number of people frequenting the area at one time shall comply with social distancing requirements.
 - Large numbers of people gathering outside where social distancing cannot be maintained is not permissible. People gathered outside shall maintain 6 feet social distancing.
 - Tribal and privately sponsored group camps and sporting leagues may be held at a 50% capacity.
- **Code Green Designation – Full Reopening**
 - The MITW Incident Command Public Health Officer, with consultation from the Menominee Tribal Clinic Incident Command or Medical leadership, will be responsible for advising the MITW Incident Command when COVID-19 metrics or other data indicates that an evaluation of phases is necessary or urgent.
 - The MITW Incident Command may order a return to a previous code designation if the incidence of COVID-19 in the community increases or the Menominee Tribal Clinic Incident

Command or Medical leadership identify specific outbreaks or other risks to the community requiring retreat.

- The code green designation or full reopening will start when the MITW Incident Command in consultation with the Menominee Tribal Clinic Incident Command or Medical leadership determines no increasing trends over a sustained period of time or when viable treatments or preventative measures such as COVID-19 immunizations are widely available.
- The code green designation allows for the commencement of all pre-COVID activities for businesses, community organizations, and community members.

2.3 Social Distancing Requirements

For purposes of this document, social distancing requirements include:

- Maintaining social distancing of six (6) feet between people.
- Washing hands with soap and water for at least 20 seconds as frequently as possible or when soap and water are not available the use of hand sanitizer is an acceptable alternative.
- Covering coughs or sneezes (into the sleeve or elbow, not hands).
- Regularly cleaning high-touch surfaces.
- Not shaking hands.
- Following all other public health recommendations issued by DHS and the CDC.
- Elders and medically-vulnerable persons should remain at home as much as possible.
- Use of a facemask or cloth face covering is required outside of the home and outside when 6 feet of distance cannot be maintained. Businesses, tribal facilities, government buildings and other entities require facemasks or cloth face coverings.

SECTION 3: SUCCESSFUL FACILITY RESTARTS

The restarting of businesses and facilities, bringing employees back to work and providing services to the community will require certain essential public safety services and resources to be in place. These services will help to ensure the safest environment possible for employees, customers, clients, vendors, and contractors who use them. Safety requirements vary depending upon the types of functions and services provided at various facilities. This section will outline what those services and resources are and under what circumstances they must be provided.

3.1 General Health Screening

General health screenings should be conducted at all facilities and businesses whenever possible for the safety of the employees, the public, visitors and/or vendors. Screenings may include temperature checks and asking if an individual has any of the symptoms including: cough, shortness of breath or difficulty breathing, fever, chills, repeated shaking with chills, muscle pain, headache, sore throat or new loss of taste or smell as well as asking about possible exposure to anyone with a positive COVID-19 test. Business owners or facilities who have questions regarding symptoms or the need to leave or return to work can contact their Human Resources Department or the Public Health Department for further guidance.

3.2 Personal Protective Equipment

There are several levels of personal protective equipment (PPE) that may be used based upon the type of interactions with others and facility types as defined below. The types of PPE may include wearing of one or more types to include a facemask, eye protection, or gloves. Use of PPE should be determined by

CDC, OSHA, or Wisconsin Department of Health Services guidelines. Businesses may reach out to the Incident Command Safety Officer for training or additional information regarding the use of PPE.

- **Facemasks**
 - Facemasks or cloth facial coverings should be worn by employees at all times except when they are in their own workspace and can maintain six feet of social distance. Otherwise facemasks or cloth facial coverings will be worn.
 - Instructions on the proper use and disposal of facemasks should be provided to all employees.
 - Visitors to facilities are required to wear facemasks when entering businesses or facilities.
 - Visitors to some facilities such as educational institutions may employ stricter requirements as determined by the facility administrator and/or Tribal Incident Command.
 - Anyone assigned to take temperatures must wear a facemask while doing so.
- **Eye Protection**
 - Eye protection may be worn by employees that work in areas where social distancing cannot be maintained and droplet transmission risk is present.
- **Gloves**
 - Gloves should be worn by all employees that work in areas that handle food, patient or resident care, and by all housekeeping staff.
 - Instructions on the proper use and disposal of gloves should be provided to all employees that are required to wear gloves.
- **Hand sanitizer**
 - All employees are strongly encouraged to wash hands or when not feasible use hand sanitizer frequently throughout the course of their workday.
 - Employees who handle money should use hand sanitizer after each transaction.

The use of PPE does not guarantee that the employee or the general public will not contract COVID-19 however it does lower the risk of exposure while wearing such PPE.

SECTION 4: FACILITY OCCUPANCY LOAD

Facility occupancy load guidelines for the different types of facilities are to be used to determine the number of people that shall be in a facility. If a facility is multiple stories then each story must be used in the square footage calculations. This includes all facilities in the community and are identified in the specific examples listed in the following parts.

4.1 Assembly

This type of facility normally holds more than 50 people or is used for deliberation, worship, entertainment, eating, drinking, amusement, or awaiting transportation (this includes bars, restaurants, coffee shops, theaters, places of worship, etc.). The maximum facility load capacity for this type of facility is 15 net square feet per person.

Example:

The facility falls into the assembly category because of the net square footage and the type of facility meets the criteria for assembly. Large bar/restaurant/gathering place that is 35 feet by 100 feet = 3,500 gross square feet. Subtract bathroom space, counters, and storage to determine the net square feet. It

is calculated that there is 500 square feet of bathrooms, counters and storage. Subtract 500 from 3,500. The net square footage is 3,000 square feet. Divide 3,000 by 15 to obtain the occupancy load at 100%.

- a. $35 \times 100 = 3,500$
- b. $3,500 - 500 = 3,000$
- c. $3,000 / 15 = 200$

The occupancy load at 100% is 200 people including employees.

4.2 Industrial

This type of facility involves the fabrication, manufacture, or production of durable or nondurable goods. The maximum facility load capacity for this type of facility is 100 gross square feet per person.

Example:

A facility that is 75 feet by 100 feet = 7,500 gross square feet. Calculate 7,500 divided by 100 that would equal 75, meaning the 100% occupancy is 75 people including employees.

- a. $75 \times 100 = 7,500$
- b. $7,500 / 100 = 75$

The occupancy load at 100% is 75 people including employees.

4.3 Business

These types of facilities provide services to the general public. The maximum facility load capacity for this type of facility is 100 gross square feet per person.

Example:

A facility that is two stories and is 75 feet by 100 feet = 7,500 gross square feet for story. Calculate $7,500 \times 2 = 15,000$. 15,000 divided by 100 that would equal 150, meaning the 100% occupancy is 150 people including employees.

- a. $75 \times 100 = 7,500$
- b. $7,500 \times 2 = 15,000$
- c. $15,000 / 100 = 150$

The occupancy load at 100% is 150 people including employees.

4.4 Mercantile

This type of facility is a place of business for the display and sale of merchandise such as a retail store, sales outlet, country store, strip mall, or general store. The maximum facility load capacity for this type of facility is 30 gross square feet per person.

Example:

A shop sells goods so it is considered mercantile. Small gift shop with 25 feet by 40 feet = 1,000 gross square feet. Calculate 1000 divided by 30 that would equal 33.33, meaning the 100% occupancy is 33 people including employees.

d. $25 \times 40 = 1,000$

e. $1,000 / 30 = 33.33$

The occupancy load at 100% is 33 people including employees.

4.5 Recreational

This type of facility provides a wide range of activities that may include sports, music, games, reading, arts and crafts, dance or physical fitness. The maximum facility load capacity for this type of facility is 15 net square feet per person.

Example:

A facility that is 60 feet by 60 feet = 3,600 gross square feet. Subtract bathroom space, counters, and storage to determine the net square feet. It is calculated that there is 100 square feet of bathrooms, counters and storage. Subtract 100 from 3,600. The net square footage is 3,500 square feet. Divide 3,500 by 15 to obtain the occupancy load at 100%.

f. $60 \times 60 = 3,600$

g. $3,600 - 100 = 3,500$

h. $3,500 / 15 = 233$

The occupancy load at 100% is 233 people including employees.

SECTION 5: GUIDANCE FOR CLEANING AND DISINFECTING

This section focuses on cleaning and disinfecting public spaces, workplaces, businesses, schools and other public facilities. Reducing the risk of exposure to COVID-19 by cleaning and disinfecting surfaces is an important part of this safer forward plan.

Coronavirus on surfaces and objects naturally die within hours to days. Warmer temperatures and exposure to sunlight will reduce the time the virus survives on surfaces and objects. Normal routine cleaning with soap and water removes germs and dirt from surfaces and it lowers the risk of spreading COVID-19 infection.

Disinfectants kill germs on surfaces and by killing germs on a surface after cleaning, you can further lower the risk of spreading infection. Disinfectants are an important part of reducing the risk of exposure to COVID-19. If disinfectants are in short supply, alternative disinfectants can be used (for example, 1/3 cup of bleach added to 1 gallon of water, or 70% alcohol solutions). Only disinfectants that are approved by the EPA for use against COVID-19 should be used. The approved list can be found at <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>. Employees

should always wear gloves appropriate for the chemicals being used when cleaning and disinfecting. Additional personal protective equipment (PPE) may be needed based on setting and product.

Guidelines as issued by the CDC should be used for cleaning and disinfecting various surfaces. Those guidelines can be found at <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html> and are outlined below:

5.1 Hard (Non-porous) Surfaces

- If surfaces are dirty, they should be cleaned using a detergent or soap and water prior to disinfection.
- For disinfection, most common EPA-registered household disinfectants should be effective.
 - Follow the manufacturer’s instructions for all cleaning and disinfection products for concentration, application method and contact time, etc.
 - Additionally, diluted household bleach solutions (at least 1000 ppm sodium hypochlorite) can be used if appropriate for the surface. Follow manufacturer’s instructions for application, ensuring a contact time of at least 1 minute, and allowing proper ventilation during and after application. Check to ensure the product is not past its expiration date. Never mix household bleach with ammonia or any other cleanser. Unexpired household bleach will be effective against coronaviruses when properly diluted.
 - Prepare a bleach solution by mixing:
 - 5 tablespoons (1/3 cup) bleach per gallon of water or
 - 4 teaspoons bleach per quart of water
 - Note that mixed bleach solution denature after 24 hours.

5.2 Soft (Porous) Surfaces

- For soft (porous) surfaces such as carpeted floor, rugs, and drapes, remove visible contamination if present and clean with appropriate cleaners indicated for use on these surfaces. After cleaning:
 - If the items can be laundered, launder items in accordance with the manufacturer’s instructions using the warmest appropriate water setting for the items and then dry items completely.
 - Otherwise, use products that are EPA-approved for use against the virus that causes COVID-19 and that are suitable for porous surfaces.

5.3 Electronics

- For electronics such as tablets, touch screens, keyboards, remote controls, and ATM machines, remove visible contamination if present.
 - Follow the manufacturer’s instructions for all cleaning and disinfection products.
 - Consider use of wipeable covers for electronics.
 - If no manufacturer guidance is available, consider the use of alcohol-based wipes or sprays containing at least 70% alcohol to disinfect touch screens. Dry surfaces thoroughly to avoid pooling of liquids.

5.4 Linens, Clothing, and Other Items That Go in the Laundry

- In order to minimize the possibility of dispersing virus through the air, do not shake dirty laundry.
- Wash items as appropriate in accordance with the manufacturer’s instructions. If possible, launder items using the warmest appropriate water setting for the items and dry items completely. Dirty laundry that has been in contact with an ill person can be washed with other people’s items.

- Clean and disinfect hampers or other carts for transporting laundry according to guidance above for hard or soft surfaces.

5.5 Additional Considerations

- Employees should be educated on properly performing cleaning, laundry, and trash pick-up activities.
- Employees should be trained on the applicable hazards of cleaning chemicals used in the workplace.
- Employee must comply with blood borne pathogens standards as may be applicable including proper disposal of regulated waste and PPE.

5.6 Cleaning/Disinfection after a Confirmed COVID-19 Positive Persons Has Been in a Facility

Public health personnel may determine if a building or facility needs to be closed for more than overnight cleaning and may be consulted for guidance on cleaning or disinfecting if needed.

- At a school, daycare center, community center, office, or other facility that does not house people overnight:
 - Close off areas visited by the ill persons. Open outside doors and windows and use ventilating fans to increase air circulation in the area. Wait 24 hours or as long as practical before beginning cleaning and disinfection.
 - Cleaning staff should clean and disinfect all areas such as offices, bathrooms, common areas, shared electronic equipment (like tablets, touch screens, keyboards, remote controls, and ATM machines) used by the ill persons, focusing especially on frequently touched surfaces.
- At a facility that does house people overnight:
 - Follow Interim Guidance for US Institutions of Higher Education on working with state and local health officials to isolate ill persons and provide temporary housing as needed. The guidance can be found at <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-ihe-response.html>.
 - Close off areas visited by the ill persons. Open outside doors and windows and use ventilating fans to increase air circulation in the area. Wait 24 hours or as long as practical before beginning cleaning and disinfection.
 - In areas where ill persons are being housed in isolation, follow Interim Guidance for Environmental Cleaning and Disinfection for U.S. Households with Suspected or Confirmed Coronavirus Disease 2019. This includes focusing on cleaning and disinfecting common areas where staff/others providing services may come into contact with ill persons but reducing cleaning and disinfection of bedrooms/bathrooms used by ill persons to as-needed. This guidance can be found at https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cleaning-disinfection.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fprepare%2Fcleaning-disinfection.html
 - In areas where ill persons have visited or used, continue routine cleaning and disinfection as in this guidance.
- If it has been more than 7 days since the person with suspected/confirmed COVID-19 visited or used the facility, additional cleaning and disinfection is not necessary.

MENOMINEE TRIBAL LEGISLATURE--SPECIAL
OCTOBER 08, 2020

A MOTION


MYRNA WARRINGTON: I move to approve the Moving Safer Forward Plan with the Revision Date of October 02, 2020.

GENA KAKKAK: I second the motion.

CHAIRPERSON: All those in favor of the motion signify by saying Aye. Opposed. The Motion is carried: 5 for, 0 opposed, 1 abstention (PETERS), and 2 absent (COX AND FRECHETTE).

Please note Legislator Peters qualified his abstention as follows: "My comments were noted in the discussion."

03 on agenda



JOAN DELABREAU, Tribal Chairperson
MENOMINEE INDIAN TRIBE OF WISCONSIN