

USA Environmental, Inc.

MEMORANDUM

To: All USAE Employees
From: Human Resources
Subject: Updated COVID Procedures
Date: March 14, 2024

In keeping with the Center for Disease Control (CDC) updated policy of March 1, 2024, USAE is updating our COVID-19 procedures accordingly, and they will be effective immediately.

As the U.S. is seeing far fewer hospitalizations and deaths associated with COVID-19, as well as other respiratory viruses such as flu and RSV, and because there are now more tools available to combat these respiratory viruses, the following are USAE's required procedures:


- **If you get sick with a respiratory virus, stay home and away from others.** For employees who have tested positive for COVID-19 and influenza, treatment is available and can lessen symptoms and lower the risk of severe illness. Employees may return to work when, for at least 24 hours, symptoms are improving overall and if a fever was present, it has been gone without use of a fever-reducing medication for at least 24 hours.
- **Once you have returned to work** you are encouraged to take additional prevention strategies for the next 5 days to curb disease spread, such as wearing a well-fitting mask, covering coughs and sneezes when not wearing a mask, avoiding close contact* with others, washing and sanitizing hands often, and cleaning frequently touched surfaces.

Enhanced precautions are especially important to protect those most at risk for severe illness, including those over 65 and people with weakened immune systems. While these diseases still remain a threat, today they are far less likely to cause severe illness because of widespread immunity and improved tools for prevention and treatment.

USAE recommends you stay current with recommended vaccinations to protect against serious illness, hospitalization, and death. This includes flu, COVID-19, and RSV if eligible. When at home, take steps for cleaner air, such as bringing in more fresh outside air, purifying indoor air, or gathering outdoors.

While every respiratory virus does not act the same, adopting a unified approach to limiting disease spread makes recommendations easier to follow, and thus more likely to be accepted, and does not rely on individuals to test for illness, a practice that data indicates is uneven.

If you have questions regarding the above procedures or recommendations, do not hesitate to contact me.



Robin Miller
VP of HR/Administration
(813) 343-6386 – Phone
rmiller@usatampa.com

*Close contact is defined as being less than 6 feet away from an infected person (laboratory-confirmed or a clinical diagnosis) for a total of 15 minutes or more over a 24-hour period (for example, three separate 5-minute exposures for a total of 15 minutes).