Infectious Disease Policy

BACKGROUND

ShopRite of Warminster, LLC (ShopRite of Warminster) is committed to providing a healthy and safe environment for our associates. ShopRite of Warminster strives, in cooperation with the Centers for Disease Control of the United States Public Health Service (CDC), to maintain a balance between the need to operate its business and the need to prevent the transmission of significant infectious diseases.

PURPOSE

The purpose of this policy is for ShopRite of Warminster to make associates aware of proper resources and actions it will take in the event of an infectious disease outbreak. This will include (a) reducing transmission among associates, (b) protecting people who are at higher risk for adverse health complications, and (c) maintaining business operation.

SCOPE

This policy applies to ShopRite of Warminster associates and departments.

DEFINITIONS

"Significant Infectious Diseases" shall be defined as illnesses that are due to an infectious agent or its toxic products which is transmitted directly or indirectly to a person from any infected person or animal through the agency of an intermediate animal, host or vector or through the inanimate environment. These diseases shall include, but not be limited to, the following:

- Chickenpox
- Ebola virus disease (EVD)
- Hepatitis A, B, C and D
- Influenza
- Measles
• Meningitis
• MRSA
• SARS
• Coronavirus/COVID-19
• Staph Infections
• Tuberculosis
• Whooping Cough

"Public health orders" are legally enforceable directives issued under the authority of a relevant federal, state, or local entity that, when applied to a person or group, may place restrictions on the activities undertaken by that person or group, potentially including movement restrictions or a requirement for monitoring by a public health authority, for the purposes of protecting the public’s health. Federal, state, or local public health orders may be issued to enforce isolation, quarantine or conditional release.

"Quarantinable communicable diseases" for which federal public health orders are authorized is defined by Executive Order and includes “severe acute respiratory syndromes.” COVID-19 meets the definition for “severe acute respiratory syndrome” as set forth in Executive Order 13295, as amended by Executive Order 13375 and 13674, and therefore, is a federally quarantinable communicable disease.


For additional reportable diseases, see www.cdc.gov. ShopRite of Warminster will follow the procedures for providing notification as specified by the CDC or as promulgated by the relevant state or county health department by public health order or by other methods.

POLICY

Any associate who has reason to believe that he/she is infected with a significant infectious disease, including those who have been diagnosed with, exposed to, or show signs of significant infectious diseases, whether symptomatic or not, has an obligation to conduct himself/herself in accordance with such knowledge in order to protect himself/herself and others, and is expected to immediately seek medical advice and, thereafter, notify the ShopRite of Warminster Human Resources Department.

In the event of a significant infectious disease outbreak, ShopRite of Warminster will take reasonable proactive steps to protect the workplace. Associates are encouraged to engage in good hygiene practices while at work, especially coughing/sneezing into his/her elbow or into a tissue that can be immediately discarded, avoiding close contact with people who are sick, and hand washing with soap and water for at least 20 seconds or, if water is not available, using
alcohol-based disposable hand wipes or gel sanitizers. Associates are also encouraged to participate in ShopRite of Warminster’s wellness program which may include making annual influenza shots available to associates.

ShopRite of Warminster will continue to monitor all events around any infectious disease outbreak and, if necessary, promptly respond to promote additional safety measures and infection control. ShopRite of Warminster is committed to providing authoritative information about the nature and spread of significant infectious diseases, which may include, but not be limited to providing information on symptoms and signs to watch for, posters, and required steps to be taken in the event of an illness or outbreak. Associates are also encouraged to review and monitor content on the CDC website, located at www.cdc.gov for the most up-to-date information.

Paid and unpaid time off is provided pursuant to the ShopRite of Warminster collective bargaining agreement in an effort to make all reasonable attempts to ensure that associates not attend the workplace while contagious.

Any restrictions placed upon associates who are infected, reasonably believed to be infected with a significant infectious disease, or have traveled to an area that has experienced an outbreak or where there is a significant risk of exposure to a significant infectious disease will be based on a case-by-case-basis. ShopRite of Warminster has the authority to restrict such associates from reporting to any ShopRite of Warminster facility or retail store for the purpose of ensuring the well-being of all associates and customers. If ShopRite of Warminster reasonably determines that the significant infectious disease requires limited contact with others, it may prohibit an associate from returning to work until a diagnosis has been made and clearance has been given by a healthcare provider or the state or county health department.

A significant infectious disease outbreak may have an impact on any or all of the following:

- Cancellation of scheduled vacations
- Approval of overtime
- Re-assignment of staff to a different department or function
- Separation of an associate who is exhibiting symptoms of being sick
It is the goal of ShopRite of Warminster, during any time period of quarantine or significant infectious disease outbreak, to strive to operate effectively and ensure that all essential services are continuously provided and that associates are safe within the workplace.

Every effort will be made to ensure confidentiality of information received as a part of this policy and to protect the privacy of all parties involved. Retaliation against associates who report concerns is strictly prohibited and may be grounds for disciplinary action.

RELATED POLICY, PROCEDURE AND ADDITIONAL DOCUMENTS

www.cdc.gov