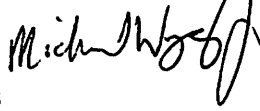


BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O.Box 39 • Odanah, Wisconsin 54861

Memo

TO: Bad River Employees
FROM: Mike Wiggins Jr., Executive Director 
CC: Dee Gokee-Rindal, Tribal Operations
Ashley Stone, Human Resources Manager
DATE: June 11, 2021
SUBJECT: COVID-19 Guidelines for Employees and Contractors of the Tribe

In our community, the COVID-19 vaccinations have been effective at protecting vaccinated people against symptomatic and severe COVID-19. Additionally, the CDC has a growing body of evidence suggesting that fully vaccinated people are less likely to have an asymptomatic infection or transmit SARS-CoV-2 to others. Our clinic has successfully vaccinated most of our employee population and will continue to vaccinate community members and elders as needed. If you or a loved one have not been vaccinated, please call the Bad River Clinic to schedule the first shot.

The Tribe will continue to implement best practices for preventing the transmission of the COVID-19 virus during the pandemic and employees are expected at a minimum to follow CDC guidelines.

Effective immediately, the following recommendations apply to Tribal Employees and Contractors of the Tribe:

Employees/Contractors who are fully vaccinated:

1. May resume normal indoor/outdoor activities and meetings without wearing a mask or physically distancing, except for employees who work in clinical settings or provide direct care for elderly and children, or where required by law. **[Clinic Staff providing direct patient care, Early Head Start/Head Start Staff working directly with children, Elderly Staff working directly with elderly, and Casino/Lodge employees should continue to wear face masks – Vaccinated employees may also continue to use face masks at their discretion].**
2. Do not need to quarantine or get tested after a known exposure unless they have symptoms of COVID-19.
3. May travel in the United States and abroad and do not need to quarantine after travel unless they have symptoms of COVID-19.

Employees/Contractors who are not fully vaccinated:

1. Will continue to wear face masks and follow social distancing guidelines while within Tribal facilities.
2. Will discontinue mandatory employee COVID-19 testing and only test when symptoms are present.

Employees/Contractors should not enter the workplace if any of the following are present:

1. Symptoms of COVID-19
2. Fever equal to or higher than 100.4°F
3. Are under evaluation for COVID-19 (for example, waiting for the results of a viral test to confirm infection)
4. Have been diagnosed with COVID-19 and have not yet cleared to discontinue isolation.

Anyone sick or showing symptoms of COVID-19 will not be allowed at work and will be directed to Public Health for a COVID-19 test.

Chi-Miigwech to our Bad River Tribal Members, employees, and community for the hard work and diligence in following CDC guidelines to keep everyone safe. Any questions regarding the following memo, please contact your Department Head or me, at 715-292-2930.