

ANTHC Safe Return to Campus Phasing Plan, as of August 2021

Return Stages	Phase 1	Phase 2	Phase 3	Phase 4A	Phase 4B	Phase 5 Normal Business
Timing	Current	Current	Current	Current	Current	TBD
Criteria to implement	<ul style="list-style-type: none"> • Each phase directed by Executive Leadership and Incident Command in accordance with community spread alert levels as well as Municipality of Anchorage (MOA) direction and State of Alaska Health Advisories (https://covid-response-moa-muniorg.hub.arcgis.com/ and https://covid19.alaska.gov/health-advisories/). Staff should defer to ANTHC guidance if there are any discrepancies. <ul style="list-style-type: none"> ○ Incident Command or Executive Leadership approval is required for employees and programs to return to campus for onsite work based on their role, operational needs, patient needs, or other circumstance as identified. ○ All employees working from home must have signed temporary telecommuting agreements or a permanent approved Remote Work Request in accordance with ANTHC Remote Work Policy No HR-502 on file with HR. Please contact your HR Business Partner if you have staff who have filled out the temporary or permanent agreements. 					
Maximum employees permitted to return to campus	<ul style="list-style-type: none"> • Minimum compliment of Senior Executives and Directors as needed to support implementations of health mandates and emergency orders. • Clinical positions required for patient care. • Only clinical support positions required to be on campus are ones needed to fully, efficiently, and effectively support patient care and COVID-19 response. 	<ul style="list-style-type: none"> • Expand the minimum compliment of Senior Executives and Directors as needed to support expanded operations • Clinical Operations: Expand the minimum clinical and non-clinical support positions required to fully, efficiently, and effectively support expanded clinical operations. 	<ul style="list-style-type: none"> • Expand leaders and managers as needed to support full clinical and expanded non-clinical operations • Clinical Operations: Further expand clinical and non-clinical support positions required to fully, efficiently, and effectively support full clinical operations. • Non-Clinical Operations: Further expand non-clinical and support positions required to fully, efficiently, and effectively support limited on- site operations. • Staggered work schedule: With supervisor approval, positions may return with staggered schedule between campus and home. 	<ul style="list-style-type: none"> • All leaders and managers as needed to support not full non-clinical operations • Non-clinical and support positions required to fully, efficiently, and effectively support expanded on site operations. • Staggered work schedule: With supervisor approval, positions may return with staggered schedule between campus and home. • Directors and Managers to identify and recommend positions for transition into long-term remote work arrangement according to ANTHC Remote Work Policy No HR-502. 	<ul style="list-style-type: none"> • All employees permitted to return to onsite work. • Directors and Managers to identify and recommend positions for transition into long-term remote work arrangement according to established ANTHC policy HR-502. 	

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Physical Workspace	<ul style="list-style-type: none"> Limited access to all facilities. Virtual meetings required. In-person meetings limited to physical distancing and masking requirements. Please hold meetings virtually. Universal masking required 	<ul style="list-style-type: none"> Limited access to all facilities. When physical distancing requirements can be met, non-clinical departments and/or buildings limited to a maximum of 25% of normal occupancy at any given time. Virtual meetings strongly encouraged. Universal masking required 	<ul style="list-style-type: none"> Limited access to all facilities. When physical distancing requirements can be met, non-clinical departments and/or buildings limited to a maximum of 50% of normal occupancy at any given time. Virtual meetings encouraged. Universal masking required 	<ul style="list-style-type: none"> Limited access to all facilities. When physical distancing requirements can be met, non-clinical departments and/or buildings limited to a maximum of 75% of normal occupancy at any given time. Virtual meetings encouraged. Universal masking required in accordance with ANTHC operational Policy #01-2057. 	<ul style="list-style-type: none"> Restored to full operation. Virtual meetings encouraged as beneficial. 	
Conference Rooms	<ul style="list-style-type: none"> Conference rooms may be assigned for different use at any time and reservations may be cancelled. Staff continue making requests for conference rooms by sending the request to the appropriate room coordinator. If the request does not meet physical distancing and infection prevention criteria, or the request asks to host external partners, students, or guests, the conference room coordinator will route request to Incident Command or Executive Leadership for final approval. Masks are required at all times in accordance with ANTHC operational Policy #01-2057. 					<ul style="list-style-type: none"> Restored to full operation.
Testing	<ul style="list-style-type: none"> Staff and all members of their households have access to use the ANTHC COVID-19 testing sites. Staff are able to get an asymptomatic test every seven days. If any staff are exhibiting symptoms, please go the drive-thru testing site. ANTHC employees who test positive for COVID-19 are required to notify their supervisor and Employee Health. If Infection Control identified the exposure to be workplace related, the employee should also contact Medcor at 1-800-553-8041 to generate a Workers' Compensation claim. Please always refer to the most recent Employee Health COVID-19 procedure for the most current guidance. It is located on the Hub, 					<ul style="list-style-type: none"> Testing provided according to clinical guidance.

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	https://anthcstaff.org/covid-19-updates/ . Test results can be obtained by looking in myHealth. You will only receive a phone call if your test result is positive.					
Basic Measure to Prevent COVID-19 Spread in the Workplace (excerpt from Employee Health COVID-19 Procedure, the current version will always be found on The Hub)	<ul style="list-style-type: none"> • Staff are to practice physical distancing at all times while at work. Stay at least 6 feet away from others and adhere to universal masking procedure while on campus, which requires face coverings in all campus buildings and common areas. • In addition, HCWs are required to wear eye protection (i.e. face shields recommended) during all patient encounters • Be mindful to maintain physical distance during breaks, especially when face-coverings must be removed to eat or drink in the presence of others. • If not feeling well, staff should contact their supervisor and stay home and not report to campus for work. • Practice good hand hygiene and respiratory etiquette. HCWs are reminded to ask patients and visitors to wear a mask. • All staff must continuously self-monitor to prevent the spread of COVID-19 at the workplace. Staff that develop symptoms consistent with COVID-19, such as fever (≥ 100 if able to measure), cough, difficulty breathing, loss of sense of taste or smell, or other symptoms, <i>must leave work and not report back to work</i> until no longer considered infectious. ANTHC employees who test positive for COVID-19 are required to notify their supervisor and Employee Health. If Infection Control identified the exposure to be workplace related, the employee should also contact Medcor at 1-800-553-8041 to generate a Workers' Compensation claim. • Consider all Alaska Department of Health and Social Services health advisories and Emergency Orders from the Municipality of Anchorage. ANTHC may require more strict guidelines than provided by the State or Municipality, for example, ANTHC still requires universal masking. • All employees can schedule a COVID-19 vaccine at Employee Health at https://anthc.as.me/schedule.php. • The most recent COVID procedures can be located on the Hub, https://anthcstaff.org/covid-19-updates/ 					<ul style="list-style-type: none"> • Standard Precautions • Restored to full operation.
Work Travel Protocol	<ul style="list-style-type: none"> • Out of state business travel: suspended unless approved by Executive Leadership and Incident Command. • Critical in-state business travel: Approved in accordance with approved plan adhering to Federal, State, and community requirements. Contact Incident Command with questions. • Non-critical in-state business travel: suspended. • Health care workers (HCWs) traveling to Field Clinics: please see 1100-03 ANMC Procedure for Intrastate Travel of HCW for Field Clinics during COVID-19. 	<ul style="list-style-type: none"> • Out of state business travel: essential travel will be approved on a case-by-case basis by Executive Leadership or Incident Command. • In-state business travel: Staff are required to follow all local, Tribal and Tribal health organization requirements. Those employees without COVID-19 immunity either those being 2 weeks post completion of the vaccination series or within 3 months of COVID-19 infection need 	<ul style="list-style-type: none"> • Restored to full operation. • Established travel procedures apply. 			

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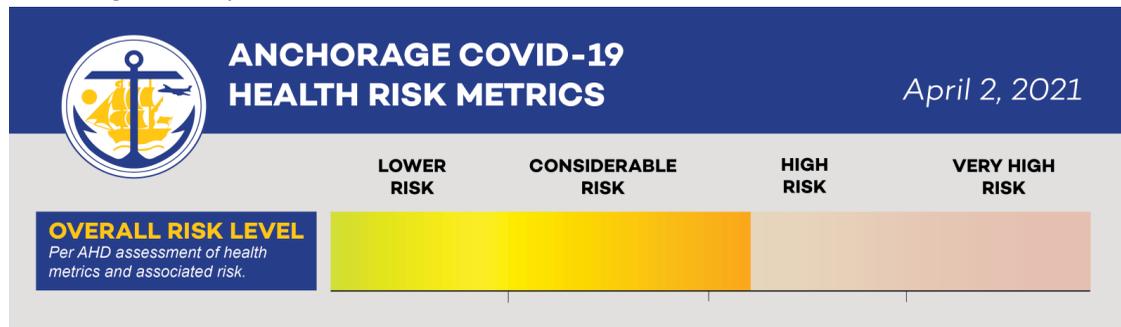
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					to have a documented negative COVID-19 test within 72 hours of travel.	

State of Alaska Alert Levels

ALERT LEVEL	Average daily incidence over the past 14 days	Interpretation
HIGH	>10 cases per 100,000 population	Widespread community transmission with many undetected cases and frequent discrete outbreaks
INTERMEDIATE	5-10 cases per 100,000 population	Moderate community transmission with some undetected cases and infrequent discrete outbreaks
LOW	<5 cases per 100,000 population	Minimal community transmission

<http://dhss.alaska.gov/dph/Epi/id/Pages/COVID-19/alertlevels.aspx>

Anchorage Municipal Alert Levels



<https://www.muni.org/covid-19/documents/moa-covid-risklevelgraphicv2-040221.pdf>