

New FAQs – December 16, 2020

1. *Is there a risk of infertility with the vaccine? I know this has been debunked, but I've heard some co-workers still say this.*

From the COVID-19 Response Team:

A: While the vaccine trial enrollment excluded pregnant individuals, several people got pregnant during the trial. We can see no plausible reason why the vaccines that are in the pipeline would make someone infertile. We do not have any other vaccines either that make you infertile.

2. *I've been working at AMU and have observed several employees not using their masks at all times. Most feel it is safe to remove their mask once in their cubicle. I have also heard employees who are sick – they sound stuffy, are coughing, and sneezing with a runny nose. How can we ensure employees are staying home when sick and ensure that employees continue to wear a mask at all times?*

From the COVID-19 Response Team:

It has been communicated several times that AltaMed's policy is that all employees wear a mask at all times unless they are alone in an office with the door closed. Anyone who sees a person anywhere near others without a mask can either (in a friendly manner) remind the person of our Temporary Face Masking policy HR-WEL-007 or they can report the situation to their manager or HR Business Partner so they may address the situation. Managers also reserve the right to send an employee who is experiencing COVID-like symptoms (cough, difficulty breathing, shortness of breath) home in accordance with the Coronavirus Workforce Management policy HR-CON-030. Employee Health works with individuals to return them to work when it is safe. Employees are always encouraged to stay home when sick.

3. *Dental PSAs are required to screen inside the clinic once the patient arrives. Should they also don full PPE? They are behind the plexiglass, but concerned of exposure when taking temperatures.*

From the COVID-19 Response Team:

If staff are behind plexiglass partitions, they should still wear a mask. If they will be coming into contact with a patient at all, we recommend that they practice hand hygiene before and after donning gloves for the encounter. Gloves must be changed in between patients.

4. *The PFS department was split into two shifts – there are about 25 people in the morning shift and only 12 in the evening. How is this following the social distance guidelines when the department was not split evenly?*

From the COVID-19 Response Team:

The PFS area has been evaluated by Facilities and Infection Control and is in compliance with the current guidance for each person to maintain six feet of social distancing. Regardless of shift, the current seating arrangements continue to be compliant with social distancing requirements. AltaMed is committed to creating a safe work environment for all. All employees are required to adhere to social distancing guidelines. PFS leadership will continue to remind employees to follow the safety measures and have been asked to monitor and report any violations of the Temporary Face Masking policy HR-WEL-007 the Coronavirus Workforce Management policy HR-CON-030 and any other safety measures communicated. If you have concerns or would like to report policy violations, please contact your HR Business Partner directly.

5. *If a member of our team has contracted COVID-19, is the company allowed to disclose the employee name/department in order to determine if we might have had possible contact with this person?*

From the COVID-19 Response Team:

AltaMed is committed to respecting the HIPAA privacy of our employees, so no names are ever given to coworkers. Infection Prevention does an investigation of exposures when an employee is positive. Based on their investigation, they will notify people who need to be told of a risk of exposure.

6. *There are some employees who are not following the safety guidelines in the corporate offices. They don't wear masks when they are in their cubicles, and have their masks just hanging on their ear. There are staff who are coughing, but they don't get up from their cubicle. What is the best thing to do when you are coughing? How will we know if they are wearing a mask or not? With the COVID-19 surge, can someone do a routine check of the floors and on employees who don't follow the safety guidelines?*

From the COVID-19 Response Team:

If you do not feel comfortable asking individuals to wear their masks, please report the incident to their supervisor or your HR business partner for enforcement of the mask use policy. This includes if people appear ill while at work.