

CPUC COVID-19 Plan

1. Basics of the Covid Virus

- A. Infection with SARS-CoV-2, the virus that causes COVID-19, can cause illness ranging from mild to severe and, in some cases, can be fatal. Symptoms typically include fever, cough, and shortness of breath. Some people infected with the virus have reported experiencing other non-respiratory symptoms. Other people, referred to as asymptomatic cases, have experienced no symptoms at all. According to the CDC, symptoms of COVID-19 may appear in as few as 2 days or as long as 14 days after exposure.

The virus is thought to spread mainly from person- to-person, including:

- i) Between people who are in close contact with one another (within about 6 feet).
- ii) Through respiratory droplets produced when an infected person coughs or sneezes. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs.

- B. It may be possible that a person can get COVID-19 by touching a surface or object that has SARS-CoV-2 on it and then touching their own mouth, nose, or possibly their eyes, but this is not thought to be the primary way the virus spreads.

People are thought to be most contagious when they are most symptomatic (i.e., experiencing fever, cough, and/or shortness of breath). Some spread might be possible before people show symptoms.

2. Purpose and Scope

- A. On January 31, 2020, David Panuelo, President of the Federated States of Micronesia, issued a Public Health Emergency Declaration in response to the COVID-19 global pandemic. On February 7, 2020, Johnson Elimo, Governor of Chuuk State, declared a State of Emergency also in response to COVID-19.
- B. Pursuant to the declarations made by the FSM and Chuuk State, CPUC has developed the following COVID-19 plan, which includes policies and procedures to minimize the risk of transmission of COVID-19, and to ensure the health and safety of its employees, its customers, and the general public. This policy applies to all CPUC facilities, assets, and applies to all individuals employed by CPUC, either as full-time or part-time staff. It is subject to change at any time and employees will be made aware of all changes immediately.
- C. Services provided by CPUC fall within the definition of "essential services" defined as "those who conduct a range of operations and services in industries that are essential to ensure the continuity of critical functions in the FSM and its States."

3. Roles and Responsibilities

- A. CPUC's goal is to prevent the transmission of COVID-19 in the workplace(s). Managers as well as non-managerial employees and their representatives are all responsible for supporting, complying with, and providing recommendations to further improve this COVID-19 plan.
- B. The COVID-19 Safety Committee is responsible for implementing and monitoring this COVID-19 plan. The COVID-19 Safety Committee has full authority to ensure compliance with all aspects of this plan. The Safety Committee shall comprise of the heads of departments and divisions.
- C. All CPUC employees shall be fully vaccinated including a booster shot(s) before October 31, 2022 and shall be kept up-to-date on shots, and shall be required to submit proof of full vaccination. CPUC will support COVID-19 vaccination for each employee by providing reasonable time and paid leave to each employee for vaccination and any side effects experienced following vaccination. Failure to comply with this vaccination requirement may result in suspension, demotion, and termination from employment.

4. Personal Protective Equipment (PPE)

- A. CPUC will provide, and ensure that employees wear, facemasks or a higher level of respiratory protection. Facemasks must be worn by employees over the nose and mouth when indoors and when occupying a vehicle with another person for work purposes. Employees may wear facemasks provided by CPUC, or may wear personal facemasks, as long as the masks cover the mouth and nose.
- B. Masks must be worn in the following circumstances:
 - i) If the employee is within six feet of distance from other individuals
 - ii) At all times during in-person meetings and other group events
 - iii) In lobbies, hallways, restrooms, elevators, employee breakrooms, and other common areas or shared spaces
 - iv) In all areas where employees will have direct contact with customers or members of the public
- C. The following are exceptions to CPUC's requirements for facemasks:
 - i) When an employee is alone in a room.
 - ii) While an employee is eating and drinking at the workplace, provided each employee is at least 6 feet away from any other person, or separated from other people by a physical barrier.
- D. CPUC will not prevent any employee from voluntarily wearing their own facemask and/or face shield in situations when they are not required unless doing so would create a hazard of serious injury or death, such as interfering with the safe operation of equipment. In addition to providing, and ensuring employees wear, facemasks, CPUC will provide protective clothing and equipment (e.g., respirators, gloves, gowns, goggles, face shields) to each employee.
- E. Employees who are medically unable to wear a face mask are exempt from this requirement if they provide documentation from qualified medical personnel exempting them from the mask requirement. CPUC will work with such employees to relocate or reassign the employee or provide an alternate and acceptable means of face covering.

- F. CPUC and the COVID-19 Safety Committee will work collaboratively with non-managerial employees or representatives to assess and address COVID-19 hazards, including when there is employee exposure to people with suspected or confirmed COVID-19.
- G. Employees that fail to wear a mask as required by CPUC policy, may be subject to disciplinary action, up to and including termination, unless the employee has submitted medical documentation that verifies that he or she is medically unable to do so.

5. Physical Distancing

- A. CPUC will ensure that each employee is separated from all other people in the workplace by at least 6 feet when indoors, unless it can be demonstrated that such physical distance is not feasible for a specific activity. Where maintaining 6 feet of physical distance is not feasible, CPUC will ensure employees are as far apart from other people as possible.
- B. All interactions with others in the workplace, including meetings and group events, should take place via telephone, teleconference, or videoconference whenever possible. If it is absolutely essential to hold an in-person meeting or event, employees must practice social distance by maintaining at least six feet between people. In addition, employees must always wear face masks during in-person meetings and other group events, even if employees are able to maintain six feet of distance from other people.
- C. CPUC may stagger employee breaks and meal periods, when necessary, in order to reduce crowding in workspaces and common areas. Employees are encouraged to eat at their desks. However, those who choose to eat in a common area must practice physical distancing at all times.
- D. Employees must comply with all workplace signs and other directives relating to physical distancing, such as hallway and/or stairwell directional arrows, and other directives.
- E. CPUC encourages employees to comply with all national, state, and local guidelines and recommendations relating to controlling the spread of COVID-19 while at work and when off duty.
- F. Non CPUC employees including family members are not allowed on all CPUC's premises other than designated public access areas.

6. Cleaning and Disinfection

- A. Employees shall be responsible for cleaning and disinfecting their workstation areas at least twice a day including vehicles, at the beginning and end of each workday. CPUC shall be responsible for cleaning and disinfecting the general areas of the premises and equipment. Necessary hand washing and/or sanitizer facilities will be provided, supplied, and maintained by CPUC. Employees are required to practice good hygiene and use hand sanitizers regularly. CPUC's no chewing and spitting policy will be enforced fully as spitting can cause the spread of COVID-19.
- B. When a person who is COVID-19 positive who has been in the workplace within the last 24 hours, CPUC requires cleaning and disinfection of any areas, materials, and equipment that have likely been contaminated by that person (e.g., rooms they occupied, items they touched). A report shall be filed with the COVID-19 Safety Committee, who shall also report his/her findings to the Chuuk State Department of Health Services.

7. Health Screening and Medical Management

- A. CPUC will screen each employee before each workday, by having the employee take his/her temperature. If the employee displays COVID-like symptoms (coughing, runny nose, nausea, flu-like symptoms, etc.), or if their temperature is above normal, CPUC may subject the employee to COVID-19 testing or send the employee home immediately.
- B. Each department or division shall take daily notes of employee's temperature and save such notes for record keeping purposes. At the end of each week, the record shall be submitted to the COVID-19 Safety Committee.
- C. CPUC will require employees to, when possible, notify the CPUC COVID-19 Safety Committee when they have tested positive for COVID-19 or been diagnosed with COVID-19 by a qualified medical personnel, have been told by a qualified medical personnel that they are suspected to have COVID-19, are experiencing recent loss of taste and/or smell with no other explanation, or are experiencing both fever ($\geq 100.4^{\circ}$ F) and new unexplained cough associated with shortness of breath.
- D. If an employee is tested positive for COVID-19, he/she shall be required to vacate the premises of CPUC immediately and must return upon sufficient proof that he/she is COVID-19 free.

8. Sick and Annual Leaves

- A. Sick and Annual leaves are defined and accrued pursuant to section 14 of the CPUC Personnel Manual. Because services provided by CPUC are essential services and are subject to the approval of the Department Head pursuant to section 14-3 of the Personnel Manual, application for sick and annual leaves may be denied as the case may be to ensure that providing essential services by CPUC is not disrupted. CEO may override a Department Head's approval.
- B. Consideration by the Department Head of COVID-19 requests for any use of sick leave shall be supported by results of testing positive for COVID-19, certification from qualified medical personnel that the employee is required to undergo isolation or self-quarantine, and any other required documentation in relation to the request for sick leave.
- C. Also, in consideration for granting of sick leave, the Department Head or CEO may request specific information from qualified medical personnel, which may not be limited to, the severity of the employee's condition, and whether an employee may continue to perform their duties despite contracting COVID-19.
- D. Annual leaves may be granted, subject to the approval of the Department Head or CEO, pursuant to section 14-3 of the Personnel Manual.
- E. The Department Head or CEO may consider the delivery of essential services, and to ensure that the operation of CPUC is not disrupted or adversely affected when approving or denying sick and annual leaves for employees.

9. Customer-based Services

- A. All customers who enter a CPUC facility shall comply with the following:
 - i) Wearing of mask
 - ii) Taking of temperature upon entry

iii) Practice physical distancing (minimum of 6 ft.)

- B. Any other requirement upon request by CPUC personnel
- C. CPUC employees, when dealing with customers, shall wear protective gloves, masks, practice physical distancing, and take any other measures to ensure the safety of employees and customers.

10. Training

- A. CPUC will implement policies and procedures for employee training, along with other provisions required by law. CPUC and the COVID-19 Safety Committee will work collaboratively with non-managerial employees and their representatives to assess COVID-19 hazards and implement an employee training program.
- B. CPUC will ensure that the training is overseen or conducted by a person knowledgeable in the covered subject matter as it relates to the employee's job duties, and that the training provides an opportunity for interactive questions and answers with a person knowledgeable in the covered subject matter as it relates to the employee's job duties.
- C. CPUC will provide additional training whenever changes occur that affect the employee's risk of contracting COVID-19 at work (e.g., new job tasks), policies or procedures are changed, or there is an indication that the employee has not retained the necessary understanding or skill.

11. Grievances

- A. Any employee of CPUC may file a grievance against any section of this COVID-19 policy. The grievance shall be filed with the CEO, and copies of the grievance shall be provided to the CPUC Board. The CEO shall issue a written response to the grievance within 10 days of receiving the grievance.
- B. If the employee is unsatisfied with the response from the CEO, a formal hearing may be conducted by a 3-member panel, which shall consist of members of the CPUC Board. The hearing shall be conducted within 10 days of the issuance of the decision by the CEO, and a decision shall be rendered within 7 days after the completion of the hearing.
- C. Remedies in the appropriate court of law may be sought after the decision of the Board is issued.

1. Mannapan Auchean Porousen Ei Samwaw Covid

- A. Menun ei samwau e su non asapwan ewe a iteni pwe SARS-CoV-2, minne a forata ei samwaw COVID-19, a tongeni nomw ren emon menun ei samwaw pwopwuta seni ach sisapw mo mefi choun tori an a wateno choun, a ew mettoch mi fokkun onuokkus ngeni manawach. Sia sinei nge ekkoch ra fen mano ren ei samwaw. Ekkoch aramas ra fen pwan kapas pwe sisapw mo nge ina pwan mefi ekkewe esisanan nge menun e samwau a fen nonnomw rech. Ewe Center of Disease Control (CDC) a affata pwe menun ei samwau mi tongeni epwe nonnomw ren emon non ewe aewin 2 raan tori murin 14 ran nupwen a nomw menun ei samwau ren ewe aramas.

Ei virus ika menun ei samwaw e fetan non asapwan emon a tongeni angei seni emon aramas ussun kich mi awewetiwan fan:

- i) Epwe chew nefinen aramas ir mi nomw arap fengen nefiner non ukukun 6 feet.
ii) Epwe chew ren pwan parasan awach me pwetuch nupwen sia kichimwor ika mwesi nge a wor aramas ra arap ngeni kich, ra ngasangaseri.
- B. Epwe tongeni tori kich ei samwaw ika pwe sia attapa eoch mettoch a nomw menun ei samwaw itan SARS-CoV-2, iwe murun sia attapa won mesach awewe ren pwotuch me awach fen pwan non mesach, ikewe ie sisapw fen pwan mwo ekieki nge epwe pwan ew anen an epwe tori kich menun ei samwaw.

Ekkoch aramas ra ekieki nge fansoun chok a tori emon menun ei samwaw ika pwe a wor ren ekkewe esissin, awewe ika a mefi pwichikar, kichimwor, pwan mefi weiresin an angasangas, iwe nge menun ei samwaw a pwan tongeni fen nomw ren emon nupwen esap mo fen pwan mefi ekkewe essisin.

2. Pwopwun me Auchean

- A. Non ewe January 31, 2020, David Panuelo, ewe President seni mwuun Federated States of Micronesia, a wau ew Public Health Emergency Declaration fan iten ei samwaw COVID-19 mi chew non unusen fenufan. Non ewe February 7, 2020, iwe Johnson Elimo, ewe Governor seni seni Chuuk State, a pwan wau an atuttun ika a declare epwe ew State of Emergency non Chuuk State ren pwan fan iten ei samwaw COVID-19.
- B. Fan iten ekkewe ruu otuttun ika ruu declaration seni ewe mwuun FSM me Chuuk State, iwe CPUC a fori an plan mi pachenong ennuK me ekkewe sokkun angang met epwe tongeni ekukunanoi an esapw mecheres chew ei samwau COVID-19, an fokkun mwochen tumwunu-fichi manawen me tumwunun neun chon angang pachenong ekkewe customers me aramas ese nifinifin. Ekkei ennuK iwe repwe epechekun non ach kewe kinikin non ach CPUC, ika non ach kewe buildings ika neni meinsin, pachenong ekkewe aramas ir mi angang ngeni ach CPUC, ir part-time me full-time. Ach ennuK iwe epwe pwan tongeni siwin non ekkoch fansoun iwe nge epwe pwan ina wissen ewe chon angang an epwe sinei ussun ekkei ekkesiwin non ach ennuK.
- C. Sokkun angang epwe kaor ika katou sen ach CPUC iwe epwe nomw fan wewen "essential services" ika "Angang Mi Auchea", weween, "ekkei repwe awora ekkei sokkun angang ika service iwe repwe fokkun achocho me epwoueta ren mwokutenon angang mi auchea non FSM ika fen non ekkewe States."

3. Wisach Non Ach Angang

- A. CPUC a mochen epwe ekukunanoi met esapw fokkun mecheres chew ei samwaw non nenien ach angang ika fen ach kewe nenien angang meinisin. Neuch Managers tori chon angang fan iten wiser kewe iwe repwe pwan epechekuna ekkei ennuk, ar repwe wanong sokkun memmef met epwe amwirinouenoi ach COVID-19 plan.
- B. Wissen ach COVID-19 Safety Committee, iwe epwe wissen epechekuna pwan nennengeni ussun ach COVID-19 plan. COVID-19 Safety Committee, fan pechekunan wiser kewe iwe repwe nennengeni nge masowen ei plan mi epechekun. Menun ach Safety Committee iwe a foruta seni ekkewe meinapen non ach departments ika divisions.
- C. Meinisin chon angangen CPUC repwe aunusa ar appos mi pachenong ewe booster shot(s) me mwan October 31, 2022

4. Pisekin Eppetin Ei Samwaw (PPE)

- A. CPUC epwe awora pwan epechekuna nge chon angang ir mi aea ar kewe mask ika fen pwan ekkewe sokkun facemask mi echipwer a tongeni okukunanoi an esapw mecheres tori kich menun ei samwaw ach aea. Meinisin chon angang repwe aea facemask epwe pwonu pwotur me awer mi pachenong ika emon epwe fiti wach kewe sein angang nupwen fansoun angang. Chon angang repwe aea ekkewe mask minne epwe kaor seni CPUC, ika fen pwan pusin chok aea ar kewe mask nge mi auchea epwe pwonu pwotur me awer.
- B. Aean ach mask epwe epechekun non ekkei fansoun mi affat fan:
 - i) Ika pwe ewe chon angang epwe nomw non ukukun 6 feet seni ewe emon aramas.
 - ii) Atun fansoun epwe fiti ach mwiich ika ach kewe group events.
 - iii) Non ach lobbies, hallways, restrooms, elevators, employee break rooms, me pwan non ekkewe neni a wor aramas ie.
 - iv) Non ekkewe kinikinin, ikewe ie ewe chon angang epwe churi neuch customers chon feito, esapw fokkun pwan nifiinifin.
- C. Mwumwutan aean mask me nukun met CPUC a epechekuna, iwe ikkei mi affat fan:
 - i) Ika pwe ewe chon angang mi imwuno ika akkanamonuno chok non ew room.
 - ii) Ika pwe ewe chon angang mi angei an aninisin aion non ach nenian angang, nge epwe pwan chok epwenueta ewe ennukun 6 feet nefin seni ewe chon angang.
- D. CPUC esap pwan pinei ewe chon angang nupwen epwe mefata an epwe aea pusin an mask non ekkewe neni ese pwan epechekun me nukun chok ika pwe epwe ew mettoch epwe efeiengaw ngeni ika fen pwan wen ngeni mano.
- E. Ekkewe chon angang mi wor ar kewe sokkun samwaw minne mi weires ngenir ar repwe aea mask, epwe pwan mwumwuta ika pwe epwe wor taropwe seni ekkewe doctors seni ach pioing nge mi mwutata an ewe chon angang esapw pwan fiti ei ennukun aean mask. CPUC epwe anisi ewe chon angang an epwe awora anen an epwe tufich ren ei ennukun mask.

- F. CPUC me ewe COVID-19 Safety Committee repwe fokkun angang fengen me ekkewe chon angang kisin ekkewe meinap, pwan ekkewe ra wissen tumwunuw fatanin ach angang, ar repwe atoura ngeni ekkewe chon angang ussun onuokusun ei samwaw COVID-19, pachenong ika pwe sia sinei nge ewe chon angang a tori menun ei samwaw.
- G. Ewe chon angang ese epwenueta aean ach mask ussun mi epechekun seni ennuken ach CPUC, iwe epwe angei chappan an angang, me nukun chok ika pwe ewe chon angang epwe awora taropwe seni doctors met epwe pwarata pwe atewe ika neminewe mi wor an samwaw mi weires ngeni an epwe aea mask.

5. Ukukkun Tamen Nefinen Aramas

- A. CPUC epwe epechekuna ewe nefin, nefinen ewe chon angang me ewe emon aramas non ach nenien angang, epwe ukukun 6 feet nefiner, me nukun chok ika pwe ukukun nefiner we ese kon pwan fatafateoch ach sipwe kuna ren mesach non ach nenien angang. Awewe ach sipwe ita epwenueta ewe 6 feet nefin iwe nge mi weires pwokiten ese fatafateoch ngeni kich nefiner we. CPUC epwe achocho ngeni an epwe tumwunu ewe ukukun taman nefin, kapas awewe ren ukukun taman nefinen ewe chon angang ngeni ewe emon aramas.
- B. Ach sipwe churi aramas non ach nenien angang, pachenong ach sipwe fiti ach mwich ika ekkewe group events, epwe tufich pwonuta ren ach sipwe nounou tengwa, teleconferencing me video conferencing ren inet a tufich. Ika pwe mi wessan pesepes pwe sipwe mwich fengen non foufeun aramas, iwe ewe chon angang epwe pwan chok epwenueta ewe ennuken nefin epwe ukukun 6 feet. Pwan sopwusopwun, iwe ewe chon angang epwe pwan aea an mask non fansoun ach sipwe chufengen non feufeun inis ren ach mwich auchea ika mo mi epwenueta ewe 6 feet nefin.
- C. CPUC epwe kinietiw chon angang ren ar repwe tongeni feino asese ika fen angei ar aninisin aion. Kich mi fokkun pesei ngeni chon angang repwe angei ar aninisin aion non chok pusin nenier kewe ika won ar kewe desk, iwe nge ika pwe repwe fini ekkewe neni mi afotofot ren ar repwe angei ar eninisin aion, iwe repwe fokkun chok epwenueta ewe 6 feet nefin non fansoun meinsin.
- D. Chon angang repwe epwenueta ekkewe sign mi pacheta non ach angang, awewe ren ewe ennuken nefin, awewe non ach hallway me/ika fen pwan ach starwells mi pacheta ekkoch sign, ekkewe sign minne a eit ngeni kich ian sipwe pwereno ia, pachenong ekkewe esinesin non taropwe mi katou seni neuch meinap.
- E. CPUC a pwan epechekuna neun chon angang repwe epwenueta met a katou seni ewe National government me State ren eureurach ren ei samwaw COVID-19 fansoun ach sipwe nom non nenien angang me pwan fansoun ach sisapw pwan nonnomw non nenien angang.
- F. Ekkewe aramas esapw ir chon angangen ach CPUC mi pachenong ach kewe auchea mwirinon famini, iwe rese fokkun mwumwuta ar repwe nomw non ach kewe kinikinin nenien angang non ach CPUC mi pachenong ekkewe neni nukun mi finita pwe nenien ach sipwe fori ach angang.

6. Nimenimen Ach Angang

- A. Ewe chon angang epwe tumwunu nimeniman an we nenien angang an epwe nimeti me safeni an we workstation epwe fan ruu non ew ran mi kapachenong wach kewe sein angang, repwe nimenim nepwopwutan me nesopwonon angang iteiten ran. CPUC epwe pwan tumwunuw nimeniman ekkewe neni ren wach kewe ika pisekich kewe. Ach tettenun paw epwe kaor fiti fengen me ach sanitizer seni CPUC. Sia fokkun pesei neuch chon angang repwe epwenueta ekkewe ennukun eppetin ei samwaw, aweve ren tenu peuch, pwan aean ach mask mine sipwe fori iteiten fansoun. Ach ennuke non ach CPUC ren ach sipwe ngung pwan me attof fetan epwe fokkun pwan epechekun. Sipwe weweiti pwe iei anen an epwe mutter chew ei samwa COVID-19 ren ach attof fetan chok.
- B. Nupwen ewe emon chon angang epwe mefi nge a uri ei samwa COVID-19 nupwen an angang non non ewe 24 awa, iwe CPUC mi epechekuna epwe enimenim pwan safeni an we nenien angang, pachenong ekkewe pisek me waa pwokiten sia nukuw nge ewe menun ei samwaw a nonnomw ie ren ei aramas (awewe ren ekkewe rooms e tonong non pachenong ekkewe pisek e attapa). Epwe fori ew an report ren ei wewe seni ach we Safety Committee ren met a fis minne epwe pwan aora copy ngeni ach we State Department of Health Services.

7. Eppetin Samwaw Me Angangen Tumwunun

- A. CPUC epwe cheki emon me emon chon angang iteitan ran, an epwe ngenir ewe chekin pwichikar. Ika pwe emon chon angang epwe pwari ekkewe esissin ren ei samwaw COVID-19 (kichimwor, mwongopwet, eningaw, pwan ussun nikinikin matter, etc.) pwan ika an pwichikar mi watte, iwe CPUC epwe uweieno ewe chon angang pwe epwe angei an COVID-19 test iwe mwittir atourano ngeni imwan.
- B. Ew me ew department epwe makei ukukun an emon me emon pwichikar iwe isennong non ekkei taropwe pwe masowen ach record. Nesopwonon ewe ew week iwe ekkei records repwe tonong ren ewe COVID-19 Safety Committee.
- C. CPUC a pwan mochen nge ewe chon angang epwe esinesin ngeni ewe COVID-19 Safety Committee, inet a tufich, ika pwe a positive pungun an test, ika a fen pwan sinei seni chon angangen ach pioingra, nge ra kuna ekkewe esissin aweve ren an ewe aramas ese chuen mwon anan mwongo, ika tongeni tini pwonon anan mongo, nge a fen pwan mefi pwichikar nuseni (100.4 F), pwan kichimwor mi fiti weiresin an ngasangas.
- D. Ika pwe emon chon angang a test nge a positive pungun an test, atewe/neminewe epwe mwitir tou seni ach nenien angang nukun chok ika e awora taropwen pwarata nge mi COVID-19 free.

8. Sick me Annual Leaves

- A. Ach Sick me Annual Leave mi fat pwe iei ew benefit ngeni chon angang, ussun met mi affat non ewe section 14 non neun CPUC Personnel Manual. Pwokiten ach angang mi euecha, iwe neuch meinap repwe approve ini ussun mi affat non ewe section 14-3 non neuch Personnel Manual. Fansoun an emon a apply sick me annual leaves iwe esapw ew mettoch epwe eppetin ika ataieno ach services non ach CPUC. Neuch CEO epwe pwan tongeni ataieno an ewe meinapen department approval won ekkei requests.
- B. Ach weweiti pwe ach COVID-19 request seni ewe meinapen ewe Department iwe epwe pwan aora ewe test result ren COVID-19, ika certification seni ewe doctor ika chon angangen ach pioing epwe affata nge ewe chon angang epwe no ngeni isolation ika quarantine non imwan pachenong pwan ekkoch taropwen sick leave request.
- C. Non fansou sipwe ngeni ewe chon angang an sick leave, iwe ewe Department Head ika ewe CEO repwe request an ewe chon angang information seni ekkewe doctors, mi awenewen won ukukun an ewe chon angang samwaw, ika mi tongeni an epwe sopweno an angang inamo mi mecheres an epwe tori ei samwaw COVID-19.
- D. Annual leaves epwe ketiw meren ewe Department Head ika CEO, fan pechekunen ewe section 14-3 non ewe Personnel Manual.

- E. Ewe Department Head ika ewe CEO epwe ekieki an epwe tawe ika tour ach services, ren an esapw aosukosuka ach operation non CPUC. ika met epwe osukosuk ren ach sipwe approve me ach sisapw etiwa an ewe chon angang sick me annual leave request.

9. Ach Services ngeni neuch kewe customers

- A. Meinsin customers repwe tonong non ach kewe neni non CPUC, iwe repwe epwenueta ekkei enuk:
 - i) Repwe aea mask
 - ii) Sipwe pwan cheki ar temperature ren pwichikar me mwan repwe tonong
 - iii) Repwe pwan epwenueta ewe enuk ren nefinen aramas (ukukun 6 feet)
- B. Pwan epwenueta ekkoch requirements mi katou seni ach CPUC personnel.
- C. Ewe chon angangen CPUC, nupwen fansoun epwe enisi ewe customer, iwe epwe peupew ekkewe gloves, aea mask, pwan epwenueta ewe 6 feet distance nefin fan iten tumwunun chon angang me ekkewe customers.

10. Training

- A. CPUC epwe forata ekkoch enuk ika procedures ren employee training, kapachenong pwan fitu kinikin mi epechekun non enuk. CPUC me ewe COVID-19 Safety Committee repwe anisi ewe chon angang, ewe kisin neuch kewe meinap, pachenong ekkewe representative ren ar repwe sinei fichi ussun afeiengawen ei samwaw COVID-19, me pwan awora ew training program ngeni chon angang.
- B. CPUC epwe wisen fini ewe chon fori angangen assukun, emon epwe pwan kon sinenapei ussun ach nesen pwe epwe pwan tongeni anisata me awatenoi an ewe chon angang sine, ussun ach training epwe awora nenien ach sipwe tongeni kapas eis won mettoch me pwan wau pwungun ach kapas eis seni ewe a kon pwan sinenapei ussun ei subject nge mi pwan anisata an ewe chon angang epwe mecheres weweiti ussun an angang.
- C. CPUC epwe awora sopwusopwun ach employee training ika epwe wor weiweitan akkasiwin ika pwe ewe emon chon angang a uri ei samwau non fansoun an angang (awewe epwe wor ew minefon job task), ach enuk me procedures epwe ekesiwin, ika kich mi kuna nge ewe chon angang esapw tufich ren an esapw watte an weweiti me nipwakeoch ngeni ewe angang.

11. Tipengaw Ngeni Mettoch Non Ach Enuk

- A. Emon chon angangen CPUC mi tongeni epwe wanong an memef non taropwe ren met esapw tipew ngeni me non ach enukun COVID-19. Ena taropwe epwe tonong ren ewe CEO, iwe copy in ena taropwe epwe pwan no ngeni ewe CPUC board. Ewe CEO epwe wau pnuan ei taropwe non 10 ran murin ewe taropwe a tour.
- B. Ika pwe ewe chon angang esapw tipew ngeni pnuan neun we taropwe meren ewe CEO, iwe epwe fis ew arongorong minne epwe wor unumen (3) menun chon fori ewe arongorong seni ach we CPUC board. Ei arongorong epwe fiis non ukukun 10 ran murin a tou pnuan seni ewe CEO, iwe pungunon ei arongorong epwe katou non ewe afisuwen (7) ran murin a wesino ewe arongorong.
- C. Safean epwe pwan nonnomw chok ren emon me emon ika epwe pwan no ngeni kepwung tekia murin an ewe Board epwe wau mefien won ewe case.