MEMORANDUM

TO: All Employees

FROM: Tribal Chief Cyrus Ben

DATE: January 23, 2022

RE: Employee Medical Excuses under the Return to Work Protocols

Currently, the Return To Work Protocols require that an employee who is out for more than two days due to COVID-19 (whether quarantined or isolated) produce a Return To Work Excuse from a doctor. The Return to Work Protocols Task Force has reviewed the high number of requests received by Choctaw Health Center ("CHC") for medical excuses to return to work from employees who have been quarantined due to exposure or testing, or isolated due to illness from COVID-19. The Return to Work Protocols Task Force has revised employee medical excuse requirements in accordance with the Public Notice Issuance of Quarantine Exposure to Coronavirus Disease dated on January 21, 2022.

Effective Monday, January 24, 2022, CHC revised quarantine orders includes a return to work date, which will also serve as the return-to-work excuse, thus reducing the need to contact CHC for a COVID-19 related work excuse. For those employees who have seen an off-reservation medical provider but have not received a Quarantine or Isolation Order, a work excuse with a return to work date will be accepted.

Employees who are required to isolate (whether ordered by CHC or an off-reservation medical provider) due to positive test results or active COVID-19 infection will be required to obtain an additional excuse from their medical provider in order to return to work. If an employee returns to work and the Supervisor, or designee, sees that the employee is still symptomatic, the Supervisor, or designee, should ask the employee to leave the office immediately until there is further medical guidance provided. All employees are to reference and follow the Return to Work Protocols strategies to reduce transmission and to maintain healthy government operations and work environment.

If there are questions regarding this matter, please contact Human Resources at (601)650-1548. Thank you.

Tribal Chief Cyrus Ben

"Choctaw Self-Determination"