

FB4K MN COVID-19 POLICY

As part of our continued commitment to maintaining a safe and healthy workplace, Free Bikes 4 Kidz MN is taking measures to protect our staff, volunteers, and other visiting members of the community from contracting and spreading COVID-19.

Vaccinations/boosters prevent death and severe disease, so we encourage all staff, contractors, and volunteers to be fully vaccinated, including boosted if possible. At the same time, we know that people who are fully vaxxed are still getting sick and/or carrying/spreading COVID.

Warehouse Requirements

Employees, volunteers, contractors, and visitors are requested to wear a face covering when in the warehouse, regardless of vaccination status. We are a very small staff and a COVID spread amongst staff or volunteers could grind the work of our organization to a halt.

We expect to have hundreds of volunteers every week to make this an awesome FB4K MN season, as a result, staff members have an increased risk for exposure to COVID-19, and the consequences of that can have an outsized effect on our organization. If one staff member has symptoms, they can't work on site, affecting and disrupting everyone else on staff. And, of course, none of us want to get COVID – both because of our own health and because of the possibility of exposing others.

FB4K MN will do our best to provide face coverings, but we request individuals/groups to bring their own.

Face coverings should completely cover the wearer's mouth and nose, must fit snugly against the sides of the face without gaps, and must be replaced when wet, soiled, or damaged. We encourage an N95 or KN95 mask at all times.

Procedures in the Event of a Positive COVID-19 Test

Any person who tests positive for COVID-19, must notify Free Bikes 4 Kidz MN as soon as safely possible. That notification should be done via email to info@fb4k.org with the subject line **Covid Test Results** and should include in the body of the email the day(s), times(s) you worked in the warehouse up to three (3) days before your positive test.

If you shared an indoor space with someone who got a positive diagnosis of COVID (at the warehouse or in any other space), you **MUST** wear an N95 or KN95 mask at all times if working or volunteering for at least 10 days after exposure.

We encourage not working on-site or volunteering if you have ANY of the following symptoms:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

If you test positive for COVID-19:

- You may not work on-site or volunteer for 5 days after testing positive (day 1 is the day AFTER testing).
- If 5 days have passed since a positive test AND your symptoms are improving AND you have been fever free (without medication) for 24 hours, you may work on-site or volunteer IF YOU WEAR AN N95 OR KN95 MASK AT ALL TIMES ON SITE FOR AN ADDITIONAL 5 DAYS.
- If you had moderate or severe symptoms (any shortness of breath or worse), you may not work on-site or volunteers until 10 days after testing positive

**** COVID Policy is subject to change because of, but not limited to, increased cases in Minnesota, local/state guidelines, etc. ****