


<b>Effective Date:</b> 01/28/2021	<b>Version:</b> v1 <b>Supersedes:</b> N/A	<b>Related Documents:</b> COVID-19 Recurrent Testing Plan for Designated Personnel
 <h2 style="text-align: center;">DISTRICT-WIDE POLICY</h2>		
<b>Approved by:</b> GM/CEO, CFO, CCO, COO, IMT Operations Chief, IMT Operations Deputy Chief		<b>Regulation:</b>
<b>Policy Owner:</b> IMT Operations Chief, IMT Operations Deputy Chief		<b>Policy Category:</b> Business Continuity, Operational, Safety

## HR-BC-POL-316 – GRANT PUD COVID-19 RECURRENT ANTIGEN TESTING

### 1. Scope

The U.S. Centers for Disease Control and Prevention (CDC) and local health departments currently recommend employers implement a program to screen employees for COVID-19 Symptoms prior to coming to work. The intent of this health screening is to gather basic information, as reported by Grant PUD employees and certain contractors, as to whether they may be experiencing any Symptoms known to be associated with COVID-19. In addition to screening employees for Symptoms of COVID-19, encouraging employees to conduct regular self-monitoring while at work further reduces the risk of virus spread.

Requiring employees and certain contractors to conduct pre-work health screenings, to self-monitor while at work, and to undergo testing when circumstances warrant, are additional administrative controls Grant PUD is implementing to keep our workers safe.

### 2. Policy Statement


Prior to the COVID-19 pandemic, Grant PUD lacked a policy related to health screening, testing, and self-monitoring associated with a pandemic. This policy specifically establishes recurrent antigen testing requirements for the purpose of mitigating the spread of the COVID-19 virus among and between Grant PUD employees and contractors.

### 3. Definitions

**Designated Personnel** – Employees and contractors whose work necessitates entering certain Grant PUD job sites or facilities, including powerhouses, or come in proximity of critical employees.

### 4. Policy

Recurrent antigen testing of certain employees and contractors will help mitigate risk of COVID-19 transmission within the workforce. Recurrent antigen testing of certain employees and contractors (Designated Personnel) whose work necessitates entering certain Grant PUD job sites or facilities, including powerhouses, or come in proximity of

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critical employees, would effectively screen for employees infected with COVID-19 and prevent the spread of the virus.

Designated Personnel as identified and approved by Grant PUD may be required to test per Grant PUD’s COVID-19 Recurrent Testing Plan for Designated Personnel as developed and directed by the IMT Contact Tracing Team. Testing locations and schedules will be identified by the IMT Contact Tracing Team. Testing and associated wages and travel expenses will be paid for by Grant PUD. Wages for bargaining unit employees, as applicable, will be paid according to the current Collective Bargaining Agreement. Designated Personnel may not enter certain Grant PUD facilities or work sites if a positive test is reported per the COVID-19 Recurrent Testing Plan.

Grant PUD Employees who are identified as Designated Personnel required to test under this section who refuse to test will be subject to disciplinary action. Any full-time regular employee who is identified as Designated Personnel who refuses testing as required under the COVID-19 Recurrent Testing Plan will receive a written warning and will be required to use Leave Without Pay until tested and the results reported to the IMT Contact Tracing Team. Any full-time regular employee identified as Designated Personnel under this section who violates the mandatory testing provisions a second time will be terminated. Any temporary employee identified as Designated Personnel under this section who refuses to test when required will be terminated. Discipline for non-bargaining unit employees will be carried out in accordance with Grant PUD’s policies and procedures. For bargaining unit employees, discipline will be carried out consistent with section 2.4.1 of the Collective Bargaining Agreement.

Grant PUD will monitor the evolution of antigen testing over time (including in-home testing) and will adapt its approach to testing based on the effectiveness and availability of different testing strategies and Federal Drug Administration (FDA) requirements and guidance.

### 5. Review/Revision History

Version Number, Effective Date	Action
v1 04/27/2020	Initial POL related to Recurrent Antigen Testing