

Seneca Nation of Indians

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PRESIDENT'S OFFICE

EXECUTIVE ORDER

COVID-19 Public Gathering and Travel Restrictions

WHEREAS, the Seneca Nation is responsible for the health, safety, and well-being of our members, residents and employees and continues to take precautions to reduce the potential impact of Coronavirus Disease 2019 (Covid-19) on our community; and

WHEREAS, the Seneca Nation Territories have experienced a drastic increase in individuals testing positive for the COVID-19 virus, in part due to the new "Omicron" variant, and while fully vaccinated individuals generally remain protected from the most severe symptoms of COVID-19, we remain concerned about the spread of the virus; and

WHEREAS, the Seneca Nation COVID-19 Response Task Force has recommended the following additional precautions to help protect our community,

NOW THEREFORE IT IS HEREBY ORDERED THAT

- All Nation employees are required to verify their current vaccination status through the completion of the COVID-19 employee forms sent to all employees on January 3, 2022.
- All public gatherings in any Seneca Nation buildings are hereby suspended until further notice. This includes, but is not limited to: sporting events, activities taking place at the Community Centers involving more than 3 non-employees, and any other non-essential gatherings. Employees may continue to conduct internal meetings if necessary in order to continue to provide services, but all employees in attendance must be either vaccinated or comply with the Nation's testing protocols for non-vaccinated employees, wear

a mask, and maintain social distancing of at least six feet from each other person. This pause in public gatherings shall remain in effect for 30 days and will be reevaluated upon expiration.

- Access to Seneca Nation buildings is restricted to appointments only for all non-employees for a 30-day period.
- Regular and Special Sessions of Council, including the January 8, 2022 Regular Council, shall be 100% virtual until further notice.
- Travel is hereby restricted for all Seneca Nation personnel for 30 days. The Seneca Nation recommends against personal travel for its employees. Fully vaccinated employees who choose to travel will not receive administrative time for personal travel-related quarantines, evaluations, or COVID diagnosis/isolation. Further travel guidelines will be implemented for vaccinated employees.
- For all employees not fully vaccinated, the following travel rules shall apply any time an employee leaves New York State for more than 24 hours, whether on business or personal travel.
 - After you travel:
 - Get tested with a viral test 3-5 days after travel AND stay home and self-quarantine for a full 7 days after travel. The employee must use his or her own time (PTO, vacation or EPL) to quarantine and is not eligible for admin time.
 - Even if you test negative, stay home and self-quarantine for the full 7 days.
 - If your test is positive, isolate yourself to protect others from getting infected.
 - If you don't get tested, stay home and self-quarantine for 10 days after travel.
 - Avoid being around people who are at increased risk for severe illness for 14 days, whether you get tested or not.
 - Self-monitor for COVID-19 symptoms; isolate and get tested if you develop symptoms.
- Employees with a work anniversary occurring in the next 30 days and who are unable to utilize their vacation time prior to their anniversary date, shall be paid out up to 80 hours as per existing policy, and may rollover the balance of their vacation time above 80 hours to the following year.
- Each Department Director is directed to recommend and identify employees who can move to a remote telework arrangement pursuant to the Nation's Telework Policy (passed via Resolution 05-08-21-35) for their respective department. The recommendations should include a timeframe for the proposed telework, and shall not extend for further than 30 days. The goal of the telework program should be to minimize on-site employees, recognizing the need for employees to provide daycare, wrap-around childcare services, and care during quarantines of children.

Directors should consider employee/rotations and schedules consistent with the needs of their respective Departments.

- This order applies to all Nation governmental buildings and Nation employees (not including Gaming Operations or Seneca One Stops).

Dated: January 6, 2022



Matthew B. Pagels, President

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