



Hualapai Human Resources Department
P.O. Box 179 941 Hualapai Way
Peach Springs, AZ 86434
(P) 928-769-2216 (F) 928-769-1191

To: Tribal Employees

From: 

Amanalicia Querta, Director

Human Resources

Re: UPDATED Fully Vaccinated Guidance

Date: August 27, 2021

This MEMO is intended to update the guidance for Fully Vaccinated persons and further guidance for non-vaccinated persons. The Center for Disease Control and Prevention has updated their guidance on July 27, 2021 for Fully Vaccinated persons. The following items are new guidance that are updated to address the new variants of COVID-19.

If you've been fully vaccinated:

- You can resume activities that you did prior to the pandemic.
- To reduce the risk of being infected with the Delta variant and possible spreading it to others, wear a mask indoors in public if you are in an area of substantial or high transmission.
 - **Mohave County is considered a high transmission rate area for the Delta variant.**
 - **Other large gathering are considered high transmission rate areas, such as wakes, parties etc.**
- You might choose to wear a mask regardless of the level of transmission if you have a weakened immune system or if, because of your age or an underlying medical condition, you are at increased risk for sever disease, or if a member of your household has a weakened immune system, is at increased risk for sever disease, or is unvaccinated.

TRAVEL:

- If you travel in the United States, you do not need to get tested before or after travel or self-quarantine after travel.

Coleen Mahone
Technician

Amanalicia Querta
Director

Sonja Crozier
Assistant

Veronica Cabrera
Process Data Collector

- You need to pay close attention to the situation at your international destination before traveling outside the United States.
 - You do not need to get tested before leaving the United States unless your destination requires it.
- You still need to show a negative test result or documentation of recovery from COVID-19 before boarding an international flight to the United States.
- You should still get tested 3-5 days after international travel.
- You do not need to self-quarantine after arriving in the United States.
- If you've had close contact with someone who has COVID-19, you should get tested 3-5 days after your exposure, even if you don't have symptoms. You should wear a mask indoors, and in public for 14 days following exposure or until your test result is negative. You should isolate for 10 days if your test result is positive.

WORKPLACE:

- Fully Vaccinated Employees who have had close contact with someone who has COVID-19 should get tested 3-5 days after their exposure, regardless if you have symptoms or not.
- Fully Vaccinated Employees who have had close contact with someone who has COVID-19 should wear a mask at all times to prevent any possibilities of transmission until tested.
- Fully Vaccinated Employees should quarantine for a minimum of 7 days if you have had close contact with some who has tested positive for COVID-19. (exemptions are *Critical Personnel*) *Critical Personnel is Law Enforcement Officers, Emergency Services Personnel, Game & Fish: Rangers, Housing Security, and Detention Officers.*
- A negative test is not required to return to work if the employee has completed the required quarantine or isolation period of 7 days for fully vaccinated individuals and 10 days for those not fully vaccinated.
- Should a Fully Vaccinated employee become positive for COVID-19 they must isolate for the full 10 day from the date they received their positive results.

Emergency COVID-19 Leave

Emergency COVID-19 Leave has been continued (until September 30, 2021) by the Hualapai Tribal Council. Emergency COVID-19 Leave, entitle employees to take up to two weeks (80 hours) of Emergency COVID-19 Leave.

Reasons for Leave:

- The employee is subject to a federal, state or local quarantine or isolation related to COVID-19 I.e. confirmed positive or suspected positive person or a contact of a positive person.

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- Someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period (for example, *three individual 5-minute exposures for a total of 15 minutes*).
- The employee has been advised by health care providers to self-quarantine because of COVID-19.
- The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis from a health care provider.
- The employee is caring for an individual (immediate family member) subject or advised to quarantine or isolation.
- The employee is caring for a son or daughter whose school or place of care is closed, or child care provider is unavailable, due to COVID-19 precautions.

Amount of Leave

- Full-Time Employees are entitled 80 hours of Emergency COVID-19 Leave.
- Part-Time Employees are entitle to the number of hours equal to the number of hours the employee is normally scheduled to work over a two work week period.
- A Full-Time or Part-Time Employee is NOT subject to a minimum amount of continuous days employed to be eligible for Emergency COVID-19 Leave. Under normal circumstances an employee would have to wait a minimum of days in order to be eligible to take Sick Leave as per Ref. (1).
- Notice Requirements:
- Where leave is foreseeable, an employee should provide notice of their need for Emergency COVID-19 Leave to their supervisor as soon as possible.
- Notice is not required in advance. However, notice is required after the first workday for which an employee takes Emergency COVID-19 Leave. An Employee’s spouse, adult family member, or other reasonable party may provide written notice if the employee is unable.

Required Documentation:

- A doctor’s note or an official notice from a closed school or daycare is not required.
- An Emergency COVID-19 Leave form IS REQUIRED and constitutes the “Notice Requirements” described above.

COVID-19 Protocols

All departments should have COVID-19 protocol developed and put in place. Departments are required to update and ensure all staff members are have a copy of the department COVID-19 protocols. All departments should follow their COVID-19 protocols. If the department protocols are not up-to-date department Directors must update them to meet the current CDC recommendations and guidelines.

Complaints

Coleen Mahone
Technician

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Sonja Crozier
Assistant

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Process Data Collector

Employees of the Hualapai Tribe have a right to file a complaint if they are not given fair and safe places to work. The employees can submit complaints to Human Resources. The grievance procedure is waved if the complaint pertains to COVID-19 procedures. All other grievance must follow the grievance procedure outline in the Personnel Manual.

Should you have any questions please contact Human Resources for more information or further guidance 1-(928)-769-2216.

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