

☑ Talking Points

March 18, 2020

This message is for all Bozeman Health employees from Human Resources.

Work Guidelines for Employees Who May Be in a High-Risk Category**Here's what's happening...**

It is recommended (not required) by the CDC that people at higher risk of severe illness stay home and away from large groups of people as much as possible. People at higher risk include those who are or have:

- 60 + years of age
- underlying health conditions (heart disease, lung disease, or diabetes)
- weakened immune systems
- are pregnant

The Bozeman Health healthcare team is made up of individuals from many communities representing a range of abilities, skills, and life stages. Some members of our team are working while pregnant, while others work while facing illnesses or treatments that may make them immunocompromised and others are older than 60 years of age.

Based on what we know today about this novel infectious disease, COVID-19 does not appear to be associated with an increased risk for worse outcomes in pregnancy. Less is known about its impact in immunocompromised populations. At the same time, we recognize that we are still learning about how this virus acts in many different populations.

Recommended guidelines:

- Employees over the age of 60 without underlying high risk health conditions: continue to work per their regular schedules.
- Employees who are pregnant without underlying high risk health conditions: continue to work per their regular schedules.
- Employees who are immunocompromised, over the age of 60, or with underlying health conditions (such as poorly controlled diabetes; heart, lung, kidney, or liver disease): employees in this category should consult with their medical provider to discuss if work accommodations should be made. Employees in this group who need work accommodations may be made on a case by case basis. Employees who need an Alternative Work Arrangement are asked to work with their System Director to have their System Director make the formal request. This process was shared with System Directors this morning.
- We understand the concerns with direct patient care of patients with known COVID-19 and suggest these individuals talk to their team leader or manager.

Here's why...

All policies, protocols, and recommendations for providing care for patients with infectious diseases are designed to protect all healthcare workers, regardless of their age, health or pregnancy status. If you are

concerned about access or type of PPE that is being recommended for your work, please talk to your team leader or manager.

We recognize and emphasize the need for each of us to prioritize our own health and well-being so we can best care for ourselves, our families and community for the long haul. If we develop a healthcare workforce shortage this policy may change.

Questions or comments? Contact your immediate supervisor/leader.