

Subject: COVID-19 Update 4-6-20

Date: Monday, April 6, 2020 at 3:12:09 PM Central Daylight Time

From: Mike Heitmann

To: ZZComplete e-mail list

Good afternoon, employee-owners:

Below is an update on our COVID-19 response. The first part is additional information and the second part contains answers to the questions that have been submitted.

ADDITIONAL INFORMATION:

- There have been many discussions regarding the use of face masks. We are working hard to develop a plan to 1) obtain and/or make masks, and 2) how to properly use them. This plan will be communicated as soon as it is finalized.

QUESTIONS SUBMITTED:

1. **I had a crew member home sick yesterday with just an everyday severe headache. He made it clear to me that it was just a headache and was sure that he was asymptomatic when it came to anything flu or COVID related. He is better today and has returned to work. He's wanting to know if he is allowed to use one of his Paid Time Off days to cover for yesterday's absence.**

ANSWER: Yes, our Temporary Emergency 10 Day (80 hours) Paid Leave can be used for any illness as long as they have been employed for 30 days or more.

2. **We have an employee-owner that has been in South Carolina working for the past several months and is coming back to Florida to start working again. Does he need to do the Florida 14-day self-quarantine??**

ANSWER: No, South Carolina is not one of the states addressed by the Florida Order dated April 3, 2020. Therefore, there is not a requirement for a 14-day quarantine. The quarantine only applies to individuals traveling from Connecticut, New Jersey and New York.

The specific language of the Governor's order states: *"I hereby direct all persons who enter the State of Florida from an area with substantial community spread, to include the New York Tri-State (Connecticut, New Jersey and New York), to isolate or quarantine for a period of 14 days from the time of entry into the State of Florida"*

3. **With states implementing stay at home orders, has the idea of changing working hours for hourly craft Employee Owners to a Monday-Thursday 10 hour days been considered ? This would eliminate an entire day of possible exposure and give Salaried and Office-Hourly Employee Owners a chance to work from home on Friday reducing an entire day of exposure for them as well. These hours could be coordinated with subcontractors as well.**

ANSWER: This suggestion is under review and a communication is forthcoming to review options. Thank you for submitting this suggestion.

As always, please continue submitting your questions to covid19@garney.com.

Mike Heitmann

Employee-Owner Since 1990

GARNEY CONSTRUCTION *Advancing Water*