

COVID-19 Consolidated Safety Plan

The following applies to Eversource employees as well as contractors and subcontractors working for Eversource, including those individual employees or contractors who are fully vaccinated for COVID-19. "Fully vaccinated" means ≥ 2 weeks after receiving the second dose in a 2-dose series (Pfizer-BioNTech or Moderna), or ≥ 2 weeks after receiving a single-dose vaccine (Johnson & Johnson [J&J]/Janssen).

Failure or refusal to follow company COVID-19 requirements may result in discipline, up to and including termination of employment.

Contractors and subcontractors are responsible for providing all vehicles, tools, equipment, cleaning materials, and personal protective equipment (PPE), etc. required to comply with these safeguards.

Due to court rulings that have temporarily halted enforcement of the President's Executive Order 14042 and the requirements defined by the Safer Federal Workforce Task Force, Eversource is continuing to encourage, but not mandating that employees and contractors be vaccinated.

Health Protection

- Self-Certification – by coming into work (i.e. onsite, in the field, or in a customer location, etc.) all persons are self-certifying they are not COVID-19 suspected, COVID-19 positive, COVID-19 quarantined, or sick with another contagious infection.
- COVID-positive means confirmed via a PCR, rapid or home test.
- Employee is COVID-positive or had an exposure to a COVID-positive individual **at work**. **Contact** HRConnect (800-841-8684) and your supervisor.
- Employee exposure to a COVID-positive individual **outside of work or unknown source of exposure**. Contact your supervisor as you would for any illness and see quarantine requirements below. **Do not** contact HRConnect.
- For Contractors and subcontractors, notify your Eversource Representative of any persons who, within the last 10 days, were on an Eversource worksite and are COVID-positive. The Eversource Representative must **contact** HRConnect (800-841-8684).
- If an employee is COVID-positive, they will need to quarantine for five days. If after five days and symptoms have resolved (i.e. 24 hr. fever free if applicable), they can return to work. The employee will need to follow the unvaccinated face covering requirements for 5 days after they return to work.
- Quarantine requirements that supervisors must use when an employee has been exposed to someone who is COVID-positive, but the exposed employee is symptom free and has not tested positive:
 - If they have completed the Pfizer or Moderna vaccines within the last six months, received a J&J vaccine within the last two months or have received a booster vaccine, they can continue to work. However, they must follow the unvaccinated face covering requirements for 10 days, resuming fully vaccinated face covering requirements thereafter.
 - If they have completed the Pfizer or Moderna vaccine more than six months ago and have not received a booster shot, received a J&J vaccine more than two months ago and have not received a booster shot or are unvaccinated, they must quarantine for five days. After five days they can then return to work and continue following the unvaccinated face covering requirements. If fully vaccinated, they can return to work, follow the unvaccinated face covering requirements for five days, then resume fully vaccinated face covering requirements thereafter.
 - In either scenario if you develop symptoms stay home, contact your supervisor, and get tested.
- COVID sick time will soon be viewable in WorkForce:
 - All employees have had one 40-hour bank of COVID-related absence time available to them effective July 1, 2021. Once this time has been used, employees must use their regular entitlement of sick or vacation time for additional time out related to COVID. Supervisors should continue to review all time for accuracy.

Administrative Safeguards

- Proof of vaccination, is required to be [documented with HR](#) for Eversource employees. Any employee who does not provide proof of vaccination shall be considered unvaccinated.
 - Visitors and Contractors will not be required to show proof of vaccination but will be required to wear a face covering indoors, except when eating or drinking **while maintaining 6ft. social distancing**.
- Unvaccinated should, where possible, maintain 6ft. social distancing.
- If you are traveling for business purposes, you must be aware of and comply with applicable COVID requirements.
- Indoor meetings shall be limited to no more than 20 persons. In cases where larger groups may need to gather, ECT approval will be required.

- Facilities will maintain any COVID signage at entry points and other common locations.
- Water fountains at Eversource locations will remain disabled and water bottle filling stations at Eversource locations have been installed to replace the water fountains.
- Onsite cafeterias or catered food service shall be grab and go prepackaged meals only. No buffet services.
- Each person is responsible for cleaning up after yourself in common use areas and maintaining a clean workstation.
- In buildings where we have Electric and Gas System Control/Dispatch/LNG Centers, the rooms must be clearly labelled, will continue to use temperature screening kiosk systems, and will be entered only by authorized personnel.

PPE Safeguards

- PPE Safeguards are required for Eversource employees and Contractors working on Eversource projects. If a Contractor has more stringent PPE Safeguards, they shall be followed.
- Different types of face coverings and masks are available. Face coverings (i.e. neck gaiters, balaclava, surgical, KN95, etc.) and N95 masks are the two most common type used.
 - The face covering or mask must cover your nose and mouth when worn.
 - Face coverings cannot be a single-layer fabric or thin fabric that does not block light.
 - Face shields are not an approved face covering unless HR authorizes it to accommodate a medical condition or disability.
 - When not wearing a face covering, one should be readily available.
 - Certain face coverings are washable and reusable. If using this type, they shall be used for one day then taken home and washed before re-using.
 - N95, surgical, or KN95's shall be used for one day, then discarded.
 - Any person voluntarily using a N95 mask must receive a copy of [Appendix D](#) from OSHA's respiratory standard.
 - Only Flame Resistant (FR) face coverings are to be worn when working in an energized zone or where there is potential for a gas ignition. Masks are not FR rated.
- The following rules are required and will be enforced:
 - Unvaccinated Indoors – Face covering is required except when actively eating or drinking while maintaining social distancing.
 - Unvaccinated Outdoors – Face covering is required to be worn when 6 ft. social distancing can't be maintained.
 - Fully Vaccinated Indoors – Unless otherwise communicated by entry point COVID signage, a face covering is required to be worn, except when actively eating or drinking while maintaining social distancing, or when alone in a cubicle or office.
 - Fully Vaccinated Outdoors – Face covering is not required.
- If an unvaccinated person is unable to wear a face covering or mask due to a disability (includes medical conditions) or sincerely held religious belief, practice, or observance they must notify their Supervisor and call HRConnect (800-841-8684). HR will review all requests to determine whether an accommodation is possible. Supporting medical documentation is necessary for a disability request.
 - Contractors shall manage their own process for receiving and evaluating disability, medical and/or religious exceptions for face covering/mask mandates. Contractors shall manage all associated documentation and not be required to share personal information with Eversource, except in the context of an investigation or audit of Contractor's compliance by Eversource.

Company Vehicle Safeguards

- Multiple people are allowed in company vehicles. In multiple people per vehicle situations, all persons are required to wear a face covering.

Training Safeguards

- In-person training spaces will have face coverings, disinfecting spray, hand sanitizer, and paper towels available.
- Indoor training classes shall be limited to no more than 20 persons. In cases where larger groups may need to gather, ECT approval will be required.

Eversource Sponsored Volunteer and Charity Events Safeguards

- Employees participating in a company sponsored in-person volunteerism and social committee events must follow this plan and state COVID requirements.

Inside Work Safeguards

- “Inside Work” means all work done **inside** residential homes and/or commercial customer buildings.
- Until further notice, the following changes shall be implemented:
 - All incoming service requests to either the Eversource call center or through Gas Dispatch will require additional screening question(s), as listed in **Attachment A**.
 - For Inside Work that did not come via the Eversource call center or through Gas Dispatch, the screening question(s), **Attachment A**, must be asked prior to entering the residential home or commercial customer building. For customer buildings where asking the screening question isn’t practical, Operations must evaluate COVID-19 risks associated with the travel path and worksite to determine if **Attachment B** requirements are needed.

Attachment A – Inside Work Screening Questions

Once you've obtained information on the work that needs to be done, continue the call with the following statement:

"Due to the ongoing COVID-19 pandemic, Eversource is continuing efforts to safeguard our employees and customers. I have to ask you an additional question so we can evaluate whether any additional health and safety precautions are needed."

Continue the call with the following question:

1. Is anyone inside the property confirmed, or suspected of being infected, with COVID-19?

The answer to this question, even if the customer refuses to answer or doesn't know the answer, must be communicated to operations.

Attachment B – Inside Work Employee Safeguards

Before entering the customer's location, the Eversource employee must verify, or ask, the pre-screening question with the customer to confirm the COVID-19 risk and use that information to help make PPE decisions.

Administrative safeguards:

- Maintain at least 6 feet between you and the customer.
- Do not shake hands or engage in any other physical contact with the customer.
- If COVID-19 concern is present, ask the customer to stay in another room and tell you where the equipment is located. Inform them you would like to do this work alone (or with your team), and you will advise them when you are done.
- If COVID-19 concern is present, ask the customer if they would be willing to wear a face covering while you are working inside.

PPE safeguards:

- Normally required clothing, footwear, and safety glasses are required.
- Face shields, disposables gloves and FR coveralls are available but not required.
- Surgical mask is required, regardless of vaccination status, unless the employee decides to voluntarily use a N95 mask. If a voluntary N95 mask is used, the supervisor must provide the employee a copy of [Appendix D](#) from OSHA's Respiratory Protection Standard.
- Masks and some face shields are not Flame Resistant (FR) rated. If the task requires FR rated PPE, then the face covering and face shield, if used, must be FR-rated.