

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 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.

Pending any legal changes to vaccine requirements, Eversource is continuing to encourage, but is not mandating, that current employees and contractors be vaccinated.

Health Protection

- Self-Certification – by coming into work (e.g., onsite, in the field, or in a customer location, etc.) all persons are self-certifying they are not COVID-suspected, COVID-positive, COVID-quarantined, or sick with another contagious infection.
- COVID-positive means confirmed via a PCR, rapid or home test.
- Exposed means being within 6 feet of a COVID-positive person for a cumulative total of 15 minutes over a 24-hr. period starting from 2 days before the COVID-positive person showed symptoms.
 - For example, three individual 5-minute exposures within 6ft. for a total of 15 minutes over a 24-hr. period is considered exposed.
 - Being within 6ft. of a COVID-positive person who completed at least 5 days of quarantine is not considered exposed.
- Employee has been exposed, or notified of an exposure, to a COVID-positive person, either at work, or outside of work, or unknown source of exposure. No quarantine is required regardless of vaccination status. However, for 10 days following the exposure, the employee must wear a face covering indoors except when in a private workspace or when eating or drinking, and outdoors when 6 feet of social distance cannot be maintained. The CDC also recommends testing at day 5 post exposure. If employee becomes symptomatic post-exposure, contact your supervisor.
- Employee is COVID-positive due to an exposure **at work**. **Contact** HRConnect (800-841-8684) and your supervisor.
- Employee is COVID-positive due to an exposure **outside of work or unknown source of exposure**. Contact your supervisor as you would for any illness and see quarantine/face covering requirements below. **Do not** contact HRConnect.
- If an employee is COVID-positive, they will need to quarantine. Day 0 is the first day of symptoms or a COVID-positive test.
 - If employee experiences no symptoms, quarantine ends after 5 days.
 - If employee experiences symptoms, quarantine ends after 5 days if symptoms are improving and employee is fever-free, without medication, for 24hrs. If employee symptoms stay the same or worsen, continue quarantining and consult your doctor to determine when to end quarantine.
 - For five days after returning to work, the employee will need to wear a face covering indoors except when in a private workspace or when eating or drinking, and outdoors when 6 feet of social distance cannot be maintained.
 - Employees must use their regular entitlement of sick or vacation time for COVID related time out of work.
- For Contractors and subcontractors, notify your Eversource Representative of any persons who, within the last 10 days, were on an Eversource worksite, were COVID-positive, and had exposure to an Eversource employee. The Eversource Representative must **contact** HRConnect (800-841-8684).

Administrative Safeguards

- Proof of vaccination, is required to be [documented with HR](#) for new hire Eversource employees.
- If you are traveling for business purposes, you must be aware of and comply with applicable COVID requirements.
- There are no attendance limits for indoor meetings.
- Facilities will maintain any required COVID signage at entry points and other common locations.
- Onsite gyms and/or fitness facilities requirements will be announced via signage at the physical locations.
- Buffet services allowed for onsite cafeterias or catered food.
- 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

- Outdoors (Visitors/Contractors, Eversource Employees) – Face covering is not required.
- Indoors (Visitors/Contractors, Eversource Employees) – Unless otherwise communicated by entry point COVID signage, or after an exposure as described above, a face covering is not required.

Company Vehicle Safeguards

- No requirements.

Training Safeguards

- No requirements.

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 applicable COVID requirements.

Inside Work Safeguards

- “Inside Work” means all work done **inside** residential homes and/or commercial customer buildings.
- Before entering the customers property, 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.

Inside Work 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.

Inside Work 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 if COVID-19 concern is present or if customer requests it be worn, 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.