

One23 Events Preparedness Plan

One23 Events is committed to providing a safe and healthy workplace for all our workers, clients, patrons, guests and visitors]. To ensure we have a safe and healthy workplace, One23 Events has developed the following COVID-19 Preparedness Plan in response to the COVID-19 pandemic. Managers and workers are all responsible for implementing this plan. Our goal is to mitigate the potential for transmission of COVID-19 in our workplaces and communities, and that requires full cooperation among our workers and management. Only through this cooperative effort can we establish and maintain the safety and health of all persons in our workplaces.

The COVID-19 Preparedness Plan is administered by Judd Sather, who maintains the overall authority and responsibility for the plan. However, management and workers are equally responsible for supporting, implementing, complying with and providing recommendations to further improve all aspects of this COVID-19 Preparedness Plan. One23 Event's managers and supervisors have our full support in enforcing the provisions of this plan.

Our workers are our most important assets. One23 Events serious about safety and health and protecting our workers. Worker involvement is essential in developing and implementing a successful COVID-19 Preparedness Plan. We have involved our workers in this process by having regular staff meetings to develop this plan.

One23 Events COVID-19 Preparedness Plan follows the industry guidance developed by the state of Minnesota, available at the Stay Safe Minnesota website (<https://staysafe.mn.gov>), which is based upon Centers for Disease Control and Prevention (CDC) and Minnesota Department of Health (MDH) guidelines for COVID-19, Minnesota Occupational Safety and Health Administration (MNOSHA) statutes, rules and standards, and Minnesota's relevant and current executive orders.

This plan will be communicated to workers and posted at the workplace in a manner that is accessible for workers to review.

One23 Events Preparedness Plan in response to Covid-19:

1. Masks will be provided for employees and guests depending on supply if guests do not bring their own
 2. Plasticware will be available if requested to reduce germ spread via contact from washing
 3. Bathroom experience will be nearly touchless (doors, toilets, sinks, and soaps)
 4. Main doors will be propped open to reduce touching of knobs
 5. Spacing while ordering drinks at the bar suggested
 6. Bar, bathrooms, railings and door handles will be wiped down and disinfected hourly
 7. Clients and guests are required to wear face coverings unless eating or drinking or have a mental / medical condition
- One23 Events staff will not ask for documentation of medical conditions or mental disorders.
8. Extra hand sanitation stations will be added
 9. Plated food options more readily available, for buffets there will be options for servers to serve food to reduce touching of service ware
 10. Credit card convenience fees eliminated to reduce in person transactions
 11. Guests, vulnerable people, and employees that feel sick should stay home even when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household.
 12. Guests to wash hands regularly during event and not touch their faces
 13. Dance floor enlarged to allow for social distance
 14. Only essential number of staff for events
 15. Keep social distance signage in lines for event space, bathrooms and bar
 16. Extra tables set for events to allow for social distance, seating encouraged by family groups
 17. Extra rental time available to accommodate potential split shifts of weddings to allow for smaller number of guests at the same time
 18. Maximum fresh air circulation keeping HVAC fans on continuously
 19. Vulnerable individuals should continue to shelter in place
 20. Guests or employees should adhere to current social distancing guidelines

21. Pulse Oximeter to check blood oxygen saturation levels and Infrared Thermometer available if guests desire
22. Complimentary tripod for holding phones for live streaming of ceremonies
23. Employees and guests are encouraged to wash hands regularly or use hand sanitizer after touching high-touch areas.
24. Drop-off and pickup will remain the same due to only one entrance door and elevator: carts and elevator buttons will be sanitized and disinfected hourly as applicable
25. All new employees will be training on this protocol
26. Temperature equipment available for staff

Ensure sick workers stay home and prompt identification and isolation of sick persons:

Workers have been informed of and encouraged to self-monitor for signs and symptoms of COVID-19. The following policies and procedures are being implemented to assess workers' health status prior to entering the workplace and for workers to report when they are sick or experiencing symptoms. Employees are to take temperature regularly and stay home if feeling symptoms.

One23 Events has implemented leave policies that promote workers staying at home when they are sick, when household members are sick, or when required by a health care provider to isolate or quarantine themselves or a member of their household. Since we are a small business, see the plan administrator with questions and details. Accommodations for workers with underlying medical conditions or who have household members with underlying health conditions have been implemented.

One23 Events has also implemented a policy for informing workers if they have been exposed to a person with COVID-19 at their workplace and requiring them to quarantine for the required amount of time.

In addition, a policy has been implemented to protect the privacy of workers' health status and health information.

Social distancing – Workers must be at least six-feet apart

Social distancing of at least six feet will be implemented and maintained between workers in the workplace through the following engineering and administrative controls: Flexible work hours, split shifts, only essential employees, and elimination of bottlenecks. All of our venues have adequate space for social distancing and employee workstations and PPE are not shared.

Worker hygiene and source controls

Basic infection prevention measures are being implemented at our workplaces at all times. Workers are instructed to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning and end of their shift, prior to any mealtimes and after using the restroom. All employees are required to wash or sanitize their hands prior to or immediately upon entering the facility. Hand-sanitizer dispensers (that use sanitizers of greater than 60% alcohol) are at entrances and locations in the workplace so they can be used for hand hygiene in place of soap and water, as long as hands are not visibly soiled. Source controls are being implemented at our workplaces at all times. Event lead and security are responsible for managing face coverings.

Workers are being instructed to cover their mouth and nose with their sleeve or a tissue when coughing or sneezing, and to avoid touching their face, particularly their mouth, nose and eyes, with their hands. Workers and guests are expected to dispose of tissues in provided trash receptacles and wash or sanitize their hands immediately afterward. Respiratory etiquette will be demonstrated and supported by making tissues and trash receptacles available to all workers and other persons entering the workplace.

Workplace building and ventilation protocol

Operation of the building in which the workplace is located, includes necessary sanitation, assessment and maintenance of building systems, including water, plumbing, electrical, and heating, ventilation and air conditioning (HVAC) systems. Ventilation fans will run continuously during events so that the maximum amount of fresh air is being brought into the workplace, air recirculation is being limited, and ventilation systems are being properly used and maintained. Steps are also being taken to minimize air flow blowing across people.

Workplace cleaning and disinfection protocol

Regular practices of cleaning and disinfecting have been implemented, including a schedule for routine cleaning and disinfecting of work surfaces, equipment, tools and machinery, vehicles and areas in the work environment, including restrooms, break rooms, lunch rooms, meeting rooms, checkout stations, fitting rooms, and drop-off and pick-up locations. Frequent cleaning and disinfecting is being conducted of high-touch areas, including phones, keyboards, touch screens, controls, door handles, elevator panels, railings, copy machines, credit card readers, delivery equipment, etc.

Certified by:

Judd Sather, owner, July 2020

Sources:

Appendix A – Guidance for developing a COVID-19 Preparedness Plan

General

Centers for Disease Control and Prevention (CDC): Coronavirus (COVID-19) – www.cdc.gov/coronavirus/2019-nCoV

Minnesota Department of Health (MDH): Coronavirus – www.health.state.mn.us/diseases/coronavirus

State of Minnesota: COVID-19 response – <https://mn.gov/covid19>

Businesses

CDC: Resources for businesses and employers – www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html

CDC: General business frequently asked questions – www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html

CDC: [Building/business ventilation](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html) – www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html

MDH: Businesses and employers: COVID-19 – www.health.state.mn.us/diseases/coronavirus/businesses.html

MDH: [Health screening checklist](http://www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf) – www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf

MDH: [Materials for businesses and employers](http://www.health.state.mn.us/diseases/coronavirus/materials) – www.health.state.mn.us/diseases/coronavirus/materials

Minnesota Department of Employment and Economic Development (DEED): COVID-19 information and resources –

<https://mn.gov/deed/newscenter/covid/>

Minnesota Department of Labor and Industry (DLI): Updates related to COVID-19 – www.dli.mn.gov/updates

Federal OSHA – www.osha.gov

Handwashing

MDH: Handwashing video translated into multiple languages – www.youtube.com/watch?v=LdQuPGVcceg

Respiratory etiquette: Cover your cough or sneeze

CDC: www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html

CDC: www.cdc.gov/healthywater/hygiene/etiquette/coughing_sneezing.html

MDH: www.health.state.mn.us/diseases/coronavirus/prevention.html

Social distancing

CDC: www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html

MDH: www.health.state.mn.us/diseases/coronavirus/businesses.html

Housekeeping

CDC: www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html

CDC: www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html

CDC: www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html

Environmental Protection Agency (EPA): www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2

Employees exhibiting signs and symptoms of COVID-19

CDC: www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html

MDH: www.health.state.mn.us/diseases/coronavirus/basics.html

MDH: www.health.state.mn.us/diseases/coronavirus/facilityhlthscreen.pdf

MDH: www.health.state.mn.us/diseases/coronavirus/returntowork.pdf

State of Minnesota: <https://mn.gov/covid19/for-minnesotans/if-sick/get-tested/index.jsp>

Training

CDC: www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html

Federal OSHA: www.osha.gov/Publications/OSHA3990.pdf

MDH: www.health.state.mn.us/diseases/coronavirus/about.pdf