



MEMORANDUM

TO: Grace Pacific Ohana

FROM: Mike Lueskow, Director of Risk Management, Environmental, Health and Safety

DATE: April 16, 2020

SUBJECT: Emergency Mandate: Face Coverings

The Center for Disease Control and Prevention (CDC) has indicated that based on recent studies, a significant portion of individuals with COVID-19 lack symptoms and that even those who eventually develop symptoms can transmit the virus to others before showing symptoms. The CDC now recommends wearing cloth face coverings in public settings where other social distancing measures are difficult to maintain.

"Non-medical grade face covering" or "face covering" means a tightly woven fabric without holes that is secured to the head with either ties or straps, or simply wrapped and tied around the wearer's nose and mouth. It can be made of a variety of fabrics such as cotton, silk, or linen and may be factory-made, sewn by hand, or made from household items such handkerchiefs, scarfs, or shirts.

In effort to further limit the transmission and spread of COVID-19, Kauai Mayor Derek Kawakami signed an **Emergency Rule mandating face covering for all persons** over the age of five (5) when outside of their home to take effect on April 14, 2020. Similarly, Honolulu Mayor Kirk Caldwell issued an **Emergency Order to take effect on April 20, 2020**. Although the mandate has not been issued to all islands, **all employees** (including Maui and Hawaii Island), effective immediately are to wear a face covering to the extent permissible and no later than April 20th 2020.

The mandate explains that **face coverings shall be used by** essential workers, workers in public setting or in office setting where they will interact with others. Also, to the extent practical, **all** individuals including vendors in field environment, installations, and facilities will wear cloth face coverings when they cannot maintain six feet of social distance in public areas or work centers. Face coverings are also mandatory in vehicles when ride sharing.

Face coverings worn by employees shall be conservative in appearance, not offensive, and conform to CDC guidance.

Exceptions to this rule are those with medical conditions or disabilities where the wearing of a face covering may pose a health or safety risk (e.g. individuals with asthma or other pulmonary issues that may affect breathing). Employees under this exception should talk with their manager or supervisor.

If you have any questions, please contact me at mlueskow@gracepacific.com or (808) 439-1145.
Mahalo.