



We Rise

An economic recovery plan to help the people of Greater Omaha thrive

January 2021



TABLE OF CONTENTS

COVID-19 & the Greater Omaha Economy.....	1
Stay Home & Stay Healthy	2
Moving From Crisis to Recovery	3
Workplace Best Practices - Reopening	4
When Can Commerce Begin.....	5
Core Preparedness Responsibilities	7
STAGE ONE: We Begin	8
STAGE TWO: We Rise.....	9
STAGE THREE: We Thrive	10
The Return to Economic Prosperity.....	11
Thrive 2020 Task Force	12
Task Force Organization Chart.....	13
ATTACHMENT A: Health & Safety Dashboard.....	14
ATTACHMENT B: Essential Businesses, Services & Activities	16
ATTACHMENT C: OSHA Guidance.....	22
ATTACHMENT D: COVID-19 Vaccination Guidance	23

WE DON'T COAST[®]

From its inception in 2014, We Don't Coast defined our metro both geographically in the heart of the country and by the pioneering character of our residents. The phrase has always been answered with a simple affirmation of the spirit of Omaha. **We inspire. We build. We launch. We care.**

Now, in the shadow of an unprecedented pandemic, the people of Omaha face a new challenge to overcome. But, we're confident in the work ethic, attitude and ingenuity of our friends, family and neighbors. As we collectively begin our road to recovery it's time to once again show the nation that here in **Omaha, We Don't Coast. We Rise.**

COVID-19 & THE GREATER OMAHA ECONOMY

" You may not control all the events that happen to you, but you can decide not to be reduced by them."

– Maya Angelou

As a Metro Chamber, we encourage our federal, state and local governmental leaders to plan for a staged return to work—one which addresses the health and workplace issues identified in this economic recovery plan. We can help bring a broad cross-section of public, private, civic and charitable organizations together to assure the implementation of an effective strategy for recovery.

COVID-19 (novel coronavirus) is the most significant threat to public health in Omaha and Nebraska since the Spanish Flu outbreak of 1918, which killed 6 percent of the U.S. population. Although fundamentally a public health crisis, COVID-19 has created a corresponding economic crisis, the velocity of which is unprecedented.

▶ GUIDING PRINCIPLES

- The Greater Omaha economy has a strong foundation, enabling businesses to shift from dormant to surviving to thriving. This shift will be staged, nimble and informed by health metrics developed by the Global Center for Health Security at UNMC.
- Our regional employers are best-in-class and will continue to prove it by successfully navigating a return to work. Employers are encouraged to implement best practices to determine their own readiness to meet employee and customer health and safety needs.
- There is good reason for our citizens to have high hopes for the future. Sustaining employee and consumer confidence will drive economic recovery.
- With dedication and commitment, health care professionals will find the answer to develop a vaccine and therapeutics to combat the symptoms of this disease. As a result, this will be a staged economic advancement to the "next normal," one that we create with intentionality and focus.

Economic Impact & Trends

Without a doubt, the pandemic has impacted the economy. Moody's estimates that U.S. economic output fell an astonishing 29 percent in March 2020 (The Wall Street Journal, April 4). This drop was greater than the drop in economic output that occurred during the first five years of the Great Depression. This national decline in economic output did not bypass Nebraska. The negative impact on our citizens and economy has been felt across the state. Applications for unemployment benefits from March 15 to May 2 totaled 109,077 compared to just 4,355 applications for the same period in 2019. The economic impact will be felt in the months to come and will surely persist long after COVID-19 has been sufficiently controlled.

Our challenge is to create an expedited roadmap towards economic growth that neither stymies efforts to contain the virus, nor lengthens the period it disrupts commerce and the lives of Nebraska residents.

STAY HOME & STAY HEALTHY

On April 9, recognizing the potential human toll and the possibility of over-burdening of our health care resources Governor Pete Ricketts outlined “21 Days to Stay Home and Stay Healthy,” and unveiled “Six Rules to Keep Nebraska Healthy” to minimize the spread of the virus.

▶ SIX RULES TO KEEP NEBRASKA HEALTHY

1. **Stay home.** No non-essential errands and no social gatherings. Respect the ten-person limit.
2. **Socially distance your work.** Work from home or use the six-foot rule as much as possible in the workplace.
3. **Shop alone and only shop once a week.** Do not take family with you.
4. **Help kids follow social distancing.** Play at home. No group sports. And no playgrounds.
5. **Help seniors stay at home by shopping for them.** Do not visit long-term care facilities.
6. **Exercise daily** at home or with an appropriately socially-distanced activity.

Implementing the Six Rules

Implementing the Six Rules united Nebraskans in a shared goal: slowing the spread of the virus. Nebraskans have been doing a great job of complying with these social distancing directives. We have made a tangible difference in slowing the spread of the virus as we enter its peak period.

The original “21 Days to Stay Home and Stay Healthy” plan was put in place on April 9, 2020. Governor Pete Ricketts extended many of the protections on April 27, 2020, and relaxed others. He listed conditions under which elective surgeries, dental offices, churches, some personal services companies and even some restaurants could reopen under socially distanced conditions on May 4, 2020. Still, health care experts warn that while efforts to flatten the curve have worked to prevent an over-burdening of our health resources, there is still more work to do. It is not too soon however, to begin to planning a staged restart of the Greater Omaha economy—one that progresses in step with public and health care efforts to control COVID-19.

MOVING FROM CRISIS TO RECOVERY

The framework of this strategy is built on the assumption that we can successfully return to commerce when the incidence of the disease shrinks. And, we can do it within government guidelines while using our best judgment. Business responses should be aligned with health data reported by the Douglas County Health Department and published by the Global Center for Health Security at UNMC. As the incidence of the disease and its potential negative impact on medical resources decreases, restrictions will gradually diminish, making for a more favorable environment in which to return to business.

There is an expectation that individuals and businesses will continue to adhere to federal, state and local guidance regarding hygiene and social distancing. As a reminder:

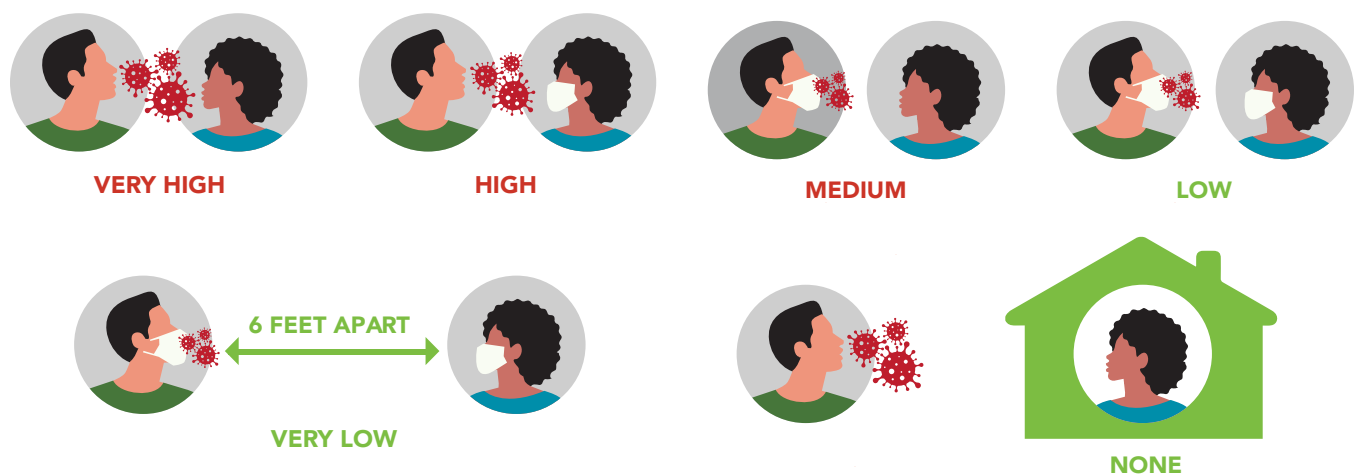
For individuals, we all need to continue practicing good hygiene. *This includes:*

- Washing your hands with soap and water or use of hand sanitizer, especially after touching frequently used items or surfaces.
- Avoid touching your face.
- Sneezing or coughing into a tissue or the inside of your elbow.
- Disinfecting frequently used items and surfaces as much as possible.
- Strongly consider using face coverings while in public and particularly when using mass transit.

And very importantly: **PEOPLE WHO FEEL SICK SHOULD STAY HOME.**

- Do not go to work or school.
- Contact and follow the advice of your medical provider.

Probability of Contagion



WORKPLACE BEST PRACTICES - REOPENING

As businesses plan for the return of more employees to the workplace, companies are encouraged to enact procedures and protocols that mitigate the introduction, exposure or spread of COVID-19 in the workplace. Below are best practices for businesses that are reopening or bringing employees back to the workplace. These should be evaluated often, as the incidence of the disease evolves. Each company's written plan should be regularly updated based on evolving guidance from the CDC, OSHA (See **Attachment C**) and state/local public health agencies.

Employee Screening

- Use of self-screening mobile app recommended.
- Health screen to clear employees before returning to work.
- Employee must immediately report symptoms associated with COVID-19.
- Employee must report contact with any person who tests positive for COVID-19 (via household contact or proximity within 6 feet of a confirmed or suspected COVID-19 case).
- Employee testing positive for COVID-19 should isolate at home for 10 days from onset of symptoms. Employee should have no fever for 72 hours without fever reducing medication and improvement in other symptoms before returning to work.
- Regular temperature checks performed for on-site employees and screening for symptoms.

On-Site Practices

- Require employees to work from home, except the minimum required for baseline on-site functions.
- Limit in-person meetings of any size (internal or external) and employee convenings (formal or informal) to those deemed essential. Communicate virtually wherever possible.
- Workflow audit that removes instances of employees being within 6 feet of each other wherever possible.
- On-site employees wear face coverings (contingent on availability), except those with respiratory conditions.
- Reduction of on-site work hours to minimum needed to sustain operations.
- Staggered shifts and work hours to minimize on-site human presence at a given time.
- Staggered use of all shared spaces, including bathrooms, breakrooms and lunchrooms, and frequent, safe cleaning of those facilities.
- Staggered facility entry and exit procedures maintaining at least 6 feet physical distancing.
- Ban on non-essential deliveries.
- Ban on non-essential visitors (including suppliers and customers) except those approved by senior management.

Facility Cleaning

- Sanitary processes implemented throughout facility (soap, hand sanitizer, single-use gloves, doors propped open, hands-free capabilities, no shared food).
- Blue tape marking surfaces that receive frequent human contact; disinfection of these surfaces multiple times daily.

Travel

- Policy that minimizes domestic and international travel – business and personal. Business travel requires senior management approval.

When Can Commerce Begin?

While our goal is to return to a robust level of economic activity, this return to business will likely not be a linear path. In fact, most health care professionals suggest that there will likely be stops and starts during this process as the prevalence of the disease wanes and then recurs. Businesses need to plan for these disruptions ahead of time. There may be times when steps towards reopening could be paused or even reversed. Being informed of the current situation with the disease and making contingency plans ahead of time will ensure that we can be proactive moving toward a robust return to business.

Recommendation: Continue to monitor key indicators to make informed decisions and respond quickly.

As we see it, there have been three actors that have controlled business actions for the past several months. The first has been the emergence and proliferation of COVID-19. The second has been the government response to safeguard citizens and marshal necessary resources to combat the disease. And, the third has been the private sector and individual response to the virus and government mandates. For the economic recovery, the same three steps are in play.

Step One to Recovery

The first step to recovery is to keep informed of the local COVID-19 data and trends. To do this, the Global Center for Health Security (GCHS) at UNMC has developed the [Pandemic Recovery Acceleration Model \(PRAM\) Index](#), a set of metrics that can help business and community leaders make informed decisions about reopening facilities and bringing employees back to work. The PRAM Index gives both statewide and health care region measurements across six different indexes focusing on disease progression and medical resource availability. The Omaha region includes Douglas, Washington, Sarpy, Saunders and Dodge Counties.

UNMC PRAM COVID-19 DAILY ACCELERATION TRENDS

OMHCC PRAM (Pandemic Recovery Acceleration Model)

METRIC	DISEASE BENCHMARKS	OMAHA BENCHMARKS
Metric C COVID-19 Confirmed Cases	10 New cases/day/million pop	0.87 new cases/day
Metric T COVID-19% Positive Tests	5% New positive tests/day	5% positive tests/day
Metric D COVID-19 Related Death	0.25 New Death/day/million pop	0.24 new deaths/day
Metric H COVID-19 Hospital Beds	15% Capacity regional hospital beds	185 hospital care beds
Metric I COVID-19 Intensive Care Beds	20% Capacity regional ICU beds	76 intensive care beds
Metric V COVID-19 Ventilator Beds	25% Capacity regional Vent beds	80 ventilator care beds

Of the six indices measured by the GCHS, the two key measures that business owners should pay particular attention to are the Confirmed Case Index and the percent Positive Test Index. The Confirmed Case Index measures how many new cases per day have been certified and then compares that against a benchmark target of 8.37 new cases/day. The Percent Positive Test Index measures the percentage of people who

tested positive for COVID-19 per day and then compares that against a benchmark target of 5 percent. If the daily number is at or below the benchmark target number, then that number is reflected as green in the PRAM Table. If the index number is between 1 and 2, then the number is shown as yellow. If the index number is above two, the number is shown in red. The GCHS will continue daily monitoring of the data and record the calculations in the PRAM Dashboard.

Step Two to Recovery

Understand and then operate within any parameters established by the government to allow reopening of facilities. As it is critical to stay informed of current regulations, the Chamber is monitoring and posting frequent updates [COVID-19 Resource Page](#). While the directives from the federal, state and local governments represent the maximum allowable activities for businesses, they do not represent all of your options. You can choose to be less aggressive about restarting your operations depending on your own judgement: Can I be profitable within these limitations? Will my employees and customers be safe at this time?

Step Three to Recovery

To return to work, our employees will need guidance, supplies and confidence that they will be safe. The following pages outline steps business leaders can take to prepare your place of business, gather your supplies and train your team for what returning to work will look like.



Core Preparedness Responsibilities

For recovery to occur, state and local governments have several Core Preparedness Responsibilities necessary to control the spread of the virus and get business and individuals back to work. Nebraska is well on our way to accomplishing this state of preparedness. We support avid use of the [Test Nebraska](#) tool to get those people with symptoms or who are risk of exposure to the Coronavirus to be tested.

▶ TESTING & CONTACT TRACING

- Ability to quickly set up safe and efficient screening and testing sites for symptomatic individuals and trace contacts of COVID+ results
- Ability to test Syndromic/ILI-indicated persons for COVID and trace contacts of COVID+ results
- Ensure sentinel surveillance sites are screening for asymptomatic cases and contacts for COVID+ results are traced (sites operate at locations that serve older individuals, lower-income Nebraskans, racial minorities, and Native Americans)

▶ HEALTHCARE SYSTEM CAPACITY

- Ability to quickly and independently supply sufficient Personal Protective Equipment and critical medical equipment to handle dramatic surge in need
- Ability to surge ICU capacity

▶ PLANS

- Protect the health and safety of workers in essential businesses
- Protect the health and safety of those living and working in high-risk facilities (e.g., senior care facilities)
- Protect employees and users of mass transit
- Advise citizens regarding protocols for social distancing and face coverings
- Monitor conditions and immediately take steps to limit and mitigate any rebounds or outbreaks by restarting a phase or returning to an earlier phase, depending on severity

STAGE ONE:

WE BEGIN

At this stage, the Governor and Mayor have concluded that we have made significant progress flattening the curve of the incidence of the disease and we can begin to reopen our businesses. This is a gradual restart of the economy informed by health data. Businesses reopening during stage one would be those that can safely operate without bringing people into close physical proximity of each other. OSHA, using information from the CDC, has developed a [framework and schedule that categorizes companies](#) along a risk continuum (low, medium, high) based on occupational health standards and known characteristics of disease spread. This flexible framework accounts for several factors including industry type and geographic location, and relies upon each company's unique operating capabilities and willingness to implement workflow processes that maintain appropriate physical distance between employees, customers and other stakeholders.

For INDIVIDUALS:

- **All VULNERABLE INDIVIDUALS** should continue to stay home. Members of households with vulnerable residents should be aware that by returning to work or other environments where distancing is not practical, they could carry the virus back home. Precautions should be taken to isolate from vulnerable residents.
- All individuals, **WHEN IN PUBLIC** (e.g., parks, outdoor recreation areas, shopping areas), should maximize physical distance from others and use protective face coverings. Gatherings of more than 10 people, where appropriate distancing may not be practical, should be avoided.
- **AVOID GATHERING** in groups of more than 10 people in circumstances that do not readily allow for appropriate physical distancing (e.g., receptions, trade shows)
- **MINIMIZE NON-ESSENTIAL TRAVEL** and adhere to CDC guidelines regarding isolation following travel.

For EMPLOYERS:

- Continue to **ENCOURAGE TELEWORK**, whenever possible and feasible with business operations.
- If possible, **RETURN TO WORK IN PHASES**.
- Close **COMMON AREAS** where individuals are likely to congregate and interact, or enforce strict social distancing protocols.
- **PROTECTIVE FACE COVERINGS SHOULD BE WORN** by employees who will be interacting with customers or other members of the team.
- Minimize **NON-ESSENTIAL TRAVEL** and adhere to CDC guidelines regarding isolation following travel.
- Consider **SPECIAL ACCOMMODATIONS** for personnel who are members of a **VULNERABLE POPULATION**.

All companies that have been operating throughout the pandemic, as well as those companies commencing operations under stage one, should enact a series of procedures to mitigate situations in the workplace which may introduce, expose or spread COVID-19. The list of best practice procedures is likely to change during follow-on phases of the economic recovery to address ongoing operating challenges. The procedures may also be modified in response to changing COVID-19 infection patterns across the region. As industry specific recommendations become available, we will post that information on the [Omaha Chamber Covid-19 Resource page](#).

STAGE TWO:

WE RISE

When government officials ease restrictions even more and we see no evidence of a rebound of the disease, if the state is still able to meet its core preparedness responsibilities, we can take another step towards commerce. It is important to note that if there is a rebound of the disease, businesses can choose to hold in place or may have to move back to stage one restrictions.

The policy decisions will be made by government leaders informed by the [health data](#). Business leaders will then have to make decisions within the new guidelines regarding their own businesses.

For INDIVIDUALS:

- **ALL VULNERABLE INDIVIDUALS** should continue to stay at home. Members of households with vulnerable residents should be aware that by returning to work or other environments where distancing is not practical, they could carry the virus back home. Precautions should be taken to isolate from vulnerable residents.
- All individuals, **WHEN IN PUBLIC** (e.g., parks, outdoor recreation areas, shopping areas), should maximize physical distance from others. The size of allowable crowds in social settings, likely larger than in stage one, will be established by the governor. Any event where appropriate distancing may not be practical should be avoided unless precautionary measures are observed.
- **NON-ESSENTIAL TRAVEL** can resume.

For EMPLOYERS:

- Continue to **ENCOURAGE TELEWORK**, whenever possible and feasible with business operations.
- Close **COMMON AREAS** where individuals are likely to congregate and interact, or enforce moderate social distancing protocols.
- Strongly consider **SPECIAL ACCOMMODATIONS** for personnel who are members of a **VULNERABLE POPULATION**.

STAGE THREE:

WE THRIVE

When there has been no evidence of a rebound of the disease and the state continues to meet its core preparedness responsibilities, we can now return in full to the Good Life. Once again, it is important to note that if there is a rebound of the disease, businesses can choose to hold in place or move back to stage two or stage one restrictions. The policy decisions will be made by government leaders informed by the health data. Business leaders will then have to make decisions within the new guidelines regarding their own businesses.

For INDIVIDUALS:

- **VULNERABLE INDIVIDUALS:** can resume public interactions, but should practice physical distancing, minimizing exposure to social settings where distancing may not be practical, unless precautionary measures are observed.
- **LOW-RISK POPULATIONS** should consider minimizing time spent in crowded environments.

For EMPLOYERS:

- Resume **UNRESTRICTED STAFFING** of worksites.

THE RETURN TO ECONOMIC PROSPERITY: *WE RISE 2020*

We have done much of the hard work to prepare for what is to come. Now we can plan for the process to bring this economy back to what it was and beyond to something greater. To develop that plan, the Greater Omaha Chamber has convened the THRIVE 2020 task force. THRIVE is a collection of business and community leaders developing recommendations regarding talent, regulations, finance, public policy, entrepreneurship, economic development, infrastructure and community that will move the region even more quickly toward the goals established in [Omaha 2040](#). These recommendations will be contained in the two part WE RISE 2020 document. Part one will contain recommendations for actions to prepare for and return to business and commerce. Part two of the WE RISE plan will identify tools to put in place and resources to implement them, to accelerate recovery and growth in the Omaha Region



THRIVE 2020 TASK FORCE

THRIVE 2020 Task Force Mission:

To quickly engage business and community leaders to develop, fund and implement initiatives that will speed up the progress to a thriving regional economy.

Every citizen of the State of Nebraska wants the same thing: to be able to return to work, and the rest of our everyday lives, as quickly and safely as possible. Until COVID-19 disappears, or we learn how to beat it, there will continue to be unknowns that will create both health and economic risks.

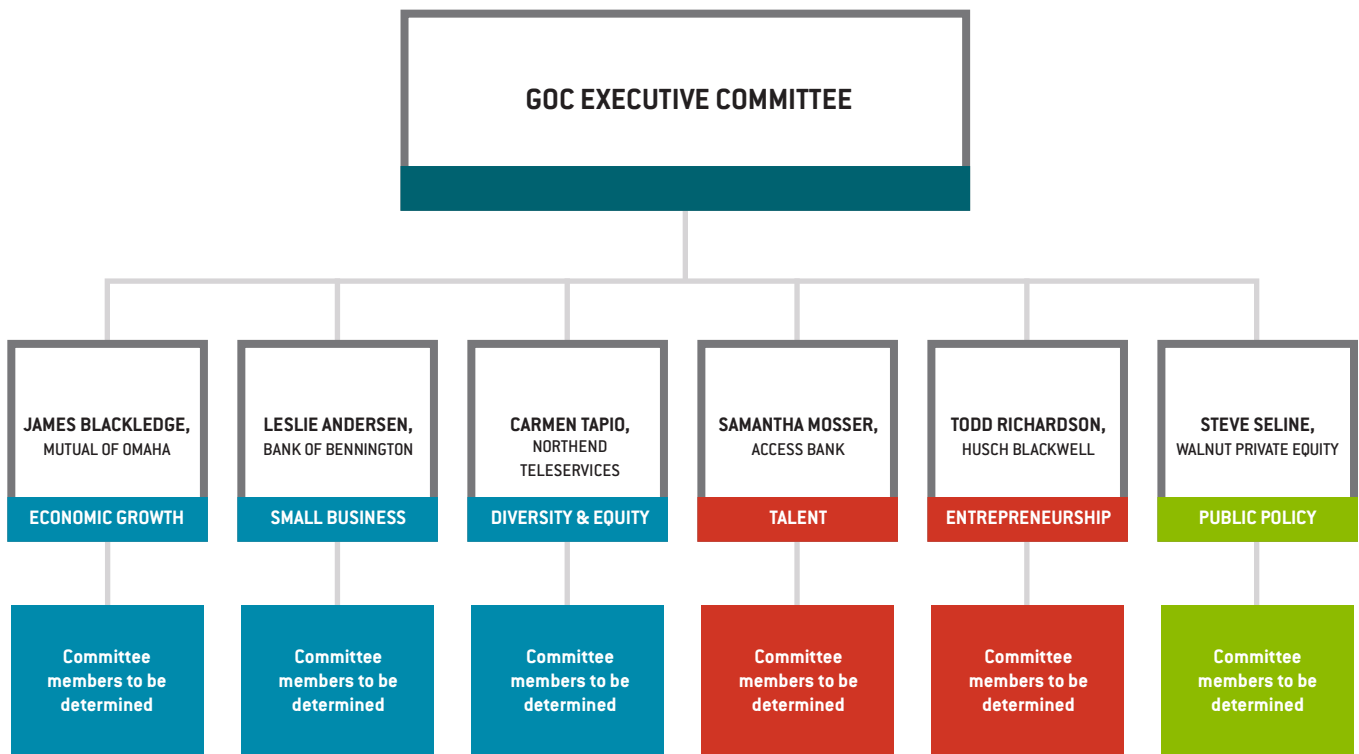
Governor Ricketts, State and local elected officials and regional public health and private sector leaders have a shared responsibility to initiate the challenging task of implementing a Nebraska economic recovery plan. The Greater Omaha Chamber, as the largest business member association in the state, is committed to work with other key stakeholders in this process.

90 percent of the Chamber's 2,800 business members are small and medium sized businesses. These Omaha area business owners and their employees have been hit the hardest by this crisis's economic storm. By undertaking careful planning now, we can continue to manage the COVID-19 health crisis, while preparing them to emerge from this crisis.

While a state-wide plan is crucial, we believe that initiating a regional economic recovery plan, while maintaining the health and well-being of our citizens is important. It will be a demanding and complex task but we don't believe that 60 percent of the state's economy, the portion of the economy that is driven by the Omaha region, will recover efficiently or quickly without a dynamic plan informed by business leaders, community leaders and health experts.

Our Chamber has developed a set of guidelines drawn on three highly respected and credible sources to formulate the guiding criteria that we believe needs to be foundational in our state's economic recovery plan: (1) medical and public safety guidance from the Global Center for Health Security at UNMC, (2) core recommendations from the national Business Roundtable for assuring that communities and companies are properly positioned to welcome employees and customers back to places of business and (3) the United States Chamber of Commerce overview of what the transition back to work will entail. We believe that a strategy that looks to streamline the pathway for business and employee recovery is imperative. For this reason, the Greater Omaha Chamber has established the Thrive 2020 Task Force.

THRIVE 2020 Task Force:



ATTACHMENT A



Health & Safety Dashboard

UNMC Covid-19 Daily Aggregated
Acceleration Dashboard

You can find the PRAM dashboard at the following link

<https://www.unmc.edu/healthsecurity/documents/PRAM-Nebraska.pdf>



ATTACHMENT A: HEALTH & SAFETY DASHBOARD

The UNMC PRAM COVID-19 DAILY AGGREGATED ACCELERATION DASHBOARD, developed at the Global Center for Health Security at UNMC in Omaha, Nebraska, provides a guide for business owners and public policy makers that provides health related guidance to the timing for a safe re-opening of the economy. Metrics are based on the current environment and could change with additional information. These health conditions must be taken into consideration alongside other economic and societal considerations.

In the sample dashboard below, the two key indicators are identified by the red arrows.

You can find today's data and latest dashboard (Omaha is on Page 12) at the following link

<https://www.unmc.edu/healthsecurity/documents/PRAM-Nebraska.pdf>

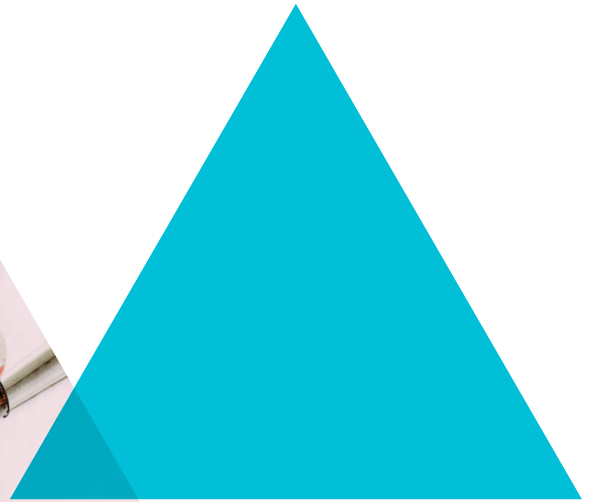
OMHCC PRAM DAILY AGGREGATED ACCELERATION DASHBOARD

PRAM Dashboard for OMHCC	PRAM TODAY BENCHMARK	PRAM TODAY METRIC	PRAM VELOCITY BENCHMARK	PRAM TODAY VELOCITY	PRAM ACCELERATION BENCHMARK	PRAM TODAY ACCELERATION
Confirmed Case Index	<8.37					
% Positive Test Index	<5.0					
Confirmed Death Index	<0.17					
Hospital Beds Index	<185					
ICU Beds Index	<76					
Ventilator Use Index	<80					
Disease Trend Index	<1.5					
Resource Trend Index	<1.5					
Recovery Composite Index	<1.5					
Recovery Ratio Index	0.5-1.5					

ATTACHMENT B



Essential Businesses, Services & Activities



ESSENTIAL BUSINESSES, SERVICES & ACTIVITIES

Introduction

In reviewing all state executive orders and local orders issued as of March 30, the most liberal declarations contain one or more of the following features: (1) a “catch all” reference; (2) definitions of essential businesses, infrastructure and / or activities; and (3) an appeal process for businesses that may fall into the “non-essential” business, infrastructure or activities categories; (4) incorporates references to DHS CISA Guidance, with either “include but not limited to” language or inclusions of businesses that are broader than such Guidance; and (5) allow for self-designation of critical infrastructure suppliers, distribution centers and service providers.

This draft is an attempt to capture as many essentials as possible identified in current orders to date.

Essential Infrastructure, Infrastructure Operations & Governmental Functions

All businesses, not-for-profit organizations or educational institutions operating in the federal critical infrastructure sectors as outlined in the DHS / CISA critical infrastructure guidance during Covid-19 or any subsequent guidance issued by DHS that amends or replaces said guidance.

In addition, critical infrastructure shall include, but is not limited to:

- Utilities and electricity, including generation, transmission, distribution and fuel supply
- Roads, highways, railways and public transportation
- Cybersecurity operations
- Oil and gas extraction, production, refining, storage, transport and distribution
- Public water and wastewater
- Flood control
- Solid waste and recycling collection and removal and landfills
- Telecommunications, data centers, internet, video and telecommunications systems, including the provision of essential global, national and local infrastructure for computing services, business infrastructure communications and web-based services
- Food production, distributions, and sale
- Construction (including, but not limited to, construction required in response to this public health emergency, hospital construction, construction of long-term care facilities, public works construction, and housing construction)
- Building management and maintenance
- Landscape management
- Airport operations

Essential Infrastructure shall be construed broadly to avoid any impacts to essential infrastructure, broadly defined.

Essential Businesses, Operations & Services

- ▶ **Healthcare and Public Health Operations, Human Services Operations:** Hospitals, clinics, and walk-in health facilities, medical and dental care, including ambulatory providers, research and laboratory services, medical wholesale and distribution, home health care companies, workers and aides, pharmacies, pharmaceutical and biotechnology companies, behavioral health care providers, veterinary care and livestock services, nursing homes, residential health care, or congregate care facilities, medical supplies and equipment manufacturers and providers, including durable medical equipment technicians and suppliers, and blood banks;
- ▶ **Stores that sell groceries and medicine:** Grocery stores, pharmacies, certified farmers' markets, farm and produce stands, supermarkets, convenience stores, and other establishments engaged in the retail sale of groceries, canned food, dry goods, frozen foods, fresh fruits and vegetables, pet supplies, fresh meats, fish and poultry, alcoholic and non-alcoholic beverages, and any other household stores that sell groceries, medicine, including medication not requiring a medical prescription, and also that sell other non-grocery products, and products necessary to maintaining the safety, sanitation and essential operation of residences;
- ▶ **Food, beverage and agriculture:** Food and beverage manufacturing, production, processing, and cultivation, including farming crops, livestock, fishing, baking; and other production of agriculture, including cultivation, marketing, production, and distribution of animals and goods for consumption and businesses that provide food, animal feed and feed products, shelter and other necessities for life for animals, including animal shelters, rescues, shelters, kennels and adoption facilities, rendering, commodity sales and any other work critical to the operation of any component of the food supply chain;
- ▶ **Organizations that provide charitable and social services:** Businesses and religious and secular nonprofit organizations, including food banks, when providing food, shelter and social services and other necessities of life for economically disadvantaged or otherwise vulnerable individuals who need assistance as a result of this emergency and people with disabilities;
- ▶ **Media:** Newspapers, television, radio and other media services;
- ▶ **Gas stations and businesses needed for transportation:** Gas stations and auto-supply, auto-repair and related facilities, truck stops, and bicycle shops and related facilities;
- ▶ **Financial institutions:** Banks, currency exchanges, payroll services, consumer lenders, including but not limited to payday lenders, pawnbrokers, consumer installment lenders and sales finance lenders, credit unions, appraisers, title companies, financial markets, trading and futures exchanges, affiliates of financial institutions, entities that issue bonds, related financial institutions and institutions selling financial products; insurance companies; underwriters, agents, brokers and related insurance claims and agency services;
- ▶ **Hardware, farm supply and building material supply stores and businesses:**
- ▶ **Stores and businesses that sell electrical, plumbing and heating materials:**
- ▶ **Establishments engaged in the sale of products that support working from home:**
- ▶ **Automobile rental, auto supply, auto repair and maintenance and retail sales for strict compliance with social distancing requirements:**

- ▶ **Critical trades:** Building and construction tradesmen and tradeswomen and other trades including but not limited to plumbers, electricians, exterminators, cleaning and janitorial staff for commercial and governmental properties, security staff, operating engineers, HVAC, painting, moving and relocations services, and other service providers who provide services that are necessary to maintaining the safety, sanitation, and essential operation of residences, essential activities and essential businesses and operations;
- ▶ **Mail, post, shipping, logistics, delivery and pick-up services:** Post offices and other businesses that provide shipping and delivery services, and businesses that ship or deliver groceries, food, alcoholic and non-alcoholic beverages, goods or services to end users or through commercial channels;
- ▶ **Educational institutions:** Educational institutions-including public and private pre-K-12 schools, colleges and universities-for purposes of facilitating distance learning, performing critical research, or performing essential functions, provided that social distancing of six-feet per person is maintained to the greatest extent possible;
- ▶ **Laundry services:** Laundromats, dry cleaners, industrial laundry services and laundry service providers;
- ▶ **Restaurants for consumption off-premises:** Restaurants and other facilities that prepare and serve food, but only for consumption off-premises, through such means as in-house delivery, third-party delivery, drive-through, curbside pick-up and carryout. Schools and other entities that typically provide food services to students or members of the public may continue to do so on the condition that the food is provided to students or members of the public on a pick-up and take away basis only. Schools and other entities that provide food services under this exemption shall not permit the food to be eaten at the site where it is provided or at any other gathering site;
- ▶ **Supplies to work from home:** Businesses that sell, manufacture, or supply products needed for people to work from home or conduct distance learning;
- ▶ **Supplies for Essential Businesses and Operations:** Businesses that sell, manufacture, or supply other essential businesses and operations with the support or materials necessary to operate, including computers, audio and video electronics, household appliances, IT and telecommunication equipment, hardware, paint, flat glass; electrical, plumbing and heating material, sanitary equipment; personal hygiene and products, food, food additives, ingredients and components, medical and orthopedic equipment, optics and photography equipment, diagnostics, food and beverages, chemicals, soaps and detergent, firearm and ammunition suppliers and retailers for purposes of safety and security;
- ▶ **Transportation:** Airlines, taxis, transportation network providers (such as Uber and Lyft), vehicle rental services, paratransit, and other private, public and commercial transportation and logistics providers necessary for all categories of "Essential Operations" as defined in this executive order;
- ▶ **Home-based care and services:** Home-based care for adults, seniors, children, and/or people with developmental disabilities, intellectual disabilities, substance use disorders, and/or mental illness, including caregivers such as nannies who may travel to the child's home to provide care and other in-home services including meal delivery;
- ▶ **Residential facilities and shelters:** Residential facilities and shelters for adults, seniors, children and/or people with developmental disabilities, intellectual disabilities and substance use disorders and/or mental illness;

- ▶ **Professional and personal services:** Professional services, such as legal services, accounting services, insurance services, personal hygiene services with additional precautions as recommended for businesses by the Nebraska Department of Health and Human Services real estate services (including brokerage, appraisal and title services) tax preparation services; land surveying services; profession engineering and architectural services;
- ▶ **Manufacturing, distribution and supply chain for critical products and industries:** Manufacturing companies, distributors and supply chain companies producing and supplying essential products and services in and for industries such as pharmaceutical, technology, biotechnology, healthcare, medical equipment, components used in any medical device, supplies or instruments; pharmaceuticals; chemicals and sanitizations, household paper and plastic products; manufacturing agents used in manufacturing or processing, waste pickup and disposal, agriculture, food processing; food and beverage, transportations, energy, steel and steel products, petroleum and fuel, mining, construction, national defense, communications, computer and computer components; microelectronic and semiconductor manufacturing, as well as products used by other essential businesses and operations;
- ▶ **Suppliers and distribution centers designation:** A business or operation may designate suppliers, distribution centers or service providers whose continued operation is necessary to enable, support or facilitate the work of identified critical infrastructure entities. Designated suppliers, distribution centers and service providers may in turn designate additional suppliers, distribution centers and service providers whose continued operation in necessary to enable, support or facilitate the work of critical infrastructure workers. Businesses, operations, suppliers, distribution centers and service providers must make all designations in writing to the entities they are designating, whether by electronic message, public website or other appropriate means;
- ▶ **Vendors providing critical services or products, including logistics and technology support:**
- ▶ **Work or Commercial Travel for employees in businesses and industries identified as critical under this executive order:**
- ▶ **Defense and Security Operations:** Aerospace operations, military operations and personnel, defense supplies;
- ▶ **Safety and critical operations of residences:** law enforcement, fire prevention and response, building code enforcement; security; emergence management and response; building cleaners or janitors; general maintenance whether employed by entity directly or a vendors; disinfection; snow removal.
- ▶ **Day care centers and child care services:**
- ▶ **Hotels and motels:** Hotels and motels, to the extent used for lodging and delivery or carryout food services;
- ▶ **In-person pastoral services:** For individuals who are in crisis or in need of end of life services, provided social distancing is observed to the greatest extent possible;
- ▶ **Funeral services:** Funeral, mortuary, cremation, burial, cemetery and related services with strict compliance with social distancing requirements for employees and any attendees of services;

- ▶ **Firearms stores:**
- ▶ **Beer, wine and liquor stores:**
- ▶ **Animal Shelters, boarding, rescue services, zoological facilities, animal sanctuaries and other related facilities:**
- ▶ **Homeless Shelters and congregate care facilities:**
- ▶ **Food Banks:**
- ▶ **Human services providers:** For direct care of patients in state-licensed or funded voluntary programs; care, protection, custody and oversight of individuals both in the community and in state-licensed residential facilities; operators of community shelters and other critical human services agencies providing direct care or support. Such providers include businesses and religious and secular nonprofit organizations, including food banks, when providing food, shelter and social services, and other necessities of life for economically disadvantaged or otherwise needy individuals, individuals who need assistance as a result of this emergency and people with disabilities;
- ▶ **Miscellaneous Businesses:** Retailers selling or servicing cell phones, computers, tablets and other communications technology; lawn and garden equipment retailers; book stores that sell educational material; retail functions of gas stations and convenience stores; retail located within healthcare facilities;
- ▶ **Catch-All:** Any business that produces products critical or incidental to the construction or operation of the categories of products included in this list;

Essential Activities

- ▶ **Outdoor recreation activities:** Any outdoor recreation area, park, site or trail that provides opportunities for outdoor recreation with social distancing such as walking, hiking and biking.

ATTACHMENT C



OSHA Guidance

You can find the most recent guidance at the following link

<https://www.osha.gov/Publications/OSHA3990.pdf>



ATTACHMENT D



COVID-19 Vaccination Guidance

Guidance around employer rights, obligations and recommendations relative to COVID-19 vaccination is evolving.

Technical advice is available from the EEOC; and, employers are encouraged to consult their attorneys for more detailed recommendations regarding employer-specific COVID-19 vaccination protocols. Some suggest encouraging, rather than mandating, the COVID-19 vaccine may reduce legal risks for employers.

Get technical advice from the EEOC at the following link
<https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>

