



# EQUILIBRIUM FITNESS

COVID-19 PREPAREDNESS AND RESPONSE PLAN

Prepared: 9/4/2020

Revised: 5/27/21

## COVID-19 PREPAREDNESS AND RESPONSE PLAN

**Equilibrium Fitness** takes the health and safety of our employees seriously. We are all living through the spread of COVID-19 and the need for certain employees to continue in-person work. Others either are or will soon be welcomed back into work, either because they are critical infrastructure workers, because they are needed to conduct minimum basic operations for our business or because our business is once again allowed to open. We want you to know that we are committed to reducing the risk of exposure to COVID-19 and we are ready to provide a healthy and safe workplace for our employees, customers and guests.

Our plan is based on information and guidance from the Centers for Disease Control (CDC) and the Occupational Health and Safety Administration (OSHA) at the time of its development. Because the COVID-19 situation is frequently changing, the need for modifications may occur based on further guidance provided by the CDC, OSHA, and other public officials at the state or local levels. **Equilibrium Fitness** is focused on three lines of defense:

1. Limiting the number of people together at the same time in the same place,
2. Sanitizing all areas and
3. Requiring appropriate personal protection equipment including masks, face shields, etc.

**Please Note:** **Equilibrium Fitness** may amend this Plan based on changing requirements and the need of our business.

The spread of COVID-19 in the workplace can come from several sources:

- Co-workers
- Customers
- Guests - visitors/vendors/family members
- The General Public

Our employees fall into one or more of the following categories as defined by OSHA:

- Lower exposure risk (the work performed does not require direct contact with people known or suspected to be infected with COVID-19 or frequent close contact with the public).
- Medium exposure risk (the work performed requires frequent and/or close contact with people who may be infected with COVID-19, but who are not known COVID-19 patients, or contact with the general public in areas where there is ongoing community transmission).

## COVID-19 WORKPLACE COORDINATORS (TASK FORCE)

**Equilibrium Fitness** has designated the following staff as its COVID-19 Workplace Coordinators:

**Katie Maroney, MS, NASM-CPT, CHC – 269-586-4280 – [getfit@eqfitnessnb.com](mailto:getfit@eqfitnessnb.com)**

### **The Coordinators responsibilities include:**

- staying up to date on federal, state and local guidance
- incorporating those recommendations into our workplace
- training our workforce on control practices, proper use of personal protective equipment, the steps employees must take to notify our business of any COVID-19 symptoms or suspected cases of COVID-19.
- reviewing HR policies and practices to ensure they are consistent with this Plan and existing local, state and federal requirements

## RESPONSIBILITIES OF Equilibrium Fitness SUPERVISORS AND MANAGERS

All **Equilibrium Fitness** managers/supervisors must be familiar with this Plan and be ready to answer questions from employees. Additionally, **Equilibrium Fitness** expects that all managers/supervisors will set a good example by following this Plan. This includes practicing good personal hygiene and jobsite safety practices to prevent the spread of the virus. Managers and supervisors must encourage this same behavior from all employees.

**Equilibrium Fitness** will require and keep a record of all self-screening protocols for all employees or contractors entering the worksite, including, at a minimum, a questionnaire covering symptoms and suspected or confirmed cases of COVID -19.

### **Equilibrium Fitness will:**

- Keep everyone on the worksite premises at least six feet from one another to the maximum extent possible, including through the use of ground markings, signs, and physical barriers, as appropriate to the worksite.
- Provide non-medical grade face coverings to their employees, with supplies of N95 masks and surgical masks reserved, for now, for health care professionals, first responders (e.g., police officers, fire fighters, paramedics), and other critical workers.
- Require face coverings to be worn when employees cannot consistently maintain six feet of separation from other individuals in the workplace, and consider face shields when employees cannot consistently maintain three feet of separation from other individuals in the workplace.
- Increase facility cleaning and disinfection to limit exposure to COVID-19, especially on high-touch surfaces (e.g., door handles), paying special attention to parts, products, and shared equipment (e.g., tools, machinery, vehicles).

- Adopt protocols to clean and disinfect the facility in the event of a positive COVID-19 case in the workplace.
- Make cleaning supplies available to employees upon entry and at the worksite and provide time for employees to wash hands frequently or to use hand sanitizer.
- When an employee is identified with a confirmed case of COVID-19, within 24 hours, notify both:
  1. The local public health department, and
  2. Any co-workers, contractors, or suppliers who may have come into contact with the person with a confirmed case of COVID-19.
- Increase facility cleaning and disinfection to limit exposure to COVID-19, especially on high-touch surfaces (e.g., door handles), paying special attention to parts, products, and shared equipment (e.g., tools, machinery, vehicles).
- Adopt protocols to clean and disinfect the facility in the event of a positive COVID-19 case in the workplace.
- Conduct a daily entry self-screening protocol for all employees or contractors entering the workplace, including, at a minimum, a questionnaire covering symptoms and suspected or confirmed exposure to people with possible COVID-19.
- Train employees on how to report unsafe work conditions.

## RESPONSIBILITIES OF EMPLOYEES

We are asking each of our employees to help with our prevention efforts while at work. **Equilibrium Fitness**, understands that in order to minimize the impact of COVID-19 at our facility, everyone needs to play his or her part. We have instituted several best practices to minimize exposure to COVID-19 and prevent its spread in the workplace. This includes specific cleaning efforts and social distancing. While here at work, all employees must follow these best practices for them to be effective. Beyond these best practices, we require employees to report to their managers or supervisors immediately if they are experiencing signs or symptoms of COVID-19, as described below. If employees have specific questions about this Plan or COVID-19, they should ask their manager, supervisor or contact **Katie Maroney**.

### OSHA and the CDC Prevention Guidelines

OSHA and the CDC have provided the following preventive guidance for all workers, regardless of exposure risk:

- Frequently wash your hands with soap and water for at least 20 seconds. When soap and running water are unavailable, use an alcohol-based hand rub with at least 60% alcohol.
- Avoid touching your eyes, nose, or mouth with unwashed hands.
- Follow appropriate respiratory etiquette, which includes covering for coughs and sneezes.
- Avoid close contact with anyone who is sick.
- Maintain appropriate social distance of six feet to the greatest extent possible.

Additionally, employees must familiarize themselves with the symptoms and exposure risks of COVID-19. The primary symptoms of COVID-19 include the following:

- Dry cough;
- Shortness of breath or difficulty breathing

Or at least two of these symptoms:

- Fever (either feeling feverish or a temperature of 100.4 degrees or higher);
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell

Individuals with COVID-19 may also have early symptoms such as, diarrhea, nausea/vomiting, and runny nose.

If you develop a fever and symptoms of respiratory illness, such as an atypical cough or shortness of breath, do not report to work. You must also notify your supervisor immediately, and consult their healthcare provider. Similarly, if employees come into close contact with someone showing these symptoms, they must notify their supervisor immediately and consult their healthcare provider. We have the responsibility to work to identify and notify all employees who have close contact with individuals with COVID-19 symptoms. "Close contact" is not brief or incidental contact with a person with COVID-19 symptoms.

The CDC defines "close contact" as either:

- Being within roughly six feet of a COVID-19 infected person or a person with any symptom(s) for a “prolonged period of time;” ( the CDC estimates range from 10 to 30 minutes, or,
- Having direct contact with infectious secretions of a COVID-19 infected person or a person with any COVID-19 symptom(s) (i.e., being coughed on).

## HEALTH AND SAFETY PREVENTATIVE MEASURES FOR **Equilibrium Fitness**

**Equilibrium Fitness** has put a number of best practices and measures in place to ensure the health and safety of identified groups of individuals. With each group of individuals, our Plan is focused on three lines of defense – limiting the number of people together at a time, sanitizing all areas and requiring appropriate personal protection equipment.

Minimizing exposure from co-workers.

**Equilibrium Fitness** takes the following steps to minimize exposure from co-workers to COVID-19 by educating employees on protective behaviors that reduce the spread of COVID-19 and provide employees with the necessary tools for these protective behaviors, including:

### General Education:

- Posting CDC information, including recommendations on risk factors
- Providing tissues and no-touch trash bins to minimize exposure to infectious secretions
- Informing employees of the importance of good hand hygiene. Regularly washing hands with soap and water for at least 20 seconds is one of the most effective ways for employees to minimize exposure to COVID-19. If soap and water are not readily available, employees should use alcohol-based hand sanitizer that is at least 60% alcohol. If hands are visibly dirty, soap and water should be chosen over hand sanitizer.
- Encourage good hand hygiene by ensuring that adequate supplies of soap and hand sanitizer are maintained and placing hand sanitizers in multiple locations.
- Discourage handshaking and encourage the use of other non-contact methods of greeting
- When possible, avoid the use of other employees’ phones, desks, offices, other work tools and equipment, and other commonly touched surfaces.
- If the above cannot be avoided, clean and disinfect them before and after use

### Social Distancing

- Limit in-person meetings
- Restrict the number of workers present on-site to no more than necessary
- Promote remote work as much as possible
- Encourage and require social distancing to the greatest extent possible while in the workplace
- Encourage employees to minimize ridesharing. If this cannot be avoided, while in vehicles, employees must ensure adequate ventilation
- Consider use of masks and gloves
- Do not share food utensils and food with other employees

- In areas where employees work within 6 feet of each other, computer stations should be moved or repositioned to increase distance
- Deliver items through curbside pick-up or delivery

### Checklist for Employers when employee tests positive for COVID-19

- Treat positive test results and “suspected but unconfirmed” cases of COVID-19 the same.
- If the source of infection is known, identify if it was at the workplace or outside.
- If the infection was contracted inside the workplace, notify workers’ compensation carrier;
  - Place the employee on workers’ compensation leave (with pay); and
  - Record the infection in the employer’s OSHA 300 log.
- Consider and then include employee benefit plans that may be available including: FMLA, PTP, paid sick leave, etc.
- Ask employee if he or she grants the employer permission to disclose the fact that the employee is infected.
  - If yes:
    - Notify employee’s manager(s) or supervisor(s) that employee is infected with COVID-19 and is out on leave.
    - For everyone else, respond to inquiries by disclosing employee is on a leave of absence for non-disciplinary purposes.
  - If no:
    - Notify employee’s manager(s) or supervisor(s) only that employee is on a leave of absence for non-disciplinary purposes.
  - Regardless of yes or no:
    - Disclose identity of employee to any required notification to OSHA or the health department.
- Notify employee’s co-workers who may have come into contact with employee at work within the past 14 days that they may have been exposed to COVID-19 and may wish to see a healthcare provider.
  - Not required to notify other office locations unless the employee visited those sites within past 14 days.
- DO NOT identify the infected employee by name and to the greatest extent possible, avoid making any direct or indirect references that would lead co-workers to identity of the employee.
- For employees who had close contact with employee in past 14 days, send them home for a 14-day self-quarantine.
- Notify known customers, vendors, or third parties with whom the employee may have come into contact with while at work within the past 14 days that they may have been exposed to COVID-19 and may wish to see a healthcare provider. DO NOT identify the infected employee by name.
- To the extent reasonably possible, avoid making any direct or indirect references that would lead the person to guess the identity of the employee.

- Currently, there is no guidance on how far a company should investigate for third parties who may have come into contact with an employee through work. It is safe to include any parties on the employee's work calendar, in visitor logs, or otherwise readily available or known.
- Arrange for a professional cleaning of the employee's workspace, immediate surrounding area, and areas likely visited (break room, restroom, etc.).
- Respond to inquiries by CDC or public health authorities as received.

Restrict employees from the workplace if they display symptoms of COVID-19

- For employees who are completing in-person work, health assessments (temperature checks) and/or questionnaires prior to entry into the facility.
- Any employee with COVID-19 symptoms will be immediately separated from other individuals and sent home.
- The ability to work remotely will be encouraged where possible.
- Guidance from the employee's health care provider on their return to work date will be required.

Actively encourage sick employees to stay home:

- If employees have questions regarding use of emergency paid sick time, employees should contact **Katie Maroney**.
- **Equilibrium Fitness** will follow state and federal guidance for return to work guidance.
- Guidance from the employee's health care provider will also be considered

If an employee has a confirmed case of COVID-19, **Equilibrium Fitness** ensures the following:

- We will communication with co-workers
- We will work with our local health department to provide them with the name of any identified employees that may have been exposed
- We will report cases to OSHA via their reporting/recordkeeping requirements
- **Equilibrium Fitness** will follow CDC and State guideline protocols for return to work, including workplace contact tracing and CDC-recommended cleaning and disinfecting in all affected areas
- Guidance from the employee's health care provider will also be considered
- We will perform increased environmental cleaning and disinfection
  - Employees should sanitize their work areas upon arrival, throughout the workday, and immediately before leaving for the day
  - We will all routinely clean and disinfect all frequently touched surfaces in the workplace, such as workstations, keyboards, telephones, handrails, and doorknobs.
  - After using a **Equilibrium Fitness** vehicle, employees are responsible for cleaning and disinfecting the vehicle.



- **Equilibrium Fitness** provides disposable wipes so that commonly used surfaces (for example, doorknobs, keyboards, copiers, desks, other work tools and equipment) can be wiped down by employees before each use.
- Eliminate/restrict work-related travel if possible and limit employees' exposure to employee who traveled until we can confirm traveling employee does not have COVID-19 symptoms
- Employees at a higher risk for serious illness due to COVID-19 will be encouraged to work remotely. If working remotely is not possible, additional precautions will be put in place to ensure their safety, including working in separate workspaces.
- Monitor and respond to absenteeism

Minimizing exposure from those outside of our workforce including customers, and temporary or contract labor

- **Equilibrium Fitness** business practices are evaluated to ensure safety and health of all individuals. This is done on a phased approach. Beginning with appointment only onsite meetings, virtual meetings and finally transitioning to onsite meetings with appropriate precautions when that time comes.
- **Social distancing practices to be observed:**
  - 6-foot distances are marked in areas where customers might gather/wait
  - In person meetings are to be made by appointments only
  - Limit the number of customers allowed into workplace
  - Minimize face to face contact
- Information is posted throughout the worksite educating individuals on ways to reduce the spread of COVID-19
- Any individual entering one of **Equilibrium Fitness** facilities may have their temperature checked and/or a questionnaire completed prior to entry.
- Individual symptoms will be observed and individuals displaying symptoms of COVID -19 will be removed from the workplace.
- Physical barriers between **Equilibrium Fitness** employees and customers will be considered in high volume areas (i.e. shielding at the front desk areas).
- **Equilibrium Fitness** will provide appropriate disinfectants so that individuals can clean work areas before and after use.
- Companies that provide contract or temporary employees have been contacted about the importance of sick employees staying home and we encourage them to follow our practices and standards to work with their employees to maintain the health & safety of others.

Minimizing exposure from the visitors/vendors

- All business partners that work within **Equilibrium Fitness** have been provided this Plan
- When possible, **Equilibrium Fitness** will limit the number of visitors in the facility.
- Any individual entering one of **Equilibrium Fitness** facilities may have their temperature checked and/or a questionnaire completed prior to entry.
- Masks may be available to visitors/vendors as well as appropriate disinfectants so individuals can clean work areas before and after use.
- All deliveries will be handled through curbside pick-up or delivery

## Minimizing exposure from the general public

- Business practices are evaluated to ensure safety and health of all individuals. This is done on a phased approach. Beginning with appointment only onsite meetings, virtual meetings and finally transitioning to onsite meetings with appropriate precautions.
- Social distancing practices to be observed:
  - 6-foot distances are marked in areas where individuals might gather/wait
  - Limit number of individuals allowed into workplace
  - Minimize face to face contact
  - Computer workstations positioned at least 6 feet apart
- Information is posted **Equilibrium Fitness's** facility educating individuals on ways to reduce the spread of COVID-19
- Any individual entering **Equilibrium Fitness** may have their temperature checked and/or a questionnaire completed prior to entry.
- Individual symptoms may be assessed of COVID-19 and individuals with symptoms will be removed from the workplace.
- Physical barriers between **Equilibrium Fitness** employees and the public will be considered in high impact areas (i.e. shielding at the front desk areas).
- Appropriate disinfectants may be available to the general public as well as so individuals can clean work areas before and after use

This Plan is based on information and guidance from the CDC and OSHA at the time of its development. The safety of our employees and visitors remain the top priority at **Equilibrium Fitness**. We recognize that all individuals are responsible for preventing the spread of COVID-19 and reduce the potential risk of exposure to our workforce and visitors. As the COVID-19 outbreak continues to evolve and spread, **Equilibrium Fitness** is monitoring the situation closely and will update our guidance based on the most current recommendations from the CDC, World Health Organization (WHO), OSHA and any other public entities.

Executive Order 2020-175 (previously EO 2020-114) is outlined below ([click here for the full order](#)) along with industry specific guidelines.

## Executive Order 2020-175 (COVID-19)

### Safeguards to protect Michigan's workers from COVID-19 (previously EO 2020-117)

The novel coronavirus (COVID-19) is a respiratory disease that can result in serious illness or death. It is caused by a new strain of coronavirus not previously identified in humans and easily spread from person to person. There is currently no approved vaccine or antiviral treatment for this disease

On March 10, 2020, the Department of Health and Human Services identified the first two presumptive-positive cases of COVID-19 in Michigan. On that same day, I issued Executive Order 2020-4. This order declared a state of emergency across the state of Michigan under section 1 of article 5 of the Michigan Constitution of 1963, the Emergency Management Act, 1976 PA 390, as amended (EMA), MCL 30.401 et seq., and the Emergency Powers of the Governor Act of 1945, 1945 PA 302, as amended (EPGA), MCL 10.31 et seq.

Those executive orders have been challenged in Michigan House of Representatives and Michigan Senate v. Whitmer. On August 21, 2020, the Court of Appeals ruled that the Governor's declaration of a state of emergency, her extensions of the state of emergency, and her issuance of related EOs clearly fell within the scope of the Governor's authority under the EPGA.

On August 7, 2020, I issued Executive Order 2020-165, again finding that the COVID-19 pandemic constitutes a disaster and emergency throughout the State of Michigan. That order constituted a state of emergency declaration under the Emergency Powers of the Governor Act of 1945. And, to the extent the governor may declare a state of emergency and a state of disaster under the Emergency Management Act when emergency and disaster conditions exist yet the legislature had declined to grant an extension request, that order also constituted a state of emergency and state of disaster declaration under that act.

The Emergency Powers of the Governor Act provides a sufficient legal basis for issuing this executive order. In relevant part, it provides that, after declaring a state of emergency, "the governor may promulgate reasonable orders, rules, and regulations as he or she considers necessary to protect life and property or to bring the emergency situation within the affected area under control." MCL 10.31(1).

Nevertheless, subject to the ongoing litigation and the possibility that current rulings may be overturned or otherwise altered on appeal, I also invoke the Emergency Management Act as a basis for executive action to combat the spread of COVID-19 and mitigate the effects of this emergency on the people of Michigan, with the intent to preserve the rights and protections provided by the EMA. The EMA vests the governor with broad powers and duties to "cop[e] with dangers to this state or the people of this state presented by a disaster or emergency," which the governor may implement through "executive orders, proclamations, and directives having the force and effect of law." MCL 30.403(1)–(2). This executive order falls within the scope of those powers and duties, and to the extent the governor may declare a state of emergency and a state of disaster under the Emergency Management Act when emergency and disaster conditions exist yet the legislature has not granted an extension request, they too provide a sufficient legal basis for this order.

Acting under the Michigan Constitution of 1963 and Michigan law, I find it reasonable and necessary, for the reasons outlined above, to order:

Acting under the Michigan Constitution of 1963 and Michigan law, I order the following:

1. Workplace safeguards for all businesses. All businesses or operations that require their employees to leave the homes or residences for work must, at a minimum:
  - a. Develop a COVID-19 preparedness and response plan, consistent with recommendations in Guidance on Preparing Workplaces for COVID-19, developed by the Occupational Health and Safety Administration (“OSHA”) and available [here](#). Within two weeks of resuming in-person activities, a business’s or 3 operation’s plan must be made readily available to employees, labor unions, and customers, whether via website, internal network, or by hard copy.
  - b. Designate one or more worksite supervisors to implement, monitor, and report on the COVID-19 control strategies developed under subsection (a). The supervisor must remain on-site at all times when employees are present on site. An on-site employee may be designated to perform the supervisory role.
  - c. Provide COVID-19 training to employees that covers, at a minimum:
    - i. Workplace infection-control practices.
    - ii. The proper use of personal protective equipment.
    - iii. Steps the employee must take to notify the business or operation of any symptoms of COVID-19 or a suspected or confirmed diagnosis of COVID-19.
    - iv. How to report unsafe working conditions.
  - d. Provide any communication and training on COVID-19 infection control practices in the primary languages common in the employee population.
  - e. Place posters in the languages common in the employee population that encourage staying home when sick, cough and sneeze etiquette, and proper hand hygiene practices.
  - f. Conduct a daily entry self-screening protocol for all employees or contractors entering the workplace, including, at a minimum, a questionnaire covering symptoms and suspected or confirmed exposure to people with possible COVID19.
  - g. Keep everyone on the worksite premises at least six feet from one another to the maximum extent possible, including through the use of ground markings, signs, and physical barriers, as appropriate to the worksite.
  - h. Provide non-medical grade face coverings to their employees, with supplies of N95 masks and surgical masks reserved, for now, for health care professionals, first responders (e.g., police officers, fire fighters, paramedics), and other critical workers.

- i. Require face coverings to be worn when employees cannot consistently maintain six feet of separation from other individuals in the workplace, and consider face shields when employees cannot consistently maintain three feet of separation from other individuals in the workplace.
- j. Require face coverings in shared spaces, including during in-person meetings and in restrooms and hallways.
- k. Increase facility cleaning and disinfection to limit exposure to COVID-19, especially on high-touch surfaces (e.g., door handles), paying special attention to parts, products, and shared equipment (e.g., tools, machinery, vehicles).
- l. Adopt protocols to clean and disinfect the facility in the event of a positive COVID-19 case in the workplace.
- m. Make cleaning supplies available to employees upon entry and at the worksite and provide time for employees to wash hands frequently or to use hand sanitizer.
- n. When an employee is identified with a confirmed case of COVID-19:
  - a. Immediately notify the local public health department, and
  - b. Within 24 hours, notify any co-workers, contractors, or suppliers who may have come into contact with the person with a confirmed case of COVID-19.
- o. Allow employees with a confirmed or suspected case of COVID-19 to return to the workplace only after they are no longer infectious according to the latest guidelines from the Centers for Disease Control and Prevention (“CDC”) and they are released from any quarantine or isolation by the local public health department.
- p. Follow Executive Order 2020-36, and any executive orders that follow it, that prohibit discharging, disciplining, or otherwise retaliating against employees who stay home or who leave work when they are at particular risk of infecting others with COVID-19.
- q. Establish a response plan for dealing with a confirmed infection in the workplace, including protocols for sending employees home and for temporary closures of all or part of the workplace to allow for deep cleaning.
- r. Restrict business-related travel for employees to essential travel only
- s. Encourage employees to use personal protective equipment and hand sanitizer on public transportation.
- t. Promote remote work to the fullest extent possible.
- u. Adopt any additional infection-control measures that are reasonable in light of the work performed at the worksite and the rate of infection in the surrounding community.

## Fitness, Sports Facility & Pool Regulations

Gymnasiums, fitness centers, recreation centers, exercise facilities, exercise studios, bowling alleys, roller rinks, ice rinks, and like facilities must:

- a. Use best efforts to provide opportunities for patrons to exercise outdoors.
- b. Maintain accurate records, including date and time of entry and exit, names of patrons, and contact information, to aid with contact tracing; and deny entry to any visitor who does not provide at a minimum their name and phone number.
- c. Mandate wearing of facial coverings at all times except when swimming.
- d. Limit capacity in the facility to 25% of the total occupancy limits established by the State Fire Marshal or a local fire marshal.
- e. Configure workout stations or implement protocols to enable six feet of distance between individuals during exercise sessions (or six feet of distance with barriers).
- f. Reduce class sizes, as necessary, to enable at least six feet of separation between individuals, and comply with relevant restrictions on social gatherings and organized events in the Michigan Safe Start Order.
- g. Provide equipment-cleaning products throughout the facility for use on equipment.
- h. Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available.
- i. Regularly disinfect exercise equipment, including immediately after use. If patrons are expected to disinfect, post signs encouraging patrons to disinfect equipment.
- j. Ensure that ventilation systems operate properly.
- k. Increase introduction and circulation of outdoor air as much as possible by opening windows and doors, using fans, or other methods.
- l. Regularly clean and disinfect public areas, locker rooms, and restrooms.
- m. Close steam rooms, saunas, jacuzzis, and cold plunge pools.

- n. Post signs outside of entrances instructing individuals not to enter if they are or have recently been sick.
  
- o. Pools. Swimming pools must: (a) If they are outdoors, limit capacity to 50% of the bather capacity limits described in Rule 325.2193 of the Michigan Administrative Code; (b) If they are indoors, limit capacity to 25% of the bather capacity limits described in Rule 325.2193 of the Michigan Administrative Code; (c) Limit capacity on the pool deck to ensure that persons not part of the same household maintain six feet of distance from one another.

### Re-Opening Timelines – As of 5/27/21

As of May 1<sup>st</sup>, Gym Members are no longer Required to Book their Gym Times prior to arriving at our Facilities.

May 28th - May 31st - Spring Class Package Sale (Online) - Log into the Member Portal, there's No Limit on the number of packages you purchase, & our Members receive discounts, so please let us know if you're interested in joining.

As of June 1<sup>st</sup>, **All Fully Vaccinated Gym Members and Staff Members are no longer required to wear Face Masks inside our Facilities or Indoor Classes.** Please update your Member Profile w/ your Vax Status through our Member/Guest Portal. [www.eqfitnessnb.com](http://www.eqfitnessnb.com)

As of June 1<sup>st</sup>, All Gyms in Michigan can move to **50% Capacity** which is great news! At that time, we will remove all Social Distancing Signs from our Cardio Machines. We still encourage being mindful of others and respectful of their space when working out and during classes.

June 1<sup>st</sup>-6<sup>th</sup> – PRIDE WEEK CLASSES – Please consider making a Donation through our Member/Guest Portal which will go directly to Harbor Country Pride and then divided up amongst six local and regional charities.

June 7<sup>th</sup> – We begin our Summer Class Schedule – please look for additional classes to be added, some have already been posted and are filling quickly!

As of June 7<sup>th</sup> – We will also begin to allow our Day Passes, Weekend Passes, & Week Passes ONLY during our Staffed Hours – Appointments are Required!

July 1<sup>st</sup> – All Mask Mandates and Capacity Restrictions in our State are rescinded.

### Gym Rules & COVID-19 Precautions – Updated 5/27/21:

- As of June 1<sup>st</sup>, All Fully Vaccinated Gym Members and Staff Members are no longer required to wear Face Masks inside our Facilities or Indoor Classes. Please update your Member Profile w/ your Vax Status through our Member/Guest Portal. [www.eqfitnessnb.com](http://www.eqfitnessnb.com)
- Please do NOT come into our Facilities if you are sick, have any symptoms, or have been exposed to COVID-19. Please follow all CDC and BCHD Guidelines for Quarantine/Isolation.
- Please Wash and/or Sanitize your hands upon entry and often. We have Hand Sanitizer Dispensers by every entry door.
- Please do your best to Social Distance. We have spaced our equipment out to allow for more social distancing. You will also notice that we have limited any small/supplementary equipment to ensure that we are able to keep all surfaces clean. You are welcome to bring in your own mats, bands, small weights...etc. All lockable lockers, showers, and some water fountains are currently closed/off limits – please limit your personal belongings.



- We use an EPA registered Cleaning Mist Daily on all surfaces, we have installed more Gym Wipe Stations in all our facilities, and we ask that you continue to wipe your equipment off BEFORE and AFTER each use.
- We have upgraded all our HVAC Systems in our Facilities w/ HEPA Filters and iWaves. The iWaves use ion technology to kill bacteria, mold, and viruses, and are highly effective against SARS-CoV-2, which causes COVID-19. And we open doors and windows as much as possible to allow for fresh air to be circulated throughout our facilities.
- Per the MDHHS, we are required to maintain no more than 50% Capacity (As of 6/1/21) in our facilities and classes. We are currently allowing a maximum of 10 people per facility/class.
- Online Registration is still required for ALL Classes (we will no longer accept walk-ins), we will hold Classes outside weather permitting, and all participants will be spaced out, shared equipment will be limited, and extra time will be allotted for any sanitizing or breaks.
- We are also continuing to do our Contact Tracing for anyone that enters any of our facilities. Please provide your full name and phone number for all Appointments.
- We will begin to allow our Day, Weekend, or Week Passes again after June 7<sup>th</sup>, 2021. These will need to be during our Staffed Hours, and Appointments are Required!
- Members are still NOT allowed to bring Guests w/ them. All Members need to use their own key cards to access our facilities and for Contact Tracing. Please do not hold the door for others or let anyone in, thank you!
- All Employees and Instructors are screened prior to every shift and class. Staff are not allowed in our facilities if they are sick, have any symptoms, or have been exposed to anyone w/ COVID-19. All of our Certified Personal Trainers and Group Fitness Instructors are Fully Vaccinated as well!

Please see our **Preparedness Plan** for further details.

We thank you for your willingness to help us combat these challenging times. We are extremely grateful for the opportunity to continue to safely serve you in all your health and wellness needs. Be well!

-EQ Fitness Team