

Tennessee Pledge Guidelines for Employee Protection

including MSRA Rules and Requirements

1. Employees must sign the MSRA employee waiver (frequency of signing will be determined by the MSRA board on advice from legal counsel).
2. Daily Screen all staff reporting to work for COVID-19 symptoms with the following questions:
 - a. Have you been in close contact with a confirmed case of COVID-19 within the past 14 days?
 - b. Are you experiencing a cough, shortness of breath, sore throat, loss of taste or smell?
 - c. Have you had a fever in the last 48 hours?
 - d. Have you had a new loss of taste or smell?
 - e. Have you had vomiting or diarrhea in the last 24 hours?
3. Employees will temperature check each other when reporting to work.
4. The five questions and the temperature result will be entered on an Employee Daily Health Checklist and signed by the tested employee and the verifier. Records will be maintained for an allotted amount of time to be determined by the board.
5. If any employee says “yes” to the questions or is running a fever they are to leave the premises immediately and seek medical care and/or COVID-19 testing, per the Tennessee Department of Health and the CDC guidelines. Employers should maintain the confidentiality of the employee health information.
6. All employees should stay home if feeling ill, report any symptoms of illness to supervisor, and all employees are required to notify management of COVID-19 positive case in employee’s household. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical condition) are encouraged to stay home.
7. Staff should wear a cloth face covering (not an N-95 or medical mask, which should be reserved for healthcare workers) when in close proximity or anticipated close proximity to others while at work to help protect against the spread of the virus; however, employees are not to wear them in the water, as doing so could make it difficult to breathe.
8. Staff will be trained on mitigation and safeguards, including social distancing protocol for interacting with customers.
9. Staff will practice recommended social distancing to the greatest extent possible – “Further is safer.”
10. Staggered shifts, breaks, and meals will be implemented to promote social distancing. Congregating in break rooms or common areas will be prohibited in areas of limited capacity or where social distancing of at least 6 feet is not possible.
11. Staff should increase hygiene practices – wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing. Sanitizing stations will be provided in staff areas such as a wash station with soap and running water and/or hand sanitizer.
12. Covered employers and employees should be aware of the federal Families First Coronavirus Response Act, which allows for the paid sick leave or expanded family and medical leave for specified reasons, such as self-quarantining or seeking medical diagnosis for COVID-19 symptoms.

13. A cleaning schedule will be required and defined by the Community Manager and the board. This will also include a log for recording all cleaning activities for each day.
14. Signage will be posted on health policies, including the following documents in the workplace to help educate occupants on COVID-19 best practices:
 - a. CDC guidance to stop the spread of germs
 - b. CDC guidance on COVID-19 symptoms

Tennessee Pledge Guidelines for Consumer Protection including MSRA rules and requirements

1. All visitors must sign the board provided waiver and code of conduct upon first visit to the pool, and records will be maintained for the 2020 pool season. Visitors must also provide a photo ID each visit.
2. Visitors will be screened for illness upon their entry to the pool and must answer the three health questions:
 - a. Have you been in close contact with a confirmed case of COVID-19 in the last 14 days?
 - b. Are you experiencing a cough, shortness of breath, or sore throat?
 - c. Have you had a fever in the last 48 hours?
3. Members will be required to wear masks during check in and while entering the restroom facilities. Masks may be removed by members while seated in their designated zone and when in the pool. Masks are not required for children under 2.
4. Entry and check in will be via the back gate. Exit from the pool will be the front gate.
5. Number of people in the pool area will be limited to 50, including the staff.
6. Planned days of operations: Wednesday -Sunday, Closed Monday and Tuesday.
7. Three shifts per day as follows:
 - a. Shift 1: 10-12
 - b. Shift 2: 1-4
 - c. Shift 3: 5-8(on Sundays, only sessions b and c, no early shift)
8. Fifty people is the maximum number allowed for each shift. Should members exit after 50 is reached, others will not be allowed to enter until the next shift.
9. Members may attend multiple shifts, however new arrivals will have priority over returning members.
10. Pool will be opened 5 days per week (Wednesday – Sunday).
11. The pool deck will be marked for social distanced groupings. Members are not permitted to alter this configuration.
12. Seating will not be provided by MSRA. Members must provide their own seating.
13. Members will be assigned a specific numbered area at check in.
14. Member may not save zones for other families.
15. Members must adhere to the one-way traffic flow indicated on the pool deck.
16. Only one member is allowed in the restroom at a time unless an adult is needed to assist a child. A waiting line will be taped off outside of the building.
17. No pool floats will be allowed except as needed for young children who don't know how to swim.
18. Diving board will be available. A social distanced waiting line will be taped off.

19. Baby pool is limited to one family at a time.
20. The grill will not be available for use.
21. No alcohol allowed on the pool premises.
22. No outside guests allowed, including any outside memberships.
23. No unaccompanied minors may enter the pool.
24. No food or beverages will be sold by MSRA staff.
25. One lane of the pool will be roped off for adults only due to the elimination of "Adult Swim"
26. Hand sanitizing stations will be provided at various areas for member use.
27. All rules and guidelines are subject to change at the board's direction.