

January 10, 2022

To: All Employees  
From: Cris Hogan, President/CEO  
Subject: Hogan's Continued COVID-19 Response



The ongoing COVID-19 pandemic continues to impact our industry and personal lives. Every day last week the State of Utah set a new record for new COVID cases. The number of cases is at an all-time high in the state -- higher than the surge experienced a year ago. (See the graph at the end of this memo.)

**Hogan continues to emphasize the safety and well-being of our employees.** For these reasons and to provide personal protection from severe infection, **we again strongly urge and encourage all employees to be fully vaccinated for COVID-19, including available boosters.**

Please watch this short public service announcement from the Associated General Contractors of America:

- [www.youtube.com/watch?v=a0JAK1SE3lc](http://www.youtube.com/watch?v=a0JAK1SE3lc)

Information about the vaccine, including myths and facts, is available at [coronavirus.utah.gov/vaccine](http://coronavirus.utah.gov/vaccine).

As a reminder, we have authorized paid time off for employees to be vaccinated during work hours.

Coordinate with your supervisor to arrange your specific time off. We have also authorized paid time off for *vaccinated employees* who are required by the local health department to *isolate* for COVID-19, *not for unvaccinated employees*. You can search for a vaccination clinic in your area at [coronavirus.utah.gov](http://coronavirus.utah.gov) or contact Jared Morgan and the HR Department.

In addition to being vaccinated, we remind and urge everyone to follow the basic measures that will help limit the spread of the virus. This is part of being a good neighbor and citizen:

- Wash or sanitize hands properly. (Jobsites provide wash stations and/or sanitizer.)
- Properly wear a mask (cover nose *and* mouth) when near others, especially indoors.
- Cough or sneeze into a tissue or elbow if a tissue is not available.
- Stay home when sick.

The State of Utah has again revised its COVID-19 Business Manual. The new guidelines modify the requirements for *quarantine* (for people who are exposed but aren't sick) and *isolation* (for people who are sick or have symptoms). Under these new guidelines, those who are fully vaccinated against COVID-19 do NOT need to quarantine if they are exposed to the virus. People who are exposed to the virus, but have not been vaccinated must *quarantine*. Refer to the attached summary from the State of Utah for more details.

Quarantine and isolation have a direct impact on productivity on our jobsites. These new guidelines eliminate the risk of *quarantine* due to exposure for those who are vaccinated allowing productivity to continue. We don't want to end up like other businesses who have had to scale back operations due to the number of employees on quarantine or isolation. To that end, **we are implementing the following requirement.** This is effective immediately through the end of January and applies to all work sites, including the office, shops and yards. For details, contact Jared Morgan and the HR department.



- Wear a mask indoors for meetings where there is not room to adequately social distance. Encourage all attendees to do the same.
- Wear a mask when working or associating indoors with another person in close proximity.

In a related matter, we continue to monitor the status of the federal OSHA ETS "Emergency Temporary Standard" requiring mandatory vaccines (or weekly testing) for companies with more than 100 employees. On Friday, the supreme court heard arguments on whether the government has authority to enact this mandate. A ruling has not been released yet, but we expect it soon. We will provide further information and adjust our response as the situation continues to develop. For now, there have been no changes to our policies related to this ETS. This news article headlined "Supreme Court Skeptical of Workplace Vaccine Rule" published Friday gives insights into the Supreme Court's hearing. [ksl.com/article/50323838](https://ksl.com/article/50323838)

**References:**

Where to get tested: [coronavirus.utah.gov/utah-covid-19-testing-locations](https://coronavirus.utah.gov/utah-covid-19-testing-locations)

Where to get vaccinated: [coronavirus.utah.gov/vaccine-distribution/#lhd](https://coronavirus.utah.gov/vaccine-distribution/#lhd)

Official State of Utah Vaccine Information: [coronavirus.utah.gov/vaccine](https://coronavirus.utah.gov/vaccine)

**AGC Videos (password = vax):**

- "It's a brotherhood, a sisterhood..." [vimeo.com/643671214](https://vimeo.com/643671214) (60 sec)
- "I'm going to do my part..." [vimeo.com/652516497](https://vimeo.com/652516497) (90 sec)
- "You don't want to fight this..." [vimeo.com/646969433](https://vimeo.com/646969433) (60 sec)
- "I didn't think it would affect me..." [vimeo.com/642396106](https://vimeo.com/642396106) (60 sec)
- "I almost didn't make it..." [vimeo.com/646188458](https://vimeo.com/646188458) (60 sec)
- AGC public service announcement [www.youtube.com/watch?v=a0JAK1SE3lc](https://www.youtube.com/watch?v=a0JAK1SE3lc) (2:44)

