

PSC Covid-19 Health and Safety Plan

Peninsula Sinai Congregation's Covid-19 Response

The rapid spread of the Covid-19 virus forced the closure and cessation of in-person gatherings throughout our region. Peninsula Sinai Congregation's ("PSC") Reentry Team has and continues to monitor all federal, state and local guidance and orders related to Covid-19 (collectively, "Guidelines"), as well as the latest science about the virus. Effective June 1, 2020, the San Mateo County Health Office published a revised Covid-19 related order easing some of the prior restrictions on the in-person activities of houses of worship.

In compliance with that order, and subsequent revisions, PSC has prepared this Covid-19 Health and Safety Plan (the "Plan") to protect the health and safety of our employees and congregation. PSC's Plan is based on and meant to be in full compliance with all Guidelines. In addition, this Plan is based on the risk assessment of PSC's Covid-19 Medical Task Force of PSC's office spaces and facility use.

As the understanding of Covid-19 evolves and Guidelines are updated, the Reentry Team will update the Plan, and determine the next phase of our reentry and the best time for it. While the Reentry Team will never adopt a policy that is less restrictive than the Guidelines, the Reentry Team may choose to adopt a more restrictive schedule for the resumption of PSC's in-person gatherings. It is also possible that either due to updated Guidelines or due to the assessment of the Reentry Team, PSC will backtrack on re-entry and will become more restrictive. Any changes to the Plan will be done by consulting the Guidelines and in a thoughtful, prepared manner. The Reentry Team will not rush at any stage, and will continue to keep the health and safety of our employees and congregation as the guiding principles to any of our decisions.

This Plan must be carefully followed by all who enter our facilities, including, without limitation, employees, volunteers, contractors, vendors, rental space occupants, congregants, and guests.

Phased Approach to Reentry

The Reentry Team has adopted a phased approach to the resumption of PSC worship services, events and programs (collectively, "Programs"). Upon the recommendation of the Covid-19 Medical Task Force and in compliance with Guidelines, we will move

back and forth between phases. The Reentry Team will communicate any phase-related decision to all employees and congregants as quickly as possible.

Phase Alef (א): All PSC related work and Programs are conducted off-site and offered virtually. The office and facility are closed. Employees may be present in the building, if pre-arranged to be only one person at a time, and only for work that is significantly affected by doing it at home.

Phase Bet (ב): PSC employees, volunteers and tenant employees are allowed to return to PSC's facilities for work, only in numbers that allow for distancing of over 6 feet at all times. No other indoor Programs are permitted. Limited in-person (up to 12-15 participants) *outdoor* PSC organized Programs are permitted.

Phase Gimel (ג): Limited in-person (up to 12-15 participants) *indoor* PSC organized Programs are permitted. Larger in-person (up to 50 participants or the participation number permitted by local guidelines, whichever is fewer) *outdoor* PSC organized Programs are permitted.

Phase Dalet (ד): Larger in-person (up to 50 participants or the participation number permitted by local guidelines, whichever is fewer) *indoor* PSC organized Programs are permitted. *Outdoor* in-person PSC Programs with up to 100 participants or the participation number permitted by local guidelines, whichever is fewer, are permitted.

Phase Hay (ה): *Indoor* in-person PSC organized Programs with up to 100 participants or the participation number permitted by local guidelines, whichever is fewer, are permitted. Unlimited in-person *outdoor* PSC organized Programs are allowed upon permitted.

Phase Vav (ו): No operational restrictions due to the Covid-19 virus.

For the avoidance of doubt, and as further detailed below, until Phase Vav (ו), anyone entering our facilities is required to wear face covering and maintain social distancing of at least six feet.

Reentry Health and Safety Measures

- A. Measures to Keep Employees, Volunteers, Contractors, Vendors and Rental Space Occupants Safe:

A copy of PSC's Social Distancing Protocols and this Plan have been made available to all employees, volunteers, contractors, vendors and rental space occupants who work in PSC's office space or facilities. The Reentry Team will lead one or more mandatory training sessions about this Plan for all employees, volunteers, and rental space occupants.

All employees, volunteers, contractors, vendors and rental space occupants who work in PSC's office space or facilities are required to:

- Conduct daily self-screening at home, no more than 2 hours before coming to PSC, including temperature and Covid-19 symptom checks (i.e., frequent cough, fever, difficulty breathing, chills, muscle pain, headache, sore throat, recent loss of taste or smell, congestion or runny nose, nausea or vomiting, or diarrhea) using CDC guidelines (<https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>).
- Stay home if they have symptoms of Covid-19 as described by the CDC until they are 72 hours without symptoms, regardless of Covid-19 test results.
- Stay home if they have been diagnosed with Covid-19 until cleared by a physician.
- Stay home if the person has been exposed to a household member or someone else who has been diagnosed with Covid-19, until cleared by a physician.
- Wear a face covering, in accordance with the CDPH guidance (https://www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/COVID-19/Guidance-for-Face-Coverings_06-18-2020.pdf). Notwithstanding the foregoing, employees are not required to wear a face covering in their own offices when the door is closed or in the sanctuary when only one person is leading services.
- Maintain social distancing of at least six feet (as further described below in section C).

- Use the PSC provided hand sanitizer and/or practice frequent hand-washing with soap and water for at least 20 seconds.

The Rabbi and Cantor are further required to wear face covering and practice social distancing when interacting with congregants in a pastoral or other professional capacity outside of PSC. In addition, to the greatest extent possible, all such one-on-one or family congregant interactions should be conducted outdoors.

The Rabbi and Cantor can lead services together in the sanctuary so long as face covering and social distancing requirements are observed. Even while wearing a face covering, the Rabbi and the Cantor are asked not to sing or chant while leading services together, in accordance with Guidelines, unless one of them is at the *bima* and the other is at the other end of the sanctuary and wearing face covering.

The Rabbi and Cantor should avoid kissing or touching the Torah scrolls or the mezuzot outside of and within the PSC building. A symbolic gesture in the direction of the Torah scroll or the mezuzah is recommended instead.

B. Measures To Protect Congregant and Guest Health:

All congregants and guests are required to:

- No more than 2 hours prior to arriving at PSC, conduct self-screening at home for temperature and other Covid-19 symptoms (i.e., frequent cough, fever, difficulty breathing, chills, muscle pain, headache, sore throat, recent loss of taste or smell, congestion or runny nose, nausea or vomiting, or diarrhea) using CDC guidelines (<https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>).
- Stay home if they have symptoms of Covid-19 as described by the CDC until they are 72 hours without symptoms, regardless of Covid-19 test results.
- Stay home if they have been diagnosed with Covid-19 until cleared by a physician.

- Stay home if they have been exposed to a household member or someone else who has been diagnosed with Covid-19, until cleared by a physician.
- Wear cloth face coverings (in accordance with CDPH guidance) that cover the mouth and nose (only for anyone over 2 years of age), avoid touching eyes, nose, and mouth, and make sure to wear a clean face covering daily. Congregants and guests are asked to bring their own face coverings, but if they fail to bring one, PSC will have disposable ones available.
- Maintain social distancing of at least six feet (as further described below in section C).
- Use the PSC provided hand sanitizer and/or practice frequent hand-washing with soap and water for at least 20 seconds.
- Avoid kissing or touching the Torah scrolls or the mezuzot outside of and within the PSC building. A symbolic gesture in the direction of the Torah scroll or the mezuzah is recommended instead.

Although it will be disappointing for PSC to have to do so, anyone who is unable or unwilling to meet these measures will be asked to participate in PSC's Programs remotely.

Notwithstanding the foregoing, adults over the age of 65 and people of all ages with certain underlying medical conditions are encouraged not to participate in PSC in-person gatherings until Phase Vav (ו). PSC will continue to offer virtual Programs through Zoom or other technology and we encourage all congregants to attend remotely to the greatest extent possible. The Guidelines will be continuously monitored and the Reentry Team's recommendations altered as circumstances change.

C. Measures To Keep People At Least Six Feet Apart

Beginning with Phase Bet (ב), PSC staff or volunteers will be posted at PSC's doors to ensure orderly entrance into and exit from our facilities and that the maximum number of people allowed in PSC at the relevant phase is not

exceeded. In order to comply with current social distancing orders and guidelines:

- Congregants and guests (other than those who reside in the same household) must remain six feet apart at all times, including while walking, standing or sitting at PSC facilities.
- Congregants and guests may only sit in the sanctuary in areas indicated as appropriate for sitting (i.e., by tape, signs or otherwise). Congregants and guests will be instructed to take seats from front to back and will be dismissed from closest to furthest from the exit.
- Congregants and guests must adhere to the directional foot traffic instructions that require one-way traffic in the halls and in the aisles of the sanctuary, as marked. In addition, congregants and guests will be welcomed and dismissed in an orderly way to maintain physical distancing and minimize cross flow of traffic, to the extent possible.
- Congregants and guests are asked to avoid handshakes, hugs and similar greetings that break physical distance.
- Congregants and guests are asked not to sing or chant during indoor Programs to maintain the effectiveness of the six feet separation requirement.
- Congregants and guests will be required to use PSC's reservation system for Programs to limit the number of people at our facilities at one time.
- All people will be required to adhere to PSC's current one person occupancy requirement (unless from the same household) for use of the restrooms, to allow for physical distancing. In addition, all users of PSC's restrooms are asked to use the provided wipes to wipe off the toilet and faucet surfaces after each use.

Until such time as the Covid-19 Medical Task Force deems it safe, PSC will close play areas and discontinue activities for children where physical distancing

of at least six feet cannot be maintained. This includes in-person, indoor Keshet related activities. In addition, children should remain in the care of those in their household unit and not interact with children of other parties at any time while visiting PSC's facilities. Families are encouraged to explain these requirements to their children before coming to PSC. The Guidelines will be continuously monitored and the Reentry Team's recommendations altered as circumstances change.

Until Phase Vav (i), PSC will not host a Shabbat kiddush luncheon or otherwise serve food or drinks, except as expressly approved by the Covid-19 Medical Task Force. In addition, the water fountain will be unavailable. Even though food and drink will not be available, members are asked not to bring their own food or drinks from home (with the exception of personal water bottles). In addition, PSC will not sponsor potlucks or similar family-style eating and drinking events that increase the risk of cross contamination.

Also until Phase Vav (i), for the safety of congregants and guests, whenever possible PSC will endeavour to shorten services to limit the length of time congregants and guests spend at the facilities. Congregants and guests are also encouraged to minimize socializing before and after Programs.

D. Measures To Increase Sanitization

In an effort to maintain the cleanliness and safety of our physical space, the PSC facility was completely and thoroughly sanitized before employees returned to work. PSC will continue to maintain this baseline of cleanliness by:

- Frequently disinfecting all high traffic and high-contact surface areas (i.e., door knobs, toilets, and handwashing facilities).
- Providing hand sanitizer, soap and water, or other effective disinfectant at or near all doors within and at entrances of PSC's facility.
- Cleaning and sanitizing shared touchable surfaces and equipment (such as copiers, fax machines, printers, telephones, keyboards, staplers, surfaces in reception areas, shared workstations, etc.) between each use. Each person using shared equipment is expected to disinfect it before and after such use. PSC further encourages employees to avoid sharing

phones, other work supplies, or office equipment whenever possible, and never to share face coverings.

- Ensuring that sanitary facilities stay operational and stocked at all times.
- Disinfecting microphones, music stands, instruments, and other items on pulpits and podiums between uses.
- Using products approved for use against Covid-19 on the Environmental Protection Agency (EPA)-approved list. PSC will use disinfectants labeled to be effective against emerging viral pathogens, diluted household bleach solutions (5 tablespoons per gallon of water), or alcohol solutions with at least 70% alcohol that are appropriate for the surface.
- Removing items that are difficult to clean and sanitize from meeting areas.
- Maintaining PSC's air filtration and ventilation systems. In addition, PSC will run the ventilation system to introduce fresh outside air. If possible and deemed safe, PSC will also open windows.
- Discontinuing our collection of lost-and-found items. Items left behind at PSC must be claimed the same day or they will be discarded.

PSC encourages all congregants and guests to bring their own tallitot, kippot and other worship objects. Until it is deemed safe to do so, PSC will not provide these items for shared use.

PSC will continue using siddurim during Programs. As a congregant or guest enters PSC, that person will be directed to pick up a siddur from an easily accessible area designated for clean siddurim. PSC asks that such congregant or guest only use or touch this siddur during the entire service and avoid sharing the siddur with anyone other than someone from the same household. At the conclusion of the Program, such congregant or guest will be directed to place the siddur in an easily accessible area designated for used siddurim. It is PSC's intention that the use or other handling of each siddur will be limited to once a week. Based on available guidance, PSC believes that by following these measures, the books will be decontaminated before they are next used. When possible or if preferable, PSC will provide printed copies of the siddur prayers

that can be recycled or taken home by congregants and guests. Without limiting the foregoing, PSC encourages congregants and guests to bring their personal siddurim for use during Programs.

E. Signage:

PSC has posted signs at each public entrance of PSC and in several other high traffic areas informing all congregants, employees and others who have business with PSC that they should: avoid entering the facility if they have Covid-19 symptoms, maintain a minimum six-foot distance from one another, sneeze and cough into a cloth or tissue or, if not available, into their elbow, wear face coverings, as appropriate, and not shake hands or engage in any unnecessary physical contact. These signs are meant to be reminders of each individual's personal responsibility for keeping our community healthy and safe.

F. Contact Tracing:

In accordance with all Guidelines, PSC will:

- Maintain attendance records of all people who participate in PSC Programs, whether indoor or outdoor, or otherwise enter our facility. PSC will keep such records for no less than four weeks after such interaction. Six weeks after each Program, PSC will destroy the participant records related to such Program.
- Implement the necessary processes and protocols when a workplace has a Covid-19 outbreak, in accordance with CDPH guidelines (<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Workplace-Outbreak-Employer-Guidance.aspx>).
- Notify local health officials if a person diagnosed with Covid-19 has been in PSC's facility and communicate with employees, congregants and any other relevant people about potential exposure, while maintaining

confidentiality as required by the [Americans with Disabilities Act \(ADA\)](#) or other applicable laws and in accordance with religious practices.

- Advise those with [exposure](#) to a person diagnosed with Covid-19 to [stay home and self-monitor](#) for symptoms, contact their physician and follow physician and [CDC guidance](#) if symptoms develop.
- Close off areas used by the person with Covid-19 and not use the area until after cleaning and disinfection.
- Advise employees, volunteers, contractors, vendors and rental space occupants, congregants and guests with [symptoms](#) of Covid-19 or who have tested positive for Covid-19 not to return to the facility until they have met CDC's [criteria to discontinue home isolation](#).

In the event a person who has attended a PSC Program tests positive for Covid-19 within 14 days of such service or Program, such person is requested to promptly notify PSC at health@peninsulasinai.org. PSC will notify the local health department, share with them the relevant attendance records and contact numbers, and follow their recommendations. PSC will also notify all participants of the Program that they might have been exposed to the Covid-19 virus. The other participants will be encouraged to notify their physician, stay home, monitor for symptoms and follow all Guidelines for possible Covid-19 exposure. Under no circumstances will the identity of the person who tests positive be divulged to other participants. Although the identity of the person diagnosed with Covid-19 will remain confidential, PSC will consider anyone who attended the same Program a possible close contact. PSC will use the CDC definition of "close contact."

The objective of this Plan is to promote and protect the health and safety of PSC's employees, volunteers, contractors, vendors, rental space occupants, congregants and guests. However, no measure can be absolutely effective. Therefore, PSC will require any person who registers or otherwise participates in a Program to sign a Waiver and Release of Liability, Assumption of Risk and Indemnity Agreement.

G. Security:

Beginning with Phase Alef (א), the Reentry Team will notify Foster City police of PSC's intention to resume in-person gatherings and ask the police to visit PSC's facility before such gathering, and regularly thereafter.

Periodic Compliance Review

This Plan will be periodically reviewed and updated to ensure compliance with all Guidelines, and to reflect the latest scientific information about Covid-19. In addition, PSC will regularly evaluate the office space and facilities for compliance with the Plan and document and correct deficiencies identified.

The following people are responsible for implementing the Plan and can be contacted with any questions:

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