



# Important changes to our company's COVID protocols

**Effective March 1, 2022**

## Overview

*What's changing:*

1. Wearing a mask and keeping distance inside DTE facilities are optional but no longer required except in special circumstances as detailed below.
2. People will no longer complete daily health screening forms (Fast Pass) unless required by state/local regulations.
3. In person events no longer need to be approved by Don Adams.

*What's not changing:*

1. Contractor employees must still report COVID-19 illness and exposure to DTE Medical Services (313.566.4480) and follow their directions for quarantine and contact tracing.
2. The timeline for being able to work from DTE's headquarters has not changed. Contractors shall not attempt to enter DTE's headquarters without being directed to do so by DTE.

For questions about our company's COVID safety protocols, please contact [Don Adams](#), safety and health expert, Corporate Safety.

## Details on COVID protocol updates

*Context:*

- **We will continue to put people's health and safety first in everything we do at our company.**
  - That means we will continue to adjust COVID safety protocols as needed, which may include reverting to more stringent requirements as conditions change at specific locations or across our company.

- COVID-19 infection and hospitalization rates continue to rapidly decrease within our DTE family and across the U.S., and at least 75% of employees are vaccinated, which reduces their risk of catching and transmitting COVID-19 and greatly reduces their risk of severe illness from COVID-19.
- Our company’s pandemic Incident Command (ICS) leaders continue to monitor recommendations from the Centers for Disease Control (CDC), Michigan Department of Health and Human Services (MDHHS) and other public health experts.
  - On Feb. 16, the MDHHS [updated its masking guidance](#), expiring its public health advisory on masking indoors in public settings, including schools.
  - On Feb. 25, the CDC [updated its guidance](#), establishing metrics for COVID-19 community levels by county and, in general, addressing masking, testing, staying up-to-date on vaccinations, and referring high-risk individuals to personal physicians as the key preventative steps. The new metrics primarily focus on protecting those at the highest risk of severe illness and minimizing stress on our country’s healthcare system.
  - As of Feb. 24, with the exception of 17 counties, Michigan is at low or medium COVID-19 community levels across the state. More than half of all U.S. counties, where more than 70% of Americans live, are also in areas of low or medium risk according to the CDC.

*DTE COVID-19 safety protocol updates:*

Therefore, DTE’s ICS leaders have implemented the following changes to DTE’s COVID-19 safety protocols, effective Tuesday, March 1.

- **Business units may implement more stringent protocols based on business needs or circumstances. For example, distancing may be required during plant outages. Check with your DTE representative if you have questions.**
1. Wearing a mask is no longer required except in special circumstances. People may choose to wear a mask, and those with a higher risk of serious illness are strongly encouraged to consult with their doctor when making masking decisions. Special circumstances include:
    - a. People in Quarantine Protocols as directed by DTE Medical Services must wear a mask.
    - b. People must wear a mask in high-risk congregate settings such as nursing homes, health care facilities, jails and shelters (N95, KN95, FFP2, or surgical/procedural mask).
    - c. People must **offer** to wear a mask inside customer homes, and wear one if the customer requests it.

2. Social distancing is encouraged but not required in DTE facilities. Employees may choose to continue distancing from others at their discretion as an additional measure for minimizing COVID-19 or other respiratory illness transmission.
3. People no longer need to complete the Fast Pass daily health screening; however, people who test positive, are symptomatic, or have been exposed to someone with COVID-19 must continue to call DTE Medical Services (313.566.4480) and not report to work until they are cleared by Medical Services staff.
4. In person events or gatherings no longer need to be pre-approved by Don Adams.

While these changes will be great news to many, it's important to understand that some may feel uneasy about working around coworkers who choose not to wear a mask. As always, we are making these protocol changes because we believe, based on expert guidance, that the health risk reduction from universal indoor masking and distancing no longer outweighs the safety benefits from enabling individuals to choose not to wear a mask if they find it enables them to have greater focus on their work or communicate more effectively. Please show caring for your DTE partners by being understanding and considerate of their situations, including keeping distance from people who ask you to keep distance.

Public health experts agree that getting vaccinated and boosted greatly reduces people's risk of becoming seriously ill with COVID-19. With the Omicron variant of COVID-19, boosters are more important than ever, and future boosters will likely continue to be very effective in preparing our immune systems to fight future variants. DTE strongly encourages employees to stay up to date on all vaccinations, and to securely report all their COVID-19 vaccinations and booster shots to DTE Medical Services (<https://dteenergyprod.service-now.com/spdtemedicalservices>) for the best and most efficient care if an employee must contact Medical Services.

**Let's continue to be role models for working together to stay safe and serve our customers, communities, and each other.**