New Member Spotlight:
Queen B Bold Baskets & Bags LLC

Featuring:
Networking Tips with Women’s Business Alliance

Plus: Steps to take when an employee gets COVID

Teresa King, Esquire, LLC presents

Semi-Annual

CHAMBER CORNHOLE CHALLENGE
March, 16th • Southdown Plantation • 3-7 PM
The TGMC Wellness for Life team will work with you to keep your greatest asset, your employees, healthy and happy! Our Corporate Wellness Program will help control rising healthcare costs by improving your employees overall health, which leads to a more productive workforce and a boost in morale. Having a wellness program in place has also been proven to reduce absenteeism, injury and illness. Onsite wellness screenings could be covered by your health insurance at 100% with NO OUT OF POCKET EXPENSE!
Think differently about employee health and happiness.

Call 985.850.6208 or visit TGMC.com
MARCH:

3/2 CHAMBER DEVELOPMENT COMMITTEE MEETING
Chamber Office/Virtual | Noon

3/4 CHAMBER GOVERNMENT ACTIVITIES & ECONOMIC DEVELOPMENT COMMITTEE MEETING
Chamber Office/Virtual | 9:00 a.m.

3/9 CHAMBER SMALL BUSINESS DIVERSIFICATION TASK FORCE COMMITTEE MEETING
Chamber Office/Virtual | 9:00 a.m.

3/16 TERESA KING ESQUIE, LLC PRESENTS THE SEMI-ANNUAL CHAMBER CORNHOLE CHALLENGE
Southdown Plantation Buquet Pavilion | 1208 Museum Drive | 3:00 p.m. to 7:00 p.m.

3/16 CHAMBER COMMUNITY DEVELOPMENT COMMITTEE MEETING
Chamber Office/Virtual | 8:30 a.m.

3/18 WOMEN’S BUSINESS ALLIANCE BREAKFAST
Featuring Rise Above Media on Social Media Resources
Chamber Office/Virtual | 8:30 a.m.

3/27 SOUTHDOWN PLANTATION’S MARKETPLACE ARTISAN CRAFT SHOW
1208 Museum Drive, Houma | 8:00 a.m. to 4:00 p.m.

3/30 GENERAL MEMBERSHIP LUNCHEON
Featuring Dr. Chip Riggens, Louisiana Department of Health
Sponsored by Thibodaux Regional Health System
The Marriott of Houma, 142 Library Drive | 11:30 a.m. to 1:00 p.m.

For more information about any Chamber event
call (985) 876-5600 or email info@houmachamber.com.
Please visit www.houmachamber.com to register and to keep updated on any changes.
Please note all event details are subject to change depending on current COVID restrictions
and the Chamber always abides by restriction guidelines.

IN THIS ISSUE:
Happy spring! In this issue, learn about new member Queen B Bold Baskets & Bags, LLC.
In celebration of National Women History month, we’re featuring an article by
Women’s Business Alliance. Plus check out news from our members, and read
“Take These 5 Steps When an Employee Gets COVID-19” from SHRM!
TGMC honors Outstanding Scholars and Distinguished Athletes of the Month

Terrebonne General Medical Center is proud to honor student scholars and athletes each month. The awards are presented to juniors or seniors from the seven accredited LBOE schools in Terrebonne Parish. Each recipient receives:

January 2021 recipients are Chloe Clemons (Outstanding Scholar from Vanderbilt Catholic) and Taylor Webb (Distinguished Athlete from Houma Christian). You can view the interview video with Chloe Clemons at https://www.youtube.com/watch?v=18URqgythEs and the interview video with Taylor Webb at https://www.youtube.com/watch?v=hoCPLqByqVs.

Uniting community and building a stronger Terrebonne.

Chamber Connected!

Chamber Strong!

Teresa King Esquire, LLC presents the Semi-Annual Chamber Cornhole Challenge. Tuesday, March 16th at Southdown Plantation's Buquet Pavilion from 3-7 PM! Visit www.houmachamber.com for more information & to register your team!

Women's Business Alliance

Thursday, March 18th
Chamber Office // 8:30 AM
Topic: Social Media Resources
Speaker: Heidi Guidry with Rise Above Media

Join WBA for breakfast, networking, and learn how you can improve your business's social media presence! Visit www.wbahouma.org to register!

General Membership Luncheon

Tuesday, March 30th
11:30 AM- 1:00 PM
Courtyard by Marriott | 142 Library Drive

Featuring: Dr. Chip Riggins, Louisiana Health Dept.

Sponsored by: Thibodaux Regional Health System

Seating is limited due to COVID restrictions. Registration is $25 and the deadline is Wednesday, March 24th. Call (985) 876-5600, email info@houmachamber.com, or visit www.houmachamber.com to register.
From the office of FEMA: How Survivors Can Appeal FEMA’s Finding of Ineligibility

Survivors from Hurricane Zeta who received a letter saying they were ineligible for FEMA assistance can appeal. Sometimes FEMA just needs more information. There may be issues with your application that can be resolved quickly and easily, enabling you to receive assistance. So read the letter carefully.

Not everyone who applies will necessarily qualify for a FEMA grant. They are based on needs. The amount and type of housing assistance you receive might be different from the assistance your neighbor receives, even though the damage is similar. Applicants for FEMA assistance are evaluated on a case-by-case basis.

Should you disagree with FEMA’s decision and wish to appeal, here are some tips:

An appeal should be filed in the form of a letter on paper within 60 days of the date of the determination letter. In the appeal, explain in writing why you disagree with the decision.

Make sure to include the following:
- Your full name, date of birth and current address;
- Your nine-digit FEMA registration number on each page;
- Your and/or any co-application’s signature and the date of submitting the appeal.

FEMA can review its decision in some cases if you:
- Provide documents from your homeowners’ insurance company showing that your coverage or settlement is insufficient to make essential home repairs, provide a place to stay, or replace certain contents. FEMA cannot duplicate homeowner or renter insurance benefits but may approve assistance if your property is uninsured or under-insured.
- Provide documents proving the damaged home or rental was your primary residence, such as utility bills, driver’s license or lease.
- Provide documents such as mortgage or insurance documents, tax receipts or a deed. If you do not have a deed, you may obtain a copy at the parish offices in which your property is located.
- To further support your appeal, your documentation might include:
  - Your contractor’s estimate for hurricane-related home repairs;
  - Receipts for repairs, replacements and clean up; and
  - Other proof of your disaster losses, such as photographs of the damage to your home and appraisals and photographs of furniture and other personal property.

There is no fee to file an appeal, and you do not need a third party to represent you. If you choose to have a third party submit an appeal on your behalf, the appeal letter must be signed by the third party. Include a statement signed by you authorizing the third party to appeal on your behalf.

Mail your appeal letter to FEMA-Individuals & Households Program, National Processing Service Center, P.O. Box 10055, Hyattsville, MD 20782-8055.

Appeal letters and supporting documentation also can be uploaded to your account if you opened one at DisasterAssistance.gov, or you can fax to 800-827-8112.

It is recommended if you use a relay service such as your videophone, InnoCaption, or CapTel, you provide your specific number assigned to that service. It is important that FEMA can contact you. Phone Calls from FEMA may come from an unidentified number.

Port of South Louisiana Donates to Nicholls Farm to Support Coastal Restoration

The Port of South Louisiana donated $8,000 to the Nicholls Farm for the fifth year in a row to advance research in coastal restoration.

“If we don’t start taking care of our coast, then when these students get to be my age there won’t be a Thibodaux or Nicholls State University,” said Paul Aucoin, executive director of the port.

The funds will be used to produce native coastal plant materials for restoration projects, support student coastal research projects and help with the maintenance and upkeep of the farm.

“Support from organizations like the Port of South Louisiana is absolutely critical for our native coastal plant materials program,” said Dr. Allyse Ferrara, distinguished service professor and Jerry Ledet Endowed Professor of Environmental Biology. “Without support from the Port, we would not have the ability to hire students to maintain the farm and produce plants for restoration projects, and we would lose an important source of supply funds for the farm. We very much appreciate the support we have received from the Port and look forward to continuing this valuable relationship.”

Plants used for Nicholls restoration projects are grown at the 277-acre Nicholls Farm, which is located three miles south of the main campus. The property serves as an environmental research and education center for Nicholls and other partners. Among the farm’s features are labs, classrooms, greenhouses, shade houses, storage barns and a 7.5-acre pond for wetland plant production.

Nicholls biology students and faculty have spearheaded coastal restoration efforts through the farm by growing and harvesting nearly 35,000 plants at the farm and replanting them along the coast.

The Nicholls Farm will play a key role in the University’s growing commitment to restoring coastal Louisiana. Public-private partnerships are helping the university rebuild a bridge that will expand Faculty access to farmland which can be used to plant rare and native Louisiana plants. Additional plans include expanding research and educational capabilities at the Farm, and for the site to partner with the planned Nicholls Coastal Center for coastal research.

As America’s largest tonnage Port district, the Port of South Louisiana is the premier sea gateway for U.S. export and import traffic. Headquartered in LaPlace, the Port of South Louisiana stretches 54 miles along the Mississippi River and is the largest tonnage port district in the western hemisphere. The stretch of river contains 67 industries and supports 30,000 jobs.
Nicholls State University Spring Enrollment Highest in a Decade

Nicholls State University’s Spring enrollment is at its highest in a decade, thanks to a sharp increase in graduate students. The number of students on campus as of the 14th class day is 6,165, up 60 students from last spring. This is the highest spring enrollment since 2011 and the sixth consecutive year-to-year enrollment increase. “I am excited and encouraged to see our enrollment continue to climb, even as we grapple with a pandemic that has affected our daily lives for nearly a year now,” said Dr. Alex Arceneaux, executive vice president for enrollment and external affairs. “Our students, faculty and staff continue to prove how resilient they are in the face of this pandemic, and their resolve has set us up for continued success now and in the foreseeable future.”

While Fall semester enrollments are impacted more by the addition of new students, spring semesters are affected by the retention of those students. This spring, fall-to-spring retention was 82.6 percent.

As the economy recovers from the global COVID-19 pandemic, students are bolstering their resumes by enrolling in graduate school. Graduate-level students increased 6.8 percent from last Spring, and the 646 students are the highest spring total since 2016. MBA enrollment is up 57.1 percent, and nursing graduate enrollment is up 50.4 percent. Nicholls Online enrollment is up by 31.3 percent compared to last Spring.

Synergy Bank Board of Directors Announces New Banking Officers

Synergy Bank’s board of directors recently named Wayne Robinson and Katie Portier as Officers of Synergy Bank. The announcement was made by Jerry P. Ledet, Jr., Synergy Bank President.

Wayne Robinson is a 2003 graduate of South Lafourche High School. Mr. Robinson serves as the Gray Office Manager and Consumer Lender. He has 12 years of banking experience, previously holding the positions of Assistant Branch Manager and Loan Assistant, Credit Analyst, Administrative Loan Assistant, and Teller. Mr. Robinson is a member of the Terrebonne Men’s Carnival Club and is a Thibodaux United Competitive Soccer coach. He has previously served as a Thibodaux Chamber of Commerce Ambassador.

Katie Portier is a 2005 graduate of Terrebonne High School and received her bachelor’s degree in Mass Communication: Public Relations from Nicholls State University in 2009. Mrs. Portier has 11 years of marketing and non-profit experience. She currently serves as the bank’s Marketing Director and has previously served as the Marketing Associate. She is a member of the Rotary Club of Houma and Junior Auxiliary of Houma.
Melissa Clark is owner of Queen B Bold Baskets & Bags, LLC. They are located in Houma and specializes in customized gift baskets for all occasions! Visit them on Facebook at www.facebook.com/QueenBbaskets or call (985) 232-2224 to order a gift for your loved ones!

When you need the perfect gift for a holiday or a special occasion, to show love and support, or a “just because” gift, Queen B Bold Baskets makes gifting easy! Melissa was born in Michigan and raised in Terrebonne Parish. She loves to assemble the baskets and her favorite part about her small business is seeing the amazement of her customers when they see their baskets. The most challenging aspect of her business is when she can’t find products that are requested.

Her clients love that her products are personable. Queen B Baskets allow customers to personally choose any products and Melissa will find a way to fulfill it! They can include anything you can imagine; spa products, candy, snacks, even intimate items!

Queen B Bold Baskets & Bags joined the Houma-Terrebonne Chamber of Commerce to network and to meet new people. Melissa plans to become involved by attending meeting, events, and to support the organization. He visions her small business to grow to have her own gift store and to be a well-known part of the business community. Welcome to the Chamber!
Meet a CASA

CASo of Terrebonne would like to introduce CASA Volunteer, Emily Gilmore. Born and raised in Houma, Emily attended Nicholls State University, where she and her husband met. She has been married for 30 years and has two children.

As an elementary educator for 30 years, Emily has taught children from many walks of life and has lost sleep over the safety, health, and family-life of prior students through the years. Her heart always went out to the struggling families and their children. She stated that she found out about CASA from Facebook. After some research, she concluded that CASA was a productive outlet to advocate for the children and families she wanted to help at school.

Emily has been a CASA Volunteer for two and half years and is still advocating on her first case. She states that her CASA experience has been rewarding. She’s traveled hours to maintain communication and in-person visits with her CASA child. She spent one evening in the hospital watching “Mrs. Doubtfire” when her CASA child had no other visitor. She answered the phone when there was no one else to answer. Advocating for her CASA child has brought tears of joy, as well as tears of sadness. Emily states, “she wouldn’t trade her CASA experience for anything.”

In January, Emily partnered with fellow CASA Volunteer Amber Berry for her second case. They partnered to advocate for a family with four children. Emily became a CASA after her children were mostly grown and felt she had more time to advocate for a CASA child. She states, “Looking back, I could have become a CASA earlier in my life.” Emily continues, “doing something to make a difference in a child’s life is always better than doing nothing to help a child.”

Just like Emily, you can be the voice of a child in foster care. For more details, contact CASA of Terrebonne at 985-876-0250 or visit our website at www.casaofterrebonne.org

Fill out the online application to join our next training class beginning April 19, 2021.

64th Annual Terrebonne “Teenager of the Year” Program

The American Legion 2020 Terrebonne Parish “Teenager of the Year” presentation will not be presented in person this year due to restrictions during the current pandemic. Instead, awards will be presented to the students at their respective schools.

This year, thirty nominees from the seven Terrebonne Parish high schools and the Home School Association are recognized for their volunteer services to their respective school, faith and civic communities.

Selection of the outstanding Teenager and Educator is made through a blind review process by a committee of veterans, past American Legion Commanders, and educators from TFAE. The following individuals were selected:

Mackenzie Vordick - Teenager of the Year, HL Bourgeois High School
Bryce A. Fonseca - Essay of the Year, Messiah Montessori
Jennifer Breax - Educator of the Year, Houma Christian School

The American Legion would also like to thank the corporate and individual sponsors: TGMC Community Sports Institute, Claudet Properties, LLC; Terrebonne Parish Consolidated Government, South Louisiana Bank, Terrebonne Foundation for Academic Excellence and the Houma-Terrebonne Chamber of Commerce; and the many other corporate sponsors.

Further information can be obtained from Lee Shaffer (985-804-2265 – Lshaffers@aol.com).

Submitting Your Articles for Member News in Focus

Our Member News section of the Focus is a great way for Chamber members to promote your event or project, and to announce special awards or certifications. Word Document articles of 250 words or less may be submitted to info@houmachamber.com by the 1st of each month for publication in the following month’s newsletter, space permitting.

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Bayou Community Foundation Awards $2,000 Grant for Cut Off and Houma Food Banks

As part of its ongoing efforts to fight hunger in Lafourche and Terrebonne Parishes, the Bayou Community Foundation (BCF) recently awarded a $2,000 grant to Second Harvest Food Bank to expand food distribution at two of its partner food pantries in the Bayou Region.

With the grant, Second Harvest has purchased a freezer, refrigerator and shelving for the Catholic Community Center food pantry in Cut Off and the Caritas Food Pantry on the campus of Holy Rosary Catholic Church in Houma, which will allow both sites to provide meat, perishable foods and more packaged food items to needy residents.

“Our Lafourche and Terrebonne communities were already experiencing rising food insecurity among residents before the pandemic. Over the past year, that need has grown significantly and our local food banks are working diligently to fill the food gap,” said BCF President Henry Lafont. “We are pleased to award this special grant to Second Harvest to help these two local food banks feed more families right here at home.”

The $2,000 BCF grant was made possible by contributions to the Foundation’s Second Harvest Fund, designed to lead the fight against hunger and build food security in Terrebonne, Lafourche and Grand Isle.

“There is a big need for fresh food and groceries in our Bayou parishes. We are grateful for the support from the Bayou Community Foundation to serve more hungry families, children, and seniors in Cut Off and Houma,” said Natalie Jayroe, President and CEO of Second Harvest Food Bank.

The Catholic Community Center in Cut Off became a Second Harvest food pantry partner in 2020 and serves about 100 families per month. As a Second Harvest partner, the Center has access to more food resources, enabling it to serve even more residents. BCF grant funds were used to purchase a freezer for the food pantry.

Catholic Charities of the Diocese of Houma-Thibodaux recently opened the new Caritas Food Pantry in east Houma, where many of the city’s homeless are located and where many residents face barriers to transportation. The pantry will serve approximately 500 families per month. A refrigerator and shelving were purchased with BCF grant funds.

“The Caritas Food Pantry has only been open for a few weeks, and the demand for food assistance has been tremendous,” said Catholic Charities Executive Director Nicole Bourgeois. “We are grateful to Bayou Community Foundation and Second Harvest for helping us meet the needs of our homeless and hungry in east Houma.”

For more information on the Bayou Community Foundation or the Second Harvest Fund, visit www.BayouCF.org or contact Coordinator Jennifer Armand at ArmandJ@BayouCF.org.

2021 Marks 70th Anniversary for Fletcher

Throughout 2021, Fletcher Technical Community College is celebrating 70 years of their provision of education and service to the Bayou Region. The 70th anniversary logo was unveiled during convocation to faculty and staff on January 11. It will be used throughout 2021, and a number of special events for alumni, students, and the community are planned. Specific details will be announced as the dates draw closer.

Fletcher Technical Community College was originally established as South Louisiana Trade School in 1948. Classes were held on St. Charles Street in Houma. After name changes in 1977 and throughout the 1990s, the college was named L.E. Fletcher Technical Community College in 2003. Mr. F. Travis Lavigne, Jr. served as the chancellor of this new organization.

In 2012, Fletcher opened the doors to a new campus in Schriever, Louisiana. Three years later, the college launched a capital campaign to build a Workforce and Career Center through Act 360, a statewide initiative to improve Louisiana college facilities.

Dr. Kristine Strickland was named Chancellor in 2016, following Mr. Lavigne’s retirement in 2014. In 2018, Fletcher was part of a realignment of South Central Louisiana Technical College. Through that alignment, Fletcher gained facilities in Galliano and Thibodaux.

Two highlights from 2020 include being named in The Chronicle of Higher Education as a Best College to Work For, and the announcement that the Fletcher Falcon Enterprise Corporation received a $2.1 million grant from the U.S. Department of Commerce’s Economic Development Administration to build a new nursing training facility.

“Our college community is thrilled to announce the kick-off of our 70th anniversary year,” commented Fletcher Chancellor, Dr. Kristine Strickland. “Fletcher Technical Community College has continued to serve our community through the continued evolution of our training and curriculum. We celebrate the tremendous impact our institution has had on our community and look forward to continuing the tradition of excellence. We look forward to celebrating with everyone this year!”

Danos Wins Production Operations Contract

Danos has been awarded a multi-year contract for production operations with a major oil and gas producer in the Gulf of Mexico. As a result, Danos has transitioned 107 personnel to the company’s employment over a 30-day period with zero safety or operational issues. The contract began in October, and the employee transition was completed on November 9.

Danos will be providing traditional production service operations and maintenance personnel, such as operators, shipping and receiving clerks, and electricians. Many of the positions are located offshore in the Gulf of Mexico, as well as at the customer’s Lafayette warehouse.

“Our production services team is second to none,” said Owner Paul Danos. “In the last few years, we have successfully completed over 10 contract transitions, representing over 1,300 people. I am proud of our team and their ability to remain in lockstep with our customers’ needs.”

Danos has over 2,100 employees working in the Gulf of Mexico, South Louisiana, the Permian and Delaware Basins, the Eagle Ford Shale and the Marcellus Shale.
The Art of the Schmooze; Networking Takes Preparation and Practice

By Katherine Gilbert-Theriot

Women’s Business Alliance of the Bayou Region

Call it the schmooze. Call it circulating. Call it a meet and greet.

Call it networking. The Women’s Business Alliance of the Bayou Region (WBA) has networking time built into the agenda of its breakfasts, luncheons and evening socials. The Houma-Terrebonne Chamber of Commerce (of which WBA is a member) does, too. Wait – you’re not familiar with the WBA? Well, let me explain.

The WBA works to enhance women’s lives by empowering them in personal and professional endeavors. We bring inspirational and educational speakers to our membership, raise funds for college scholarships and annually honor a leader in the community who has consistently worked to inspire women to achieve their full potential.

Mixing and mingling with colleagues (or those with whom you want to be colleagues) has been called “the most important thing” for women in their careers. But, frankly, it benefits everyone.

You may think, “I’m networking; I go to the luncheons.” But are you making the most of those events? Do you sit with friends and chat among yourselves, or do you also widen your circle by introducing yourself to people you don’t personally know?

Networking well isn’t just about reaching for the next rung on your career ladder. It can lead to removal of barriers – like discomfort when talking to senior leaders, for example. It can be a self-esteem and confidence builder, leading to solving of problems and building of alliances.

But how to do it?

Make a plan: Think about why you are going to attend, who you may want to speak with and what topics you’re going to discuss.

Think about who is likely to be in attendance, based on the organization and venue: Do a little reconnaissance to learn about a few people likely to attend – not just their business position, but also outside of the job. Do they sit on a volunteer board or have children in sports?

Take time to read: Read not only about your own industry but also about the community and world around you. Use that information to draw parallels between events and their potential effects. This allows for easier conversations, ice breakers and opportunities to gain perspective from someone else’s viewpoint or experiences. Seek to learn something from each person with whom you chat. Soliciting opinions also leaves behind feelings of appreciation and value with your networking target.

In the thick of it: Look for commonalities, shared experiences from which to build deeper connections. Don’t feel like you must make a sales pitch but be ready with a brief explanation about your company (see the WBA explanation above) and your role, and maybe a recent success; let your passion for it show. The opportunity to further that conversation into a proposal or sale may present itself afterward. People tend to do business with those who make them comfortable, whose company they enjoy. So, don’t monopolize the conversation; turn it back onto the other person – and be genuine. Listen to that person’s answers.

Don’t focus solely on one person in the room. Short conversations are not only respectful of someone’s time and other people’s interests, but also offers opportunity for reflection and reasons to follow up with someone for further discussion. But don’t feel like you must chat with every person in the room, either. That’s difficult even for the host – who should at least greet everyone -- to accomplish.

Be flexible. For all your prep work, none of the information you prepared may come in handy – except that it gave you a feeling of confidence to walk into the room.

Follow up: Always ask for contact information for your new alliances. Within a few days, send a quick note of thanks for advice or invitation to coffee, share an article that person may find interesting (based on your previous conversation) or follow up through LinkedIn, Alignable or some other channel. And smile as you walk into your next networking opportunity.

Will it be at the WBA’s breakfast featuring a discussion on social media/marketing in mid-March? (Yes, masks and social distancing will be encouraged.) Membership is a terrific value for your dollar. Check us out on Facebook or at www.wbahouma.org.

Katherine Gilbert-Theriot is secretary/co-chair of WBA’s communications committee and director of business retention and expansion for Terrebonne Economic Development Authority.
Take These 5 Steps When an Employee Gets COVID-19

NANCY CLEELAND

The bad news might come from a phone call or a routine screening at work. Either way, on learning that an employee has tested positive for COVID-19, employers should act immediately to ensure the safety of the employee's co-workers and comply with all applicable laws.

Based on guidance from the U.S. Centers for Disease Control and Prevention (CDC) and the Occupational Safety and Health Administration (OSHA), as well as the advice of attorneys who've already guided clients through a COVID-19 response, here are five basic steps to take in the aftermath of an employee's COVID-19 diagnosis.

1. Send the employee home to quarantine.
   If the employee is at work and does not require urgent care, tell him or her to contact a health care provider and quarantine for at least 10 days. Even if the employee shows no symptoms, he or she may still be able to spread the virus during that time frame, according to the CDC.

2. Vacate (if possible) and clean areas recently used by the employ-ee.
   Clean and sanitize workspaces and common areas that were used by the infected employee in the days prior to diagnosis. The CDC has issued guidance for cleaning and disinfecting such areas, including recommendations for cleaning materials. (A tip from the agency: If approved cleansers are not available, one-third cup of bleach added to one gallon of water works just fine.)

3. Determine when the employee may return, but not by testing alone.
   The CDC advised employers not to require a negative COVID-19 test before employees return to work, but instead to follow these guidelines:
   • Those who never develop symptoms can end isolation 10 days after testing positive.
   • Those with moderate to mild symptoms can end isolation after 10 days if at least 24 hours have passed without a fever and other symptoms have improved.
   • Those with severe symptoms may need to continue isolation for a full 20 days or longer.

4. Determine when the employee may return, but not by testing alone.
   The CDC advised employers not to require a negative COVID-19 test before employees return to work, but instead to follow these guidelines:
   • Those who never develop symptoms can end isolation 10 days after testing positive.
   • Those with moderate to mild symptoms can end isolation after 10 days if at least 24 hours have passed without a fever and other symptoms have improved.
   • Those with severe symptoms may need to continue isolation for a full 20 days or longer.

5. Record the infection if it is work-related and report it to OSHA if required.
   Employers must record all work-related employee COVID-19 cases on their OSHA 300 logs, but determining whether a case is work-related is often challenging. In late May, OSHA clarified that a case should not be considered work-related if there is an alternative explanation for how the employee contracted the virus. A case is more likely to have been contracted at work if there is a cluster of positive employees or an employee tests positive soon after exposure to an infected co-worker.

6. Communicate.
   As always, employers should check state health and safety laws for any variations. For example, California presumes a COVID-19 case is work-related unless the employer can disprove it.

In the unlikely event that an employee contracts COVID-19 at work and is hospitalized or dies within 24 hours, that case must be reported to OSHA immediately.

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