I, Reggie Wassana, Governor of the Cheyenne and Arapaho Tribes, by the authority vested in me by the Constitution, issue the following Executive Order:

Since March 2020, Cheyenne and Arapaho tribal members and employees have fought against the spread of Covid-19. We have witnessed service and sacrifice across our tribal jurisdiction from our frontline workers, our students and teachers, our casino employees, essential employees, and our families and neighbors. We have lost an astounding number of Cheyenne and Arapaho tribal members to the pandemic, particularly our elders, and everyone has lost something. My previous Executive Orders have kept many of our tribal services available but limited due to the coronavirus. Additionally, we have had to keep many of our tribal facilities closed to the public for the same reasons. Public health restrictions such as closing tribal facilities to the public, not allowing work related travel and putting unvaccinated employees on leave have kept many of our tribal members and employees safe during the last year, and with vaccines now widely available – over 90% of our tribal employees are fully vaccinated and safe from serious illness or death caused by Covid-19. Likewise, many of our tribal members have chosen to receive the vaccine and are also safe from serious illness or death. With that being said, it is time to begin our new normal. Covid-19 remains a serious risk to unvaccinated people, and I encourage all Cheyenne and Arapaho tribal members and employees to get their shot as soon as possible.

Although our risk has decreased and our overall numbers look good, the Cheyenne and Arapaho Tribes have a responsibility for the health and safety of all employees and tribal members. Leadership must in turn make decisions that are in the best interest of all employees and tribal members. Given the fact that our risk of transmission has decreased amongst employees and tribal members, it has been determined to be in the best interest of all tribal members and employees that I remove some of the restrictions listed in the previous Executive Orders:

CONTINUOUS GUIDANCE ON EMPLOYEES AND MASK WEARING

1. Effective Friday November 5th: The use of the Tribal Emergency Response Centers for the general public are now open and available for use. Mask mandates are still in effect and social distancing is preferred.
2. **Unvaccinated Employees:** If an employee has not yet been vaccinated, he/she may return to work on Monday October 18th. However, the employee must provide a negative Covid test within the last 4 days. The employee will be responsible for providing a copy of the test results to the Tribes Department of Health Program. The guidelines put out by the Covid Task Force for employees on getting tested for Covid-19 are still in effect.

3. **Mask Mandate:** All employees must wear masks while in tribal buildings. Vaccinated employees may take off their mask if they are alone in an area or office. Unvaccinated employees must wear their mask at all times. Noncompliance will result in disciplinary action of three days without pay.

6. **Employee Screenings:** All employees are required to be screened prior to reporting to work and wear the wrist band throughout the day. If an employee has not been screened and at work, they will be sent home for 3 days without pay.

7. **Work Related Travel:** Employees who have been vaccinated will be allowed to go on work related travel.

   - Employees who have not received one of the FDA approved vaccines will not be authorized to go on any work related travel.

8. **Employee Testing:** Vaccinated employees are **REQUIRED** to test every 30 days. Unvaccinated employees are **REQUIRED** to test every Tuesday until further notice.

9. **Rotating Staff:** Effective immediately, Executive Directors may rotate staff in an effort to reduce employee numbers and for social distancing purposes. Rotating staff will require employees to work from home, so please plan accordingly. **HOWEVER,** services must continue to be provided and **PHONES MUST CONTINUE TO BE ANSWERED.** Employees work phone numbers should be transferred to their work cell phone. COMIT can provide assistance with this task if necessary.

10. **Locked Doors:** Complex and Annex doors, with the exception of the front doors, will be locked effective immediately. Employees who do not have door fob keys should contact personnel.

11. **Office Hours:** Employee office hours will be from 9:00 a.m. to 4:00 p.m. effective immediately.

12. **Every other Friday:** Tribal offices will remain closed every other Friday until further notice.

13. **Covid Task Force Guidelines:** Employees and visitors to tribal government facilities must continue to comply with the Cheyenne and Arapaho Covid Task Force Guidelines, as long as those guidelines remain in effect.

As noted, this Executive Order is effective October 18, 2021 and shall supersede any provisions found in all previous Executive Orders unless otherwise noted. It remains in effect until the
emergency declared in Executive Order 2020-01 is terminated or until it is rescinded by proper authority.

A determination that any provision of this Executive Order is invalid will not affect the enforceability of any other provision of this Executive Order. Rather, the invalid provision will be modified to the extent necessary so that it is enforceable.

**IT IS FURTHER ORDERED** that as soon as thereafter possible, this Order be filed in the Office of Records and that widespread publicity and notice be given of this Order.

This Order is not intended to, and does not, create any rights or benefits, substantive or procedural, enforceable at law or in equity, against the Cheyenne and Arapaho Tribes, its departments, programs, entities, officers, employees, or any other person.

**IN WITNESS WHEREOF** I have hereunto signed this Order on this 15th day of October 2021.

Reggie Wassana, Governor
Cheyenne and Arapaho Tribes