



INDIANA HARBOR BELT RAILROAD COMPANY
2721 – 161ST STREET, HAMMOND, IN 46323-1099

March 5, 2024

Re: IHB Covid-19 Policy changes

To all IHB employees,

Our commitment to ensuring the health and safety of our employees remains our top priority. As we continue to adapt to the evolving landscape of the COVID-19 pandemic, we are making significant changes to our COVID-19 reporting and isolation policies to remain in line with recent guidance from the Centers for Disease Control and Prevention (CDC).

On March 1, 2024, the CDC updated its isolation guidelines for COVID-19. In a move towards standardizing the approach to managing respiratory illnesses, the CDC no longer requires a mandatory five-day isolation period for individuals who test positive for COVID-19. The new guideline advises that individuals can return to their daily activities, including work, 24 hours after being fever-free without the use of fever-reducing medications, mirroring the guidance for other common viruses.

After careful consideration and review of the CDC's updated guidelines, the IHB is aligning our company's policies with these new recommendations. Effective immediately, we will be implementing the following changes:

1. Discontinuation of the COVID-19 Hotline: The dedicated COVID-19 hotline will be shut down. Employees will no longer be required to report positive COVID-19 tests through this channel.
2. End of Mandatory Isolation Reporting: The requirement for employees to report and isolate following a positive COVID-19 test will be discontinued. Instead, we encourage employees to follow the CDC's updated guidance — if you are sick, stay home until you are fever-free for 24 hours without the use of medication.
3. Absences due to COVID-19: COVID-19 will be treated like any other illness and absences will fall under an employee's regular department absenteeism policy as well and the requesting time off policy.

We understand that these changes mark a significant shift in our COVID-19 response strategy. While we are adjusting our policies to align with the CDC's guidance, we continue to prioritize the health and safety of our employees. We strongly encourage all employees to practice good hygiene and keep up to date with COVID-19 vaccinations and boosters as recommended by health authorities.

We are navigating these changes together, and your cooperation, understanding, and adherence to these new policies is greatly appreciated. We believe these adjustments will further support our collective efforts to maintain a safe and healthy work environment.

Thank you for your ongoing dedication and resilience. Please do not hesitate to reach out if you have any questions or need further clarification regarding these policy updates.

Sincerely,

Melanie Lindner
Director of Human Resources