



May 26, 2020

**Update #19**  
**Governor Lee's Tennessee Pledge Guidelines for Reopening Tennessee**  
**Applicable to Counties Outside of Knox**

Friends:

Last week we released an update on Knox County's guidelines for reopening the community. This update will discuss guidance issued by Governor Lee for the Tennessee Pledge program, which provides guidelines and practices for reopening the remainder of Tennessee responsibly. These guidelines apply to counties that are not receiving specific advice from their county health departments. This would include Anderson, Blount, Campbell, Cocke, Grainger, Greene, Hamblen, Jefferson, Loudon, Monroe, Roane, Sevier, and Union Counties. The guidelines as well as a link to Governor Lee's Tennessee Pledge website are available on our Landlord portal.

**Universal Guidelines for All Businesses**

The Tennessee Pledge guidelines emphasize the practices and procedures that have previously been issued - social distancing, utilization of cloth face coverings, frequent hand washing or sanitizing, covering coughs or sneezes, staying home when ill, and disinfection of commonly touched surfaces. Additionally, the guidelines discuss the continuation of teleworking where feasible; the implementation of screening employees for illness prior to each shift including temperature checks; and posting CDC signage on health policies and Covid-19 to educate employees and residents on preventing sickness. This signage is available on the CDC's website as well as on our landlord portal. As your amenities begin to reopen, you should keep these guidelines in mind and make plans for frequent disinfection of common areas and social distancing.

**Fitness Centers**

The Tennessee Pledge guidelines permit gyms and fitness centers to be open if they can be staffed. Accordingly, unstaffed fitness centers must remain closed. If you elect to implement staffing for your fitness center, the governor has issued the following guidance:

- Limit facility occupancy to 50%;
- Implement social distancing and modify scheduling;
- Screen employees and residents for illness prior to working out or working in the fitness center, including temperature checks and screening questionnaires;

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- Close showers, locker rooms, and lockers until further notice;
- Keep doors and windows open where possible for improved ventilation;
- Place hand sanitizer or hand washing stations at the entrance to the facility and require residents to wash or sanitize their hands upon entering and leaving the facility;
- Require residents to clean equipment they use with disinfectant before and after each use;
- Encourage the use of only one piece of equipment at a time;
- Require staff to conduct frequent disinfection (i.e. every two hours) of commonly touched surfaces, equipment and common areas of the facility in accordance with CDC guidelines;
- Consider limiting workout length to avoid unnecessary exposures;
- Encourage the use of personal protective equipment where applicable;
- Adjust equipment layout or closely restricted areas to allow for social distancing;
- Temporarily close water fountains, common areas, break rooms, check-in counters or other spaces where residents may congregate.

## **Pools**

Pools can be opened under the Tennessee Pledge guidelines. Executive Order #38 now permits social or recreational gatherings of up to 50 people provided social distancing can be maintained. If you elect to open your facility's pool, the guidelines also require you to implement appropriate protocols such as:

- Modify deck chairs and tables to ensure at least 6 feet of separation between families or small groups of acquaintances;
- Provide physical reminders for social distancing such as lane lines in the pool, non-slip tape on deck, or signage;
- Frequent cleaning and disinfection protocols for locker rooms and frequently touched surfaces. Such cleaning must occur at least daily and should occur more often for shared objects like handrails, deck chairs and tables, water fountains, and pool toys. Pool toys can be removed temporarily to assist in reducing transmission;
- Cleaning should be performed with appropriate products for aquatic facilities;
- Encourage the use of face coverings when in close proximity to others, but face coverings should not be worn in the water because it can cause difficulty in breathing;
- Provide hand sanitizer or disinfectant within the facility;
- Post signage of Covid-19 symptoms and advise ill residents not to use the facility.

## **Workers who Enter Homes or Facilities, like Maintenance Personnel**

While the Tennessee Pledge guidelines do not discuss maintenance or cleaning personnel directly, you should strive to implement the universal guidelines discussed above with your maintenance staff to reduce the spread of Covid-19. This includes screening maintenance employees when they arrive to work and could also include screening residents prior to the time maintenance personnel enter the unit. Additionally, maintenance personnel should observe social distancing guidelines, should frequently disinfect their hands and commonly touched surfaces, and should wear a face covering when performing maintenance tasks inside residential units. Residents should also be encouraged to frequently wash their hands, to practice social distancing, and to wear face coverings if maintenance services are needed in the resident's unit.

As part of this update, I am including a word version of a Covid-19 Amenity Risk Disclosure and Waiver. **NOTE: Tennessee law prohibits landlords from requiring tenants to sign leases where the landlord disclaims liability for the landlord's acts. The waiver is drafted as broadly as I believe Tennessee law will allow.**

Should you have any questions, you can review the full plan on our landlord portal or reach out to one of us at the contact information below.

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Sincerely,

*Mike*

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