

# COVID-19

## SYMPTOMATIC EMPLOYEE AND EXPOSED EMPLOYEE COVID-19 EVALUATION PATHWAYS

### EMPLOYEES WITH ACUTE SYMPTOMS

If the Employee develops fever ( $>100.4^{\circ}\text{F}$ ) (If over 65 fever threshold is  $>99.6$ ) AND at least one of the following symptoms: new acute severe cough, shortness of breath, sore throat, running nose, body aches, chills, they should remain at home and cannot work.

#### THE EMPLOYEE SHALL OBSERVE THE FOLLOWING PROCESS:

1. Complete a screening tool as provided, to see if you qualify for testing and if so, get scheduled.
2. Notify Manager/call off sick observing appropriate callout procedure.
3. Employee Health will be notified of employee testing and follows up with employee and their manager about work restrictions and the return to work process.
4. If employee receives medical evaluation or screening through some other venue (ED, own provider, drive-thru testing site, or other healthcare system), Employee Health will likely not be notified, and lab result access may be limited or take additional time.
  - Employee should notify Employee Health, who will try to get test result and communicate with employee and manager with employee's permission.
5. Permission/consent must be given for Employee Health to receive results of negative COVID-19 lab results
6. If employee refuses testing, Manager and HP should be notified to work with employee.

#### EMPLOYEE HEALTH OPERATING PROCEDURES WHEN COVID TEST IS ORDERED

*Employee directed to remain off work pending COVID-19 test results.*

##### 1. Negative Lab Result:

- Follow Infectious Disease and Work Restrictions Employee Policy Return to Work criteria, as provided.
- If Employee seen outside of pathway above, permission to get negative COVID-19 results is required to facilitate return to work process.

##### 2. Positive Lab Result:

- Report per Public Health guidelines, results will be obtained by Employee Health. It may take additional time if test done outside of system.
- Employee may return to work via COVID-19 algorithm (included in this document).
- Testing will be available only for symptomatic Employees who meet criteria for testing, namely with fever with acute respiratory symptoms (cough or shortness of breath).
- Employee Health will not recommend testing any asymptomatic employee.
- Case-by-case exceptions will be made between Employee Health Services and Infection Prevention, such as longer-term semi-symptomatic employee

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## SYMPTOMATIC EMPLOYEE AND EXPOSED EMPLOYEE COVID-19 EVALUATION PATHWAYS

**IF COVID-19 TEST IS COMPLETED, TEST RESULTS WILL RESULT IN THE FOLLOWING DETERMINATIONS:**

	COVID-19 POSITIVE	COVID-19 NEGATIVE*	REFUSED/UNABLE TO BE TESTED FOR COVID- 19 & NO KNOWN EXPOSURE**	REFUSED/UNABLE TO BE TESTED FOR COVID- 19 & KNOWN (unprotected) EXPOSURE***
Remain away from in-person work:	-7 days or until afebrile for 72 hours without use of anti- pyretics (Tylenol/Ibuprofen/e tc.), whichever is longer from onset of symptoms. -If returned to work prior to 14 days following onset of symptoms, Employee must mask until the 15th day	Follow Infectious Disease and Work Restrictions, Employee policy. -Afebrile free for 24 hours without use of an antipyretic (Tylenol/Ibuprofen/ etc.) -Must have clinical improvement: No fever, and no uncontrolled cough or shortness of breath.	Follow Infectious Disease and Work Restrictions, Employee policy. -Afebrile free for 24 hours without use of anti-pyretic. -Must have clinical improvement: No fever, and no uncontrolled cough or shortness of breath	-7 days or until afebrile for 72 hours, whichever is longer from onset of symptoms. -If returned to work prior to 14 days following onset of symptoms, employee must mask until the 15th day
Require a return to work note from care provider or Employee Health	X			

### ADDITIONAL PRECAUTIONS FOR UNRESOLVED COUGH

CLINICAL EMPLOYEE	-Wear a mask (e.g., earloop type) until symptoms are resolved.	-Follow Infectious Disease and Work Restrictions, employee policy. -Wear a mask all day until cough resolves		
NON-CLINICAL EMPLOYEE: Employee outside of patient areas and unable to work remotely:	-Wear a mask (e.g., earloop type) until symptoms are resolved.	-Observe respiratory hygiene: • Cough into elbow • Social Distancing (per WHO Guidelines) • Hand Hygiene		
NON-CLINICAL EMPLOYEE: Employee outside of patient areas ABLE to work remote	-Discuss working remotely with your manager until necessary to return to work.			

*\*This also applies if they tested positive for Influenza, RSV, or another respiratory virus.*

*\*\*An exposure is when Employee has prolonged close contact or high-risk contact (e.g. coughed on) to a patient who is COVID positive (or PUI) while the Employee is not using the appropriate PPE.*

*\*\*\* A known unprotected exposure (e.g. not using appropriate PPE) to a patient or person with COVID-19 infection in the prior 14 days, then they should remain away from in-person work for 7 days or until they are afebrile for 72 hours, whichever is longer.*

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## FAQS/EMPLOYEE RESOURCES

### EMPLOYEE HEALTH

#### **Do I need to get authorization from Employee Health to get tested for COVID-19?**

No, follow the Symptomatic Employee and Exposed Employee COVID-19 Evaluation Pathways.

#### **Do I need Employee Health's authorization to return to work?**

- If you tested positive COVID-19, YES you need authorization to return to work or authorization from your care provider in alliance with these guidelines.
- If you were not tested for COVID-19 OR tested negative for COVID-19, follow regular Sick Policy guidelines and you do not need permission from Employee Health to return to work.

#### **Can I get COVID-19 testing from Employee Health?**

*Employee Health does not provide testing in the Employee Health offices. Follow the Symptomatic Employee and Exposed Employee COVID-19 Evaluation Pathways.*

#### **I've been around someone with COVID-19 but I am asymptomatic. Can I come to work?**

Yes, there are no restrictions on asymptomatic employee. Continue to monitor for symptom development.

### SYMPTOMATIC EMPLOYEE

#### **I'm sick with an acute respiratory infection. What should I do?**

- You should remain at home. You cannot work while ill with a respiratory illness.
- If you need medical care, follow the Symptomatic Employee and Exposed Employee COVID-19 Evaluation Pathway.

#### **Can I get tested for COVID-19?**

- Employees who are symptomatic with acute respiratory infection (e.g., fever or new cough or new shortness of breath) may be candidates for testing. Follow the Symptomatic Employee and Exposed Employee COVID-19 Evaluation Pathways.

#### **Is testing for COVID-19 mandatory?**

*Employee Health does not provide testing in the Employee Health offices. Follow the Symptomatic Employee and Exposed Employee COVID-19 Evaluation Pathways.*

#### **I tested Negative for COVID-19. When can I return to work?**

- You may return to work when you are symptom-free for 24 hours (no fever, clinical improvement, and no uncontrolled cough or shortness of breath). This also applies if you tested positive for Influenza, RSV, or other respiratory virus.

#### **I tested Positive for COVID-19. When can I return to Work?**

- If you have tested positive for COVID-19, you should remain away from in-person work for 7 days or until afebrile for 72 hours, whichever is longer, from onset of symptoms.
- If fever continues beyond 7 days, Employees must be symptom-free for an additional 72 hours before returning to work

#### **Do I need to do anything, when I return to work after testing positive for COVID-19?**

- You may return to work when you are symptom-free for 24 hours (no fever, clinical improvement, and no uncontrolled cough or shortness of breath). This also applies if you tested positive for Influenza, RSV, or other respiratory virus.

#### **I recently had fever, cough, or shortness of breath, but I did NOT get tested for COVID-19. When can I return to work?**

- If you met criteria for testing, but did not get tested, and had no known unprotected exposure to a patient or person with COVID-19, you should remain away from in-person work until you are symptom-free for 24 hours (i.e., no fever, clinical improvement, and no cough or shortness of breath).
- If you met criteria for testing, but did not get tested, and had a known unprotected exposure (e.g. not using appropriate PPE) to a patient or person with COVID-19 infection within past 14 days, then you should remain away from in-person work for 7 days or until you are afebrile for 72 hours, whichever is longer, from onset of symptoms