

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:

- ✚ Complete a screening tool as provided, to see if you qualify for testing and if so, get scheduled.
- ✚ Notify Manager/call off sick observing appropriate callout procedure.
- ✚ 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.
- ✚ 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.
- ✚ Permission/consent must be given for Employee Health to receive results of negative COVID-19 lab results
- ✚ 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

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/etc.), 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.*