



HELPING EMPLOYEES RETURN TO WORK

Guidance to consider after COVID-19 illness or exposure



The following chart identifies certain employee situations you could experience. Each situation has recommendations that can help keep those employees and the rest of your staff healthy. These recommendations are based on guidance from the CDC as of May 2020.

Employee Situation	Recommendation for returning to work
<p>The employee is currently experiencing one or more of the following symptoms associated with COVID-19:</p> <ul style="list-style-type: none"> ○ Fever (100.4 Fahrenheit or higher) ○ Cough (frequent or severe enough to catch others' attention) ○ Shortness of breath (gasping for air or feeling unable to catch their breath) ○ Chills or repeated shaking with chills ○ Muscle pain ○ Headache ○ Sore Throat ○ New loss of taste or smell 	<p>Inform the employee to speak to a doctor, qualified clinical nurse practitioner, or physician assistant. If they are not diagnosed with COVID-19, they can return to work once all symptoms are gone. If they have a confirmed or suspected COVID-19 infection, see recommendation below.</p>
<p>The employee is recovering following a confirmed positive COVID-19 test, suspected COVID-19 infection or hospitalization for a COVID-19 related illness.</p> 	<p>Use protocol A or B to decide whether the employee should return to work.^{3,4}</p> <div style="display: flex; justify-content: space-around;"> <div data-bbox="1482 1149 1932 1328"> <p>A Symptomatic (nontesting) protocol</p> <p>▼</p> <p>The employee can return to work if they meet ALL of the following:</p> <ul style="list-style-type: none"> ○ At least three days (72 hours) have passed without cough and shortness of breath. ○ At least three days have passed without fever or the use of fever-reducing medication. ○ At least ten days have passed since symptoms first started.⁵ </div> <div data-bbox="2325 1149 3032 1688"> <p>B Testing protocol</p> <p>▼</p> <p>Two COVID-19 tests taken at least 24 hours apart, are negative and the employee is not symptomatic.</p> <ul style="list-style-type: none"> ○ Date of first test: _____ Result: _____ ○ Date of second test: _____ Result: _____ </div> </div>

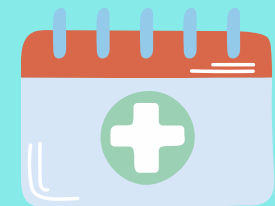
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Employee Situation

Recommendation for returning to work

The Employee has had exposure to COVID-19 but works in a critical role.



The employee may return to work under the following guidelines:

- They cannot currently have symptoms including fever, cough or shortness of breath.
- The employee's temperature should be taken and they should be assessed for any symptoms before they start work. Ideally, temperature checks should happen before the employee enters the workplace. If there is evidence of a fever, cough or shortness of breath, the employee should not be allowed to work.
- The employee should self-monitor under the supervision of their occupational health program or designated manager.
- The employee should wear a face mask at all times in the workplace for at least 14 days following last exposure. Employers can either issue face masks or approve employee-supplied cloth face coverings, if there are shortages.
- The employee should keep social distance (more than six feet) from others, as their work duties allow.
- Workspaces like offices, bathrooms, common areas and any shared electronic equipment should be routinely cleaned and disinfected.

The employee has had a significant risk of exposure to COVID-19 and works in a noncritical role.

Employee can return to work after quarantining themselves for 14 days following last suspected exposure and if they do not have any current symptoms.

The employee has never been sick with COVID-19 or had a significant risk of exposure.

The employee can come to work but should work from home if possible. They should wear personal protective equipment as necessary and report any new symptoms or significant exposures to their supervisor.