COVID-19

Piedmont Healthcare's Experience & Return to Work Assistance – Tips for Business

June 3, 2020

Thank you for joining us today!

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Return-to-Business: Overview & Tips

Infrastructure to Return-to-Business

Key Actions:

Develop policies that align with state and Federal requirements

Education / communication cascade to employees and patrons

Tips to Consider:

- Ensure efficient decision making structure

- Policies to address: remote work, symptom screening, return to work post-illness, pay and leave, social distancing, cleaning, masks

- Multi-faceted approach to communication that informs employees and prepares patrons

Screening and Testing

Key Actions:

Establish Screening protocols for employees and patrons

Diagnostic Testing & Continued Evaluation

Return to work guidance post-illness

Tips to Consider:

- Clarify/understand difference between diagnostic testing and antibody testing

- Return-to-work: symptom based strategy or testing strategy

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Return-to-Business: Testing Overview

	Diagnostic Testing ("PCR')	Antibody Testing
What is the test?	The COVID diagnostic test helps to diagnose whether you currently have an active COVID-19 infection. The test is administered through a nasal or throat swab.	Antibody tests identify individuals that have been previously infected with COVID-19. The test is administered by a blood test.
When should it be used?	Infection testing should be used if: 1) You are currently experiencing COVID-19 symptoms **AND/OR** 2) Exposure to virus in the last 14 days	Anybody can receive an antibody test. This test does not show whether a person is currently infected with COVID and **does not indicate if you are immune to COVID.**
How can you get a test?	Contact your healthcare provider or visit the Department of Public Health to find testing locations in your area	Contact your healthcare provider to determine if they offer antibody testing
What are other considerations?	• Turnover time for results may take anywhere between 2-7 days. • A negative result does not mean that you will not get sick later, and possible that the sample collected could be tested for positive later if tested early in your infection • Slight chance of receiving a false negative/positive result	• Helpful to determine past exposure and understand disease prevalence • Still possible to be exposed to COVID-19 and not develop antibodies • No evidence to suggest those recovered from COVID-19 or test positive for antibody tests are immune to COVID or reinfection • Testing negative does not rule out chance active infection is present and you haven't built up the antibodies yet

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Return-to-Business: Overview & Tips

Work Place Safety and Infection Prevention

Key Actions:
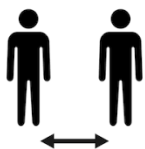
Implement social distancing in public locations

Determine PPE policy for employees; encourage or mandate for patrons
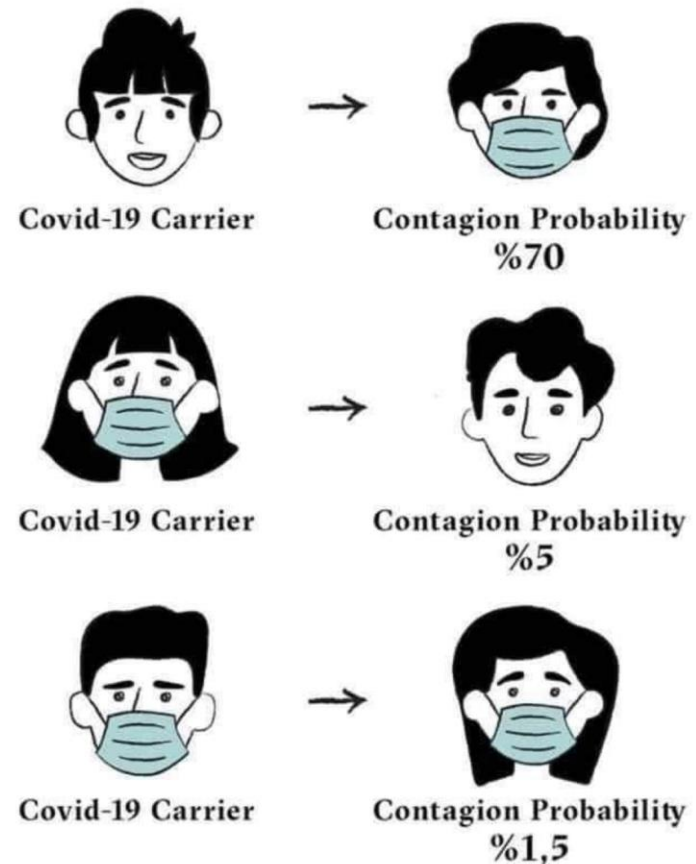
Enhance cleaning protocols

Safety for employees and citizens should always be a priority

Tips to Consider:

- Consider flexible work hours or schedules; utilizing remote options whenever possible

- Visual indications: Space chairs and desks at least 6 feet apart; use tape lines on floor to indicate 6 ft. marks

- Waiting rooms and common areas should be devoid of "hi-touch" items

- Encourage employees to wear masks as frequently as possible, especially when using common spaces in the workplace like restrooms, conference rooms and breakrooms

- If you do not have surgical masks to provide, homemade cloth face coverings are sufficient in most settings
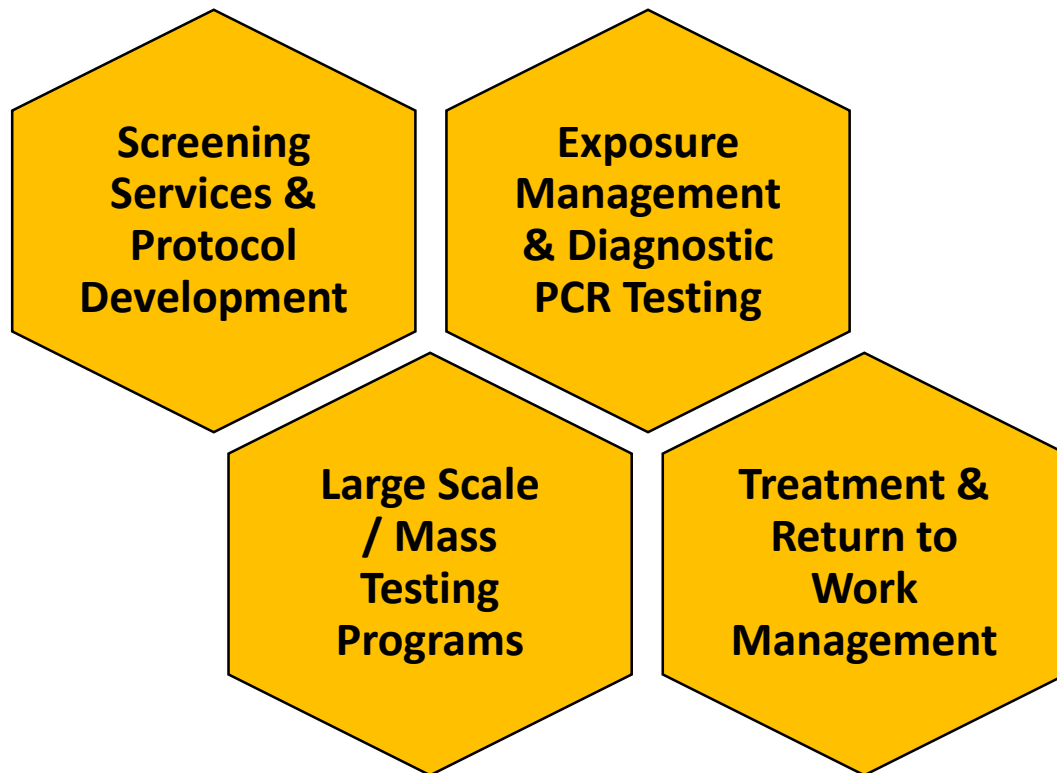
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Return-to-Business: PPE

- Inside the workplace we recommend all employees wear a surgical masks

- If surgical masks cannot be obtained, then cloth masks are acceptable alternatives.

- Depending on exposure risk more robust PPE may be recommended

Covid-19 Carrier → Contagion Probability %70

Covid-19 Carrier → Contagion Probability %5

Covid-19 Carrier → Contagion Probability %1,5

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How can Piedmont help you?

Piedmont has several ways to access care for COVID related evaluations, including telemedicine and virtual urgent care visits. Our healthcare providers can help employees assess their symptoms, navigate testing options, result interpretation, treatment and return-to-work determinations quickly and efficiently.

Screening Services & Protocol Development

Exposure Management & Diagnostic PCR Testing

Large Scale / Mass Testing Programs

Treatment & Return to Work Management

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Resources for Resuming Business

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High level areas to address when considering resumption of business. More detailed information for each topic can be found on pages 2-4.

Communication

❑ **Policies**
- Develop clear policies around screening, testing, and workplace safety to reassure your employees and patrons that you are keeping them safe.
- Ensure that your policies align with your state's requirements, CDC, and OSHA.

❑ **Education**
- Give employees resources for protecting themselves at work and at home.

Screening and Testing

❑ **Symptom and Temperature Screening**
- Develop processes for screening your workforce for a fever greater than 100 degrees and other symptoms of COVID-19, either at the door or remotely.
- Encourage your workforce to self-monitor for symptoms

❑ **Testing**
- If an employee is experiencing symptoms of COVID-19, they should self-isolate and ideally get tested.
- Identify healthcare resources, like Piedmont, to refer employees to for testing and evaluation.

❑ **Return to Work Guidance**
- Employees should not return to work until 10 days from symptom onset if they have had a recent COVID-19 test or are still experiencing symptoms.

Workplace Safety and Infection Prevention

❑ **Social Distancing**
- To keep patrons and employees safe, re-design spaces to enable social distancing (6ft apart).

❑ **Cleaning**
- Sanitize commonly used surfaces often.
- Collaborate with your facility's cleaning service vendor.

❑ **Masks**
- Request that all employees wear a mask when possible.
- If you do not have surgical masks to provide, encourage employees to bring cloth masks from home.

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Communication

☐ Policies

- It is important that your employees know what you are doing to keep them safe and what will be required of them. Consider developing and distributing clear policies for the following:

    - ☐ Remote work
    - ☐ Symptom screening
        - ☐ Door screens
        - ☐ Self-monitoring
    - ☐ Testing
    - ☐ Return to work
        - ☐ When to stay home or self-isolate
        - ☐ When to come back to work
    - ☐ Notification and tracking of symptoms or test results
    - ☐ Pay and Leave
    - ☐ Social distancing – employees and patrons
    - ☐ Cleaning and Sanitizing
    - ☐ Masks

- Basic guidelines for most of the above are listed on pages 3-4, but they are not comprehensive and should be used as a base for more detailed policies or standard operating procedures.
- OSHA's COVID-19 page should be consulted for more information about how to protect your employees.
- CDC's Interim Guidance for Business and Employers to Plan and Respond to Coronavirus Disease 2019 (COVID-19) should be consulted for additional resources.
- Your state may have additional requirements to adhere to when resuming business.

☐ Education

- Consider providing your employees with resources so that they know how to keep themselves and others safe, both at work and at home.

- Resources could include:
    - Video trainings
    - Email series around workplace safety during COVID-19
    - Virtual town hall meetings
    - An employee resource phone line

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Screening and Testing

❑ **Symptom and Temperature Screening**
- Develop processes for implementing screenings for symptoms of COVID-19, including fever
- We suggest this be done via self monitoring and screening at the door before staff enter the facility
- Employees experiencing symptoms of COVID-19 should self-isolate according to CDC guidelines and contact their healthcare provider.

Self Monitoring: encourage employees to take their temperature twice daily, including once immediately before starting their shifts or coming to work, and track other symptoms. If everything is normal, they may come to work. If they have a fever of 100 degrees Fahrenheit or higher, cough, shortness of breath, or any of the other symptoms of COVID-19, they should stay home and notify their manager.

Door Screenings: if you have the staff and Personal Protective Equipment, you may be able to operationalize screenings for temperature and symptoms at the door. This will require thermometers, thermometer covers, masks, gloves, and training of your staff to be screeners.

❑ **Testing**
- COVID-19 diagnostic testing is primarily indicated for individuals who are symptomatic (cough, shortness of breath or difficulty breathing, or two or more of the following: fever, chills, repeated shaking with chills, muscle pain, headache, sore throat, new loss of taste or smell).

- Symptomatic employees should self-isolate and be referred to a healthcare provider for testing.
    - Piedmont has several ways to access care for COVID related evaluations, including telemedicine and virtual urgent care visits. Our healthcare providers can help employees navigate testing, treatment and return-to-work determinations quickly and efficiently.

❑ **Return to Work Guidance**
- The CDC has clear guidelines outlining when an individual should discontinue self isolation following COVID-19 symptoms or a positive COVID-19 test. *Please note that these may change and that there are separate guidelines for healthcare workers:*

- *Symptom-based strategy:* Individuals self-isolating due to COVID-19 symptoms may stop isolating once:
    - At least 3 days (72 hours) have passed *since recovery* defined as resolution of fever without the use of fever-reducing medications **and** improvement in respiratory symptoms (e.g., cough, shortness of breath); **and,**
    - At least 10 days have passed *since symptoms first appeared*.

- *Test-based strategy*: may be difficult to operationalize without readily available test supply.
    - Resolution of fever without the use of fever-reducing medications and
    - Improvement in respiratory symptoms (e.g., cough, shortness of breath), and
    - At least two consecutive negative test results collected ≥24 hours apart

We encourage you to consider the potential impact that the self-isolation requirements may have on staffing and pay/leave policies. Developing a clear process to track employees that are self-isolating due to symptoms or positive test results may be helpful.

Workplace Safety and Infection Prevention

❑ Social Distancing

- Consider flexible work hours or schedules; utilizing remote options whenever possible
- Space chairs and desks at least 6 feet apart in all directions
- Use tape lines on floor to indicate 6 ft. marks
- Declutter desks, break rooms and conference rooms to remove non-essential items from countertops
- Discuss options for limiting conference room use or spreading out inside conference rooms
- Waiting rooms should be devoid of "hi-touch" items such as magazines, reading material, candy bowls and coffee machines
- Use plexiglass between staff and patrons, if available and where possible
- Work with building management to develop guidelines for elevators and coordinate other requirements for social distancing

❑ Cleaning

- Ensure that you or your cleaning service have an appropriate supply of cleaning and disinfecting products that are validated for use against COVID-19
- Work with your cleaning service to develop a schedule for more frequent cleaning of restrooms and high-touch surfaces
- Encourage employees to practice hand hygiene and keep their desks and personal belongings clean
- Discourage employees from using coworkers' phones, desks, or work tools when possible

❑ Masks

- CDC recommends wearing cloth face coverings in public settings where other social distancing measures are difficult to maintain to slow the spread of the virus
- Encourage employees to wear masks as frequently as possible, especially when using common spaces in the workplace like restrooms, conference rooms and breakrooms
    - If you do not have surgical masks to provide, homemade cloth face coverings are sufficient in most settings
    - Be sure to check the recommended PPE for your job risk classification when developing guidelines around masking