COVID-19: Return To Work – Safe At Work Programs
Employee Surveillance and Illness Management Solutions for COVID-19

All employers need to consider how best to decrease the spread of COVID-19 and lower the impact in their workplace. This may include activities in one or more of the following areas:

✓ Monitor and Reduce Transmission Among Employees
✓ Mitigate Disruption
✓ Minimize Absenteism
✓ Maintain a Safe Work Environment

The “Return To Work – Safe At Work” Paradigm:

Protect – Identify – Segregate – Assess – Test – Treat – Return
Piedmont Can Help You Safely Get Back to Business as Usual

COVID-19 Exposure Strategic Planning

Care of Sick Employees

Employee Access Screening

Exposure Management

COVID-19 Testing

Return-to-Work Determination
Protect - PPE

- Inside the workplace we recommend all employees wear a surgical mask at all times.
- If surgical masks cannot be obtained, then cloth masks are acceptable alternatives.
- Depending on exposure risk more robust PPE may be recommended.
Protect – Infection Prevention

- Distancing
- Hygiene
- Surface Cleaning
- Shielding
Identify – Employee Screening Programs

**Diagnostic PCR Testing**
- Positive Fever and Illness Screens
- Post-Exposure Testing
- Covered 100% by Health Insurance

**Large Scale / Mass Testing Programs**
- Contract Pricing
- Pre-Opening (PCR or Antibody Testing)
- Mass Employee Testing After Positive Case
WORKPLACES DURING THE COVID-19 PANDEMIC

The purpose of this tool is to assist employers in making (re)opening decisions during the COVID-19 pandemic, especially to protect vulnerable workers. It is important to check with state and local health officials and other partners to determine the most appropriate actions while adjusting to meet the unique needs and circumstances of the local community.

Should you consider opening?
- Will reopening be consistent with applicable state and local orders?
- Are you ready to protect employees at higher risk for severe illness?

Are recommended health and safety actions in place?
- Promote healthy hygiene practices such as hand washing and employees wearing a cloth face covering, as feasible
- Intensify cleaning, disinfection, and ventilation
- Encourage social distancing and enhance spacing between employees, including through physical barriers, changing layout of workplaces, encouraging telework, closing or limiting access to communal spaces, staggering shifts and breaks, and limiting large events, when and where feasible
- Consider modifying travel and commuting practices. Promote telework for employees who do not live in the local area, if feasible.
- Train all employees on health and safety protocols

Is ongoing monitoring in place?
- Develop and implement procedures to check for signs and symptoms of employees daily upon arrival, as feasible
- Encourage anyone who is sick to stay home
- Plan for if an employee gets sick
- Regularly communicate and monitor developments with local authorities and employees
- Monitor employee absences and have flexible leave policies and practices
- Be ready to consult with the local health authorities if there are cases in the facility or an increase in cases in the local area

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ALL YES → OPEN AND MONITOR

ANY NO → MEET SAFEGUARDS FIRST
### Identify - Screening Program Options

#### On-Site
- Training of Your Staff to Perform Employee COVID-19 Screenings
- QR Code Signs for Smartphone Launch of Virtual Visit and Testing

#### At-Home
- Symptom BOT: Self-Check Prior to Next Shift
- Email Verification of Screen Completion
- Link to QR Code for Virtual Visit, Testing and Treatment (Positive Screens)
Identify – Pre-Shift Employee Screening

On-Site Screening Programs: Recommended Protocol

The purpose of screening is to maximally reduce the number of potentially infectious employees from entering your business.

- Fever screens alone likely to miss patients
  - While up to 80% of patients with COVID will have fever during the course of their illness some studies show only 40% had fever in the initial 2 days of infection.

- Piedmont Urgent Care by WellStreet recommends both fever screening combined with symptom check
  - Consistent with CDC recommendations.
    - Pre-Screen: Employers should measure the employee’s temperature and assess symptoms prior to them starting work. Ideally, temperature checks should happen before the individual enters the facility.
Segregate – Assess – Test

- Employees present to work with mask or are provided mask by employer
- Screened with temperature check plus symptom screen
  - If negative, then can enter work
  - If positive, then can not enter work and should follow up with Piedmont Urgent Care provider for further evaluation and potential testing
    - Virtual visit with QR code can be made available to employee at time of screen and can be seen immediately
  
  - Virtual Visit may result in no concern and return to work immediately

OR

- Testing for COVID
  - Employee should remain out of work until return of results (48hrs)
  - If testing is negative, then may be able to return to work
  - If positive, then out of work until determined by medical provider that it is OK to return to work.
YOU SCREENED POSITIVE

Please follow up for medical evaluation and testing. Scan the QR Code or visit our website PiedmontUrgentcare.org and start a Virtual Visit.

Piedmont UrgentCare
BY WellStreet

WWW.PIEDMONTURGENTCARE.ORG
Pre-Shift / At-Home Employee Screening: COVID Symptom BOT

• At-home screening in an easy-to-use and integrated solution
• Consistent with CDC re-opening guidelines
• 1 Major or 2+ Minor symptoms = POSITIVE screen
• E-mail with confirmation of screening results that can be shared with Employer **
• Positive screens can be linked directly with a Piedmont Urgent Care virtual visit for assessment, testing and treatment decisions
• Eliminates delays and inconsistencies with illness management and return-to-work determinations

Click Here to Test

COVID Symptom Screener Piedmont Urgent Care

COVID Symptom Screener Summit Urgent Care

** To ensure that email notifications do not land in SPAM, please ask your IT to allow:
• results@PUCcovid screener.com
• results@summitcovid screener.com
Return to Work Determinations

Employees who have tested positive:

• Non test method
  ✓ 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 Method
  ✓ Resolution of fever without the use of fever-reducing medications and
  ✓ Improvement in respiratory symptoms (e.g., cough, shortness of breath) and
  ✓ Negative results of a PCR test for COVID-19 from at least two consecutive nasopharyngeal swab specimens collected ≥24 hours apart (total of two negative specimens).
Assess – Test – Treat – Return

What Makes Us Different:

• Physician-led illness care through the continuum of Assess – Test – Treat – Return to Work

• Piedmont Clinic providers (not remote / outsourced telemed)

• Consumer friendly, secure telemedicine portal with features like smartphone scans for insurance / identification and live navigation “attendant”.

• Our PCR testing process is efficient and service-oriented. No waiting in lines like at mass testing locations
Return-to-Work and Illness Management Collateral

Business Card – Symptom BOT

Symptom Screener COVID-19 Pre-shift Screening
Scan Symptom Screener self-check QR code with your phone's camera and submit results prior to next shift
summitcovid screener.com

Notecard – Symptom BOT

Symptom Screener Pre-shift Screening
Employees must screen and manage symptoms of COVID-19 prior to coming into work.

- Scan Symptom Screener self-check QR code with your phone's camera and submit results prior to next shift
- Email verifying the screening completion will be sent to your manager
- For positive screens, do NOT report for your shift. Use provided link to schedule a virtual visit for next steps.
piedmonturgentcare.org/covid screener/

Magnet – Symptom BOT

COVID-19 Symptom Screener Pre-shift Screening
Piedmont Urgent Care
piedmonturgentcare.org/covid screener/
How can Piedmont help you?

- **Screening Services & Protocol Development**
- **Exposure Management & Diagnostic PCR Testing**
- **Large Scale / Mass Testing Programs**
- **Treatment & Return to Work Management**
- **Positive Fever and Illness Screens**
- **Post-Exposure Testing**
- **Covered by Health Insurance**
- **Pre-Opening (PCR or Antibody Testing)**
- **Mass Employee Testing After Positive Case**
- **On-Site Fever and Symptom Checks**
- **“Symptom Bot” - Screen From Home**

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