

COVID-19 Employee Guidelines

Updated 9/28/23

HCP Situation	Action Needed	Guidance Details
Symptoms of COVID-19 ¹	-Start wearing a well-fitting mask -Test for COVID-19 immediately	Test for COVID-19 via PCR or antigen test -If positive , refer to the guidance below -If negative , may continue to work. It is recommended to test again in 48 hours if the initial test is an antigen test
Exposed to COVID-19 and Asymptomatic	-Start wearing a mask -OK to work unless unable to wear a mask or moderately to severely immunocompromised	Recommend testing at least 5 full days after your last exposure. For those with a higher risk exposure ² recommend continuing to test on days 1, 3, & 5 (48 hours between tests). -If negative , continue to wear a mask through 10 th day after your last exposure. -If positive , refer to the guidance below
Positive and Asymptomatic	First – Isolate Then - May return to work (masking required)	Must isolate for 5 days from date of positive test. Report to your manager. After 5-day isolation (6 th day) -then- wear a mask through 10 th day.
Positive and Symptomatic	First – Isolate Then - May return to work (masking required)	Must isolate for 5 days from date of symptom onset or positive test (whichever is first). Report to your manager. After 5-day isolation AND fever-free for at least 24 hours without fever-reducing medications AND an improvement in symptoms AND wear a mask through 10 th day.
Positive and symptomatic with severe to critical illness ²	First – Isolate Then - May return to work	Isolate at least 10 days and up to 20 days from date of symptom onset or positive test (whichever is first). Report to your manager. At least 10 days and up to 20 days after symptom onset AND afebrile for at least 24 hours without needing any fever-reducing medication AND your symptoms have significantly improved.
Positive and moderately to severely immunocompromised	First – Isolate Then - May return to work	Isolate at least 10 days from the date of symptom onset or positive test (whichever is first) Need to discuss with PCP and/or Occupational Health when return to work is appropriate

¹Symptoms of COVID-19 include fever, chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea, vomiting, or diarrhea

² <https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html>

A note for healthcare personnel who are pregnant, immunocompromised, and/or age 65+:

- These HCP should not be involved in high-risk aerosol generating procedures for patients with suspected or confirmed COVID-19.
- May discuss their individual situation with their healthcare provider and determine if they should be removed from direct patient care.
- Any employee in this situation will need to provide a letter to Employee Health from their provider with recommendation.