

# COVID-19 Flow Chart for Employers

## One or More Symptoms and No Known Close Contact

- Separate symptomatic person from others
- Refer for testing or test\* on site
- Clean, disinfect, and ventilate areas of direct contact as needed

## Test\* for COVID-19 regardless of vaccination status

ISOLATE at home while awaiting results, unless screening as a condition of employment

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## Close Contact to Someone with COVID-19

- QUARANTINE individual(s) with close contact, according to 'Quarantine Guidance' below AND
- Refer for testing or test\* on site
  - Refer to CDC's guidance for return to work for critical infrastructure staff

## Test Results (select one)

### Positive Test

- Identify and record close contacts within the workplace from 48 hrs prior to symptom onset when symptomatic OR test collection date if asymptomatic
- Clean, disinfect, and ventilate contact areas as needed

#### When to return to work

- 10 days\*\*\* from the start of symptoms or positive test AND
- 24 hours with no fever without the use of fever-reducing medications PLUS
- Other symptoms of COVID-19 are improving\*\*

### Negative Test/Alternative Diagnosis from Healthcare Provider

- Can return to work with symptom improvement and 24 hrs fever-free, though alternative diagnosis must explain all symptoms

### No Test

- Clean, disinfect, and ventilate contact areas as needed
- Can return to work 10 days\*\*\* after symptom start date (day 1 is the day after symptoms start or test collection date)

## Quarantine Guidance

### No Symptoms

#### Fully vaccinated

- No need to quarantine - get tested 5-7 days after date of last contact
- Monitor for symptoms for 14 days. If symptoms develop, follow "with symptoms" box.
- Wear a mask in public indoor settings for 14 days or until you receive a negative test result

#### Not fully vaccinated

- Get tested immediately and again 5-7 days after date of last contact
- If test results are negative, they can return to work:
- After at least 14 days from date of last contact with positive case (day 1 is first day after exposure) OR
  - After at least 10 days\*\*\* from date of last contact with positive case OR
  - After at least 7 days from date of last contact with positive case and a negative test result on or after day 5 IF asymptomatic

### With Symptoms

#### Any vaccination status

- Get tested immediately
- If test is positive, follow "Positive Test" protocol in "Test Results" box to left
- If test results are negative
  - If close contact is fully vaccinated or had COVID within past 90 days - Stay home until:
    - No fever within the past 24 hours without using fever-reducing medication, AND
    - Your symptoms have significantly improved.
  - If close contact is not fully vaccinated (or do not know status) - Resume quarantine

### Prior COVID-19 infection within previous 90 days

- No need to quarantine- Get tested with an antigen test 5-7 days after last contact
- Monitor for symptoms for 14 days, wear a mask until you receive a negative test
- If symptoms develop, consult with a healthcare provider

\* Rapid antigen tests are acceptable in all circumstances, but a confirmatory PCR is recommended if possible

\*\* Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation

\*\*\* People who are severely ill with COVID-19 might need to stay home longer than 10 days and up to 20 days after symptoms first appeared

# COVID-19 Flow Chart for Employers

## COVID-19 Symptoms (not related to another condition)

- Fever (100.4 or higher)
- Chills
- Cough
- Sore throat
- Fatigue
- Diarrhea (2 or more loose stools in 24 hrs)
- Nausea or vomiting
- Loss of taste or smell
- Shortness of breath/difficulty breathing
- Headache
- Muscle/body aches
- Congestion
- Runny nose

## Definitions

### Close Contact

In general, a close contact is anyone within 6ft of a person with COVID-19 for 15 cumulative minutes or more over a 24 hr period during the time when the person with COVID-19 was infectious (2 days prior to symptom onset or test collection date and 14 days after). Close contacts who have tested positive within the previous 90 days are excluded from quarantine.

Employees who are at least 6ft away from an infected person when both were wearing masks/face coverings are not considered close contacts.

### Infectious Period

An individual is considered infectious for two days prior to symptom onset or test collection date (if no symptoms) and 10 days after symptom onset or test collection date.

### Alternative Diagnosis

Lab-confirmed diagnosis, such as strep throat or viral pathogen. Can also include acute otitis media, etc. COVID-19 test still strongly recommended in addition to alternative diagnosis.

### Fully Vaccinated

Individuals are considered fully vaccinated if at least two weeks have passed since their final dose (2 doses for Pfizer and Moderna, 1 dose for Johnson & Johnson).