

Employee Guidance - COVID19 Symptomatic and Exposed Staff

When do I act? What do I do?



Step 1: Evaluate your Symptoms - if you have any one of the following, stay at home and go to Step 2.

- Fever 100.4 For 99.6 F if 65+ yrs., chills, new cough, shortness of breath, sore throat, runny nose, congestion, significant fatigue, body aches, loss of sense of taste or smell, nausea, vomiting, diarrhea not attributable to another condition.



Step 2 - Complete online screening at www.multicare.org/for-staff. If you qualify you will be prompted to schedule a visit at an Employee Testing Center. Employee Health will be notified of your COVID-19 results (no need to call or get EH approval).



Step 3: Notify your Manager/call sick. Remain off work until results are received.

Step 4: If you do not go to an Employee Testing Center for your test, notify COVID Employee Support. With approval from you, we will attempt to retrieve your COVID-19 result collected within the MHS system.



- Phone: (253) 403-6440
- Email: covidemployeesupport@multicare.org

When can Return to Work on-site?

COVID-19 Positive Test OR Symptomatic with Known Exposure:

- Parameters for Staff with *mild to moderate illness* who are not severely immunocompromised:
 - At least 10 days have passed since symptoms first appeared **and**
 - At least 24 hours have passed *since last* fever without the use of fever-reducing medications **and**
 - Symptoms (cough, shortness of breath, fatigue, etc.) have improved
 - If never had symptoms (asymptomatic) restricted from on-site work until 10 days have passed since date of first positive test.
- Parameters for Staff with *severe to critical illness* or who are severely immunocompromised : -
 - At least 20 days have passed *since* symptoms first appeared **and**
 - At least 24 hours have passed *since* last fever without the use of fever-reducing medications **and**
 - Symptoms (cough, shortness of breath, fatigue, etc.) have improved
 - If never had symptoms (asymptomatic) restricted from on-site work until 20 days have passed since date of first positive test
- Need Return to Work (RTW) release from Employee Health.

Asymptomatic with Known Exposure:

- Alert Leader as soon as you're aware of exposure. Leader will direct you on next steps related to work.
- Quarantine at home for 14 days' post exposure -unless directed by leadership/employee health
- Complete COVID testing 5 days' post exposure
- Obtain Return to Work (RTW) release from Employee Health

COVID-19 Negative Test or No Known Exposure/ No COVID-19 Test:

- Return to work when no fever for 24 hours without Tylenol, etc.
- And clinically improved, no fever, uncontrolled cough, etc.
- Do not need Return to Work (RTW) note from EH or Provider.

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FREQUENTLY ASKED QUESTIONS

- Q1 I have had been exposed to someone who is confirmed to have COVID19. Can I come to work?
- A1 If you have been exposed to someone who is COVID19 positive, please alert your leader. They will partner with the COVID Employee Response Team for next steps.
- Q2 What is an exposure?
- A2 An exposure to COVID19 is defined as being closer than 6 feet of someone who has confirmed COVID19 without the use of proper PPE for the encounter. This includes 48 hrs prior to their first symptoms.
- Q3 What do I do if I have been exposed?
- A3 Alert your direct leader and they will partner with the COVID Employee Response Team. In the 14 days after exposure self-monitor for the development of any symptom(s) of COVID19, wear a mask over your nose and mouth (without a valve), stay at least 6 feet away from others, perform hand hygiene frequently, wipe down common surfaces after use (such as counters, phones, keyboards). You have the option to seek asymptomatic testing after day 5 of exposure. There are important, limitations to asymptomatic testing to understand. See Q4 below for more details.
- Q4 Is there value in asymptomatic testing for COVID19 after a known exposure?
- A4 There is some value in doing asymptomatic testing post known exposure. It may well identify infection early. However, infection does not show up immediately post exposure. Our parameters indicate getting tested 5-14 days' post exposure. A negative test does not mean you will not become infected later during the 14-day window. Strict adherence to all infection control measures are as critical after a negative screen as they were prior to it. If you have not developed infection after 14 days, you did not contract it from that exposure.
- Q5 I had to be screened for COVID-19 before a procedure (I.e. colonoscopy). Do I need to stay off work while waiting on the test results for pre-procedure testing?
- A5 Staff do not need to stay off from work for pre-procedure asymptomatic testing.
- Q6 If I have tested positive do I need to have a negative test before I can return to work.
- A6 No. The return to work criteria are listed above, and retesting is not indicated. Some people continue to screen positive on swab but do not remain contagious.
- Q7 Can I get the COVID antibody blood test through Employee Health?
- A7 No. Currently, there is no predictive value in the blood test. It does not identify active infection, nor does a positive test indicate ongoing immunity.