

**INTERIM GUIDANCE UPDATE:
RETURN TO WORK FOR EMPLOYEES WITH SARS-Co-V-2 INFECTION**

Erlanger administration has reviewed the current staffing needs and has determined that there is a critical staffing shortage in both the inpatient and ambulatory areas. Any employee with an On-The- Job Exposure or a Community Exposure is required to be evaluated by Erlanger Express Care Employee Health. Each case will be individually assessed for risk of conversion. The following general guidelines will be followed in determining Return to Work status. The individual circumstances and clinical presentation of the exposure duration and use of PPE may affect the final determination.

ON THE JOB – HIGH RISK EXPOSURE – ASYMPTOMATIC

- Any employee with a high risk occupational COVID-19 exposure, who remains asymptomatic, may return to work unless they become symptomatic or unless the clinical presentation of the exposure presents a high risk of conversion and must be restricted from contact with severely immunocompromised patients for 14 days.
- Asymptomatic fully vaccinated or employees within 3 months of their initial infection who have recovered from SARS-CoV-2 infection are not required to quarantine and may return to work unless they become symptomatic and must be restricted from contact with severely immunocompromised patients for 14 days. Employee Health will need to see proof of vaccination or positive test results before the employee can return to work.
- Asymptomatic employees must monitor signs and symptoms for 14 days after exposure and report to Employee Health if they develop symptoms.

ON THE JOB – HIGH RISK EXPOSURE – SYMPTOMATIC

- Any employee with a high-risk exposure, who becomes symptomatic, is to be tested by Erlanger Express Care Employee Health and quarantined pending test results.
- If test results are negative, the employee will be authorized to return to work 24 hours after resolution of fever without the use of fever-reducing medications **and** resolving/improving symptoms.
- If tests results are positive, the employee will be excluded from work until at least 10 days have passed since the positive test or symptom onset and 24 hours since recovery defined as resolution of fever without the use of fever-reducing medications and resolving/improving symptoms.
- Effective 9/1/21, High risk exposure employees who will need to quarantine for 10 days may use STD leave immediately

COMMUNITY EXPOSURE – ASYMPTOMATIC

- Any employee with a community acquired COVID-19 exposure, who remains asymptomatic, may return to work unless they become symptomatic or unless the clinical presentation of the exposure presents a high risk of conversion and must be restricted from contact with severely immunocompromised patients for 14 days.
- Asymptomatic fully vaccinated or employees within 3 months of their initial infection who have recovered from SARS-CoV-2 infection are not required to quarantine and may return to work unless they become symptomatic and must be restricted from contact with severely immunocompromised patients for 14 days.
- Asymptomatic employees must monitor sign and symptoms for 14 days and report to Erlanger Employee Health if the employee develop symptoms

REPORT OF COVID-19 ASSOCIATED SYMPTOMS ON THE EMPLOYEE WELLNESS MONITORING

Any employee who reports COVID-19 associated symptoms on their Employee Wellness Monitoring will be evaluated by Erlanger Express Care Employee Health.

- Erlanger Express Care Employee Health will determine if COVID-19 testing is indicated.
- Employees with COVID-19 associated symptoms who have had an on the job exposure will be tested by Erlanger Express Care Employee Health.
- Employees with COVID-19 associated symptoms who have had a possible community exposure may also receive COVID-19 testing from Erlanger Express Care Employee Health or be referred to their PCP and/or the Health Department for testing.
- If test results are negative, the employee will be authorized to return to work 24 hours after resolution of fever without the use of fever-reducing medications and improvement in symptoms.
- If tests results are positive, the employee will be excluded from work until at least 10 days have passed since the onset of symptoms or positive test and 24 hours since recovery defined as resolution of fever without the use of fever-reducing medications and improvement in symptoms.

PROCEDURE FOR EMPLOYEES WHO ARE AUTHORIZED TO RETURN TO WORK PRIOR TO COMPLETING THE HOME QUARANTINE PERIOD

- Daily written reporting of temperature and absence of symptoms prior to starting work
- **The manager is required to maintain the employee's daily record of temperature and attestation in the department**
- The employee should wear a facemask (for source control) while at work for 14 days (this is the time period during which exposed employee might develop symptoms)
- A facemask instead of a cloth face covering should be used by the employee for source control during this time period while in the facility
- If the employee develops even mild symptoms consistent with COVID-19, they must cease patient care activities and notify their supervisor, Erlanger Express Care Employee Health or the House Supervisor prior to leaving work
- These individuals will be prioritized for COVID-19 testing by Erlanger Express Care Employee Health
- If the employee is tested and found to be infected with SARS-CoV-2, they should be excluded from work until they meet all Return to Work Criteria

All Return to Work Determinations will be completed by Erlanger Express Care Employee Health. You will be notified if your employee is eligible to return to work.

*When a COVID-19 test is recommended for on the job high risk exposures, it will be provided by Erlanger Express Care Employee Health. It is acceptable to present results from an alternative test location if Erlanger Express Care Employee Health is unable to provide the test.

Reference: CDC (2021). Interim U.S. Guidance for Risk Assessment and Work Restrictions for Healthcare Personnel with Potential Exposure to SARS-CoV-2. Retrieved from <https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html>