

Salud Para La Gente

Working Together for a Healthy Community

When to Return to Work: Employee Illness Guidelines for Infection Control

The following guidelines were developed by incorporating the CDC guidance issued May 13, 2020 & Kaiser Permanente's COVID-19 guidelines.

Salud follows current CDC guidelines for COVID-19 symptoms. If an employee has any of the following symptoms they must not be at work.

One of These	OR Any Two of These	
Fever	Chills	Diarrhea
Cough	Muscle pain	Headache
Shortness of Breath/Difficulty Breathing	Sore Throat	Vomiting
New Loss of taste or smell		Congestion/Runny Nose

Definition of "Isolation" versus "Quarantine" :

- **Isolation** - separates sick people with a contagious disease from people who are not sick (minimum 10 days, unless negative COVID test).
- **Quarantine** - separates and restricts the movement of people who were exposed to a contagious disease to see if they become sick. These people may have been exposed and do not know it, or they may have the disease but do not show symptoms (14 day self-monitor- COVID testing does not waive return to work date- though testing is advised should EE become symptomatic).

Scenario		Action
Employee Exposed to COVID19+ Person at Work	EE notified by Salud's Infection Control Unit	<ul style="list-style-type: none"> • Salud responsible for testing • Worker's Compensation notified • Return to work after 10 days from onset of symptoms and 72 hrs after symptoms have improved, whichever is longer. • If you test negative for COVID 19 you may return to work before the 10 days • Surgical mask required at all times in clinic • Facial covering required in non-clinical sites
Employee Reports to Work, Temperature Taken at Start of Shift	EE has temp 99.5 F or above	<ul style="list-style-type: none"> • Leaves building, returns to car and notifies manager/supervisor • Return to work after 10 days from onset of symptoms and 72 hrs after symptoms have improved, whichever is longer • If you test negative for COVID 19 you may return to work before the 10 days • Contact HR to see if eligible for use of FFCRA sick leave (x1024 or 831-707-2706) • Surgical mask required at all times in clinic • Facial covering required in non-clinical sites
	EE has no temperature	<ul style="list-style-type: none"> • Masks worn by all staff when in clinic • Facial covering required in non-clinical sites

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Scenario		Action
Employee Lives with COVID19+ Person	EE has NO flu-like symptoms	<ul style="list-style-type: none"> Consult with your PCP Follow directions from public health Voluntarily quarantine for 14 days after last exposure and self-monitor for symptoms When return to work: surgical mask required at all times in clinic and facial covering required in non-clinical sites If symptoms develop, see below
	EE HAS flu-like symptoms	<ul style="list-style-type: none"> Consult with your PCP If symptomatic, isolate at home until 10 days after symptoms and fever free for 72 hours with improving symptoms If you test negative for COVID 19 you may return to work before the 10 days Surgical mask required at all times in clinic Facial covering required in non-clinical sites
Employee Exposed to COVID19+ Person in the Community	EE has NO flu-like symptoms	<ul style="list-style-type: none"> Self-monitor OK to continue working Surgical mask required at all times in clinic Facial covering required in non-clinical sites
	EE HAS flu-like symptoms	<ul style="list-style-type: none"> Consult with your PCP Return to work after 10 days from onset of symptoms and 72 hrs after symptoms have improved, whichever is longer. If you test negative for COVID 19 you may return to work before the 10 days Surgical mask required at all times in clinic Facial covering required in non-clinical sites Reassess if new symptoms develop, Quarantine is not recommended for household and others with close contact
Employee & Other Scenarios	Lives with someone who is sick. Not known if COVID19 or other illness	<ul style="list-style-type: none"> Isolate at home with person residing in household until 10 days after symptoms and fever free for 72 hours with improving symptoms If person residing in household tests negative for COVID 19 AND employee remains without symptoms, may return to work before the 10 days Surgical mask required at all times in clinic Facial covering required in non-clinical sites
	Has slight signs of illness Or Sick with flu-like symptoms; No Fever	<ul style="list-style-type: none"> Consult with your PCP Stay at home; self-isolate; do not report to work Return to work after 10 days from onset of symptoms and 72 hrs after symptoms have improved, whichever is longer. If you test negative for COVID 19 you may return to work before the 10 days Surgical mask required at all times in clinic Facial covering required in non-clinical sites

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Scenario		Action
Employee Tested for COVID19+	Test is positive	<ul style="list-style-type: none"> Consult with your PCP Self-isolate at home for 10 days from onset of symptoms and 72 hrs after symptoms have improved, whichever is longer. Follow guidance given to you by public health Surgical mask required at all times in clinic Facial covering required in non-clinical sites
	Test is negative	<ul style="list-style-type: none"> Consult with your PCP Recommend to isolate at home and avoid work/school until symptoms have improved, must be fever free for 72 hours Surgical mask required at all times in clinic Facial covering required in non-clinical sites
Employee Concerned about their Age or Health Issue(s)	No symptoms, 60+ yrs, no other health issues	<ul style="list-style-type: none"> Come to work
	60+ yrs & underlying health issue	<ul style="list-style-type: none"> Contact Manager HR to Follow-up
	60 years or younger & underlying health issue	<ul style="list-style-type: none"> Contact Manager HR to Follow-up
Employee Travels Internationally	EE has NO flu-like symptoms	<ul style="list-style-type: none"> Self-monitor Voluntarily quarantine for 14 days after first day of arrival to US When return to work: surgical mask required at all times in clinic and facial covering required in non-clinical sites If symptoms develop, see below
	EE HAS flu-like symptoms	<ul style="list-style-type: none"> Consult with your PCP Advise COVID19 testing Return to work after 10 days from onset of symptoms and 72 hrs after symptoms have improved, whichever is longer. Total minimum 14 days. Surgical mask required at all times in clinic Facial covering required in non-clinical sites Reassess if new symptoms develop

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