

# COVID-19 EMPLOYEE SYMPTOMS/TESTING STATUS-BASED DECISION TOOL FOR FOOD FACILITIES<sup>1</sup>

**As of May 5, 2020 (Version 2)**

STATUS OF ONE OR MORE WORKERS	FACILITY WORKERS: <i>COMPANY ACTIONS TO MITIGATE ASYMPTOMATIC TRANSMISSION OF COVID-19</i> **	WORKER(S) STATUS (ASYMPTOMATIC, SICK OR SYMPTOMATIC, OR TESTING POSITIVE): <i>IMMEDIATE COMPANY ACTIONS</i>	POTENTIALLY EXPOSED WORKERS: <i>IMMEDIATE COMPANY ACTIONS</i>	RECOVERED WORKER: <i>RETURN TO WORK CONSIDERATIONS</i>
<p style="text-align: center;"><b>No Known Cases (baseline measures)</b> NOTE: When deciding which basic measures to implement - consider State and local requirements, facility/establishment/store layout, employee movement patterns, and operations; ability to follow social distancing requirements/measures in the facility, establishment, or store, and whether or not there is active community spread of COVID-19.</p>	<p><u>Baseline Measures</u></p> <ul style="list-style-type: none"> <li>• Educate employees on COVID-19 risks, prevention, and company policies</li> <li>• May consider employee screening and monitoring</li> <li>• Physical distancing and/or physical partitions/barriers</li> <li>• May consider face masks/coverings per company policy and job task</li> <li>• Clean and disinfect high-touch areas frequently</li> <li>• Implement other supplementary infection control measures, enhanced hand hygiene, i.e., more frequent handwashing, frequent use of hand sanitizers</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

<sup>1</sup> This is based on federal guidance as of May 4, 2020. Refer to state/local authorities' guidance as you may have to follow additional or different guidelines

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<p style="text-align: center;"><b>Asymptomatic but Potentially Exposed to a COVID-19 Positive Individual<sup>2</sup> (molecular test)</b></p>	<ul style="list-style-type: none"> <li>• Baseline measures</li> <li style="text-align: center;">PLUS</li> <li>• Face coverings or masks</li> </ul>	<ul style="list-style-type: none"> <li>• In this situation the worker is asymptomatic, but the potential for illness development must be considered: <ul style="list-style-type: none"> <li>• Screen worker</li> <li>• Provide face covering or mask</li> <li>• Retrain on personal hygiene</li> <li>• Ask worker to self-monitor for symptoms</li> <li>• Monitor worker for at least 48 hours</li> <li>• Prepare for the need to contract trace</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Not applicable as long as individual remains asymptomatic</li> </ul>	<p>Worker can continue working unless symptoms appear or worker tests positive for COVID-19, in which case must stay home</p> <ul style="list-style-type: none"> <li>• If worker tested positive and is asymptomatic but has not been retested to determine if still infectious, worker can discontinue home isolation if: At least 10 days have passed since the date of the first positive test and remains asymptomatic since the test.</li> </ul>

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<p style="color: red; text-align: center;"><b>Symptomatic but not Tested (regardless of exposure to a COVID-19 Positive Individual)</b></p>	<ul style="list-style-type: none"> <li>• Baseline measures</li> </ul> <p style="text-align: center;">PLUS</p> <ul style="list-style-type: none"> <li>• Face coverings or masks and gloves per company policy and job task</li> <li>• Employee screening and monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• Treat as 'presumed positive'</li> <li>• Not allowed to work</li> <li>• Ask sick worker to stay home or send sick employee home</li> <li>• Recommend consultation with health professional to determine appropriateness of COVID-19 testing and need for quarantine</li> <li>• Identify other potentially exposed workers</li> </ul>	<ul style="list-style-type: none"> <li>• Notify potentially exposed workers</li> <li>• Potentially exposed workers may continue working if no symptoms appear as per current CDC guidance <u>OR</u>, consult with health officials to assess if previous CDC guidance to quarantine for 48 hours is more appropriate based on community transmission, and allow return to work if symptom-free</li> </ul>	<p>Worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> <li>• No longer have a fever without use of medication <u>AND</u> other symptoms have improved <u>AND</u> received 2 negative COVID-19 tests in a row (molecular test) taken 24 hours apart</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• No fever for at least 72 hours since recovery <u>AND</u> other symptoms have improved <u>AND</u> at least ten (10) days have passed since symptoms first appeared.</li> </ul>

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<p style="text-align: center;"><b>Asymptomatic but Tested Positive for COVID-19 (molecular test) (CONTINUED BELOW)</b></p>	<ul style="list-style-type: none"> <li>• Baseline measures</li> </ul> <p style="text-align: center;">PLUS</p> <ul style="list-style-type: none"> <li>• Face coverings or masks per company policy and job task</li> <li>• Employee screening and monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• Although asymptomatic, a positive molecular test suggests the individual may be infectious and should be treated the same as a symptomatic worker: <ul style="list-style-type: none"> <li>• Not allowed to work</li> <li>• Ask the worker to stay home or send the employee home</li> <li>• Identify other potentially exposed workers</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Notify potentially exposed workers</li> <li>• Potentially exposed workers may continue working if no symptoms appear as per current CDC guidance <u>OR</u> consult with health officials to assess if previous CDC guidance to quarantine for 48 hours is more appropriate based on community transmission, and allow return to work if symptom-free</li> </ul>	<p>Depends on if the worker remains asymptomatic or becomes symptomatic.</p> <ul style="list-style-type: none"> <li>• Worker has not been tested to determine if still infectious, worker can discontinue home isolation if: At least 10 days have passed since the date of the first positive test and remains asymptomatic since the test.</li> <li>• Worker can resume working if they have received 2 negative COVID-19 tests in a row (molecular test) taken 24 hours apart (CONTINUED)</li> </ul>

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<p style="text-align: center;"><b>Asymptomatic but Tested Positive for COVID-19 (molecular test)</b></p>				<p>If worker becomes symptomatic, worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> <li>• No longer have a fever without use of medication <u>AND</u> other symptoms have improved <u>AND</u> received 2 negative COVID-19 tests in a row (molecular test) taken 24 hours apart</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• No fever for at least 72 hours since recovery <u>AND</u> other symptoms have improved <u>AND</u> at least ten (10) days have passed since symptoms first appeared.</li> </ul>

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<p style="text-align: center;"><b>Symptomatic; Tested Negative for COVID -19 or Did Not Take Test (molecular test) AND Tested Positive for COVID-19 antibody (serology test)</b></p>	<ul style="list-style-type: none"> <li>• Baseline measures</li> <li>PLUS</li> <li>• Face coverings or masks per company policy and job task</li> <li>• Employee screening and monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• Given the rate of false negative molecular tests, the combination of symptoms and a serological positive test suggests the individual may be infectious: <ul style="list-style-type: none"> <li>• Not allowed to work</li> <li>• Ask sick worker to stay home or send sick employee home</li> <li>• Recommend consultation with health professional to determine appropriateness of additional COVID-19 testing and need for quarantine</li> <li>• Identify other potentially exposed workers</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Notify potentially exposed workers</li> <li>• Potentially exposed workers may continue working if no symptoms appear as per current CDC guidance <u>OR</u> consult with health officials to assess if previous CDC guidance to quarantine for 48 hours is more appropriate based on community transmission, and allow return to work if symptom-free</li> </ul>	<p>Worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> <li>• No longer have a fever without use of medication <u>AND</u> other symptoms have improved <u>AND</u> received 2 negative COVID-19 tests in a row (molecular test) taken 24 hours apart</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• No fever for at least 72 hours since recovery <u>AND</u> other symptoms have improved <u>AND</u> at least ten (10) days have passed since symptoms first appeared.</li> </ul>

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<p style="text-align: center;"><b>Symptomatic and Tested COVID-19 Positive (molecular test)</b></p>	<ul style="list-style-type: none"> <li>• Baseline measures</li> </ul> <p style="text-align: center;">PLUS</p> <ul style="list-style-type: none"> <li>• Employee screening and monitoring</li> <li>• Face coverings or masks per company policy and job task</li> </ul>	<ul style="list-style-type: none"> <li>• Not allowed to work</li> <li>• Ask sick worker to stay home or send sick employee home</li> <li>• Identify other potentially exposed workers</li> </ul>	<ul style="list-style-type: none"> <li>• Notify potentially exposed workers</li> <li>• Consult with public health authorities to determine if mitigations beyond employee screening are needed</li> <li>• Note: potentially exposed workers may continue working if no symptoms appear as per current CDC guidance</li> </ul>	<p>Worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> <li>• No longer have a fever without use of medication <u>AND</u> other symptoms have improved <u>AND</u> received 2 negative COVID-19 tests in a row (molecular test) taken 24 hours apart</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• No fever for at least 72 hours since recovery <u>AND</u> other symptoms have improved <u>AND</u> at least ten (10) days have passed since symptoms first appeared.</li> </ul>

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<p style="color: red; text-align: center;"><b>Asymptomatic; tested negative for COVID -19 OR did not take molecular test BUT tested positive for COVID-19 IgG antibody (serology test)</b></p>	<ul style="list-style-type: none"> <li>Baseline measures</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Consult with health officials to determine the likelihood and timeframe of potential infectivity, and potential impact on close contacts</li> </ul>	<ul style="list-style-type: none"> <li>Worker can continue working unless symptoms appear or worker tests positive for COVID-19</li> </ul>

\*\* Containment measures in the facility as per CDC guidance Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19: <https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html>, Accessed April 23, 2020; <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html> and <https://www.cdc.gov/coronavirus/2019-ncov/community/strategy-discontinue-isolation.html>, Accessed May 5, 2020;

- **Pre-Screen:** Employers should measure the worker’s temperature and assess symptoms prior to them starting work. Ideally, temperature checks should happen before the individual enters the facility. Maintain a secure log of employee pre-screening results.
- **Regular Monitoring:** As long as the worker doesn’t have a temperature (>100.4°F) or symptoms, they should self-monitor themselves or under the supervision of their employer’s occupational health program.
- **Wear a Mask:** The worker should wear a face mask or covering at all times while in the workplace. Employers can issue facemasks or coverings or can approve workers’ supplied cloth face coverings in the event of shortages. *Note: company’s may have internal policies for wearing face masks or coverings and following CDC’s recommendations for 14 days, employees should follow their company’s policy.*
- **Social Distance:** The worker should maintain 6 feet between others and themselves and practice social distancing as work duties permit in the workplace.
- **Disinfect and Clean workspaces:** The facility should clean and disinfect all areas such as offices, bathrooms, changing rooms, lockers, lunchrooms, common areas, shared electronic equipment routinely. High touch surfaces should be cleaned and disinfected more frequently.



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