

COVID-19 EMPLOYEE SYMPTOMS/TESTING STATUS-BASED DECISION TOOL FOR FOOD FACILITIES¹

As of April 27, 2020

STATUS OF THE WORKER	FACILITY WORKERS: COMPANY ACTIONS TO MITIGATE ASYMPTOMATIC TRANSMISSION OF COVID-19 **	SICK OR SYMPTOMATIC WORKER: IMMEDIATE COMPANY ACTIONS	POTENTIALLY EXPOSED WORKERS: IMMEDIATE COMPANY ACTIONS	RECOVERED WORKER: RETURN TO WORK CONSIDERATIONS
<p style="text-align: center;">No Known Cases (baseline measures) 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/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"> • Educate employees on COVID-19 risks, prevention, and company policies • May consider employee screening and monitoring • Physical distancing and/or physical partitions or barriers • May consider face masks/coverings per company policy and job task • Clean and disinfect high-touch areas frequently • Implement other supplementary infection control measures, enhanced hand hygiene, i.e., more frequent handwashing, frequent use of hand sanitizers 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A

¹ This is based on federal guidance as of April 23, 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;">Asymptomatic but Potentially Exposed to a COVID-19 Positive Individual² (molecular test)</p>	<ul style="list-style-type: none"> • Baseline measures <li style="text-align: center;">PLUS • Face coverings or masks 	<ul style="list-style-type: none"> • In this situation the worker is asymptomatic, but the potential for illness development must be considered: <ul style="list-style-type: none"> • Screen worker • Provide face covering or mask • Retrain on personal hygiene • Ask worker to self-monitor for symptoms • Monitor worker for at least 48 hours • Prepare for the need to contract trace 	<ul style="list-style-type: none"> • Not applicable as long as individual remains asymptomatic 	<p>Worker can continue working unless symptoms appear or worker tests positive for COVID-19</p>

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<p style="color: red; text-align: center;">Symptomatic but not Tested (regardless of exposure to a COVID-19 Positive Individual)</p>	<ul style="list-style-type: none"> • Baseline measures <p style="text-align: center;">PLUS</p> <ul style="list-style-type: none"> • Face coverings or masks and gloves per company policy and job task • Employee screening and monitoring 	<ul style="list-style-type: none"> • Treat as 'presumed positive' • Not allowed to work • Ask sick worker to stay home or send sick employee home • Recommend consultation with health professional to determine appropriateness of COVID-19 testing and need for quarantine • Identify other potentially exposed workers 	<ul style="list-style-type: none"> • Notify potentially exposed workers • 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 	<p>Worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> • No fever for at least 72 hours without use of medication <u>AND</u> symptoms improved <u>AND</u> 2 successive negative COVID-19 tests (molecular test) taken 24 hours apart <p>OR</p> <p>No fever for at least 72 hours without use of medication <u>AND</u> symptoms improved <u>AND</u> at least seven (7) days have passed since symptoms first appeared.</p>

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<p>Asymptomatic but Tested Positive for COVID-19 (molecular test) regardless of serology test status</p>	<ul style="list-style-type: none"> • Baseline measures <p>PLUS</p> <ul style="list-style-type: none"> • Face coverings or masks per company policy and job task • Employee screening and monitoring 	<ul style="list-style-type: none"> • 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"> • Not allowed to work • Ask the worker to stay home or send the employee home • Identify other potentially exposed workers 	<ul style="list-style-type: none"> • Notify potentially exposed workers • 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 	<p>Worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> • No fever for at least 72 hours without use of medication <u>AND</u> symptoms improved <u>AND</u> 2 successive negative COVID-19 tests (molecular test) taken 24 hours apart <p>OR</p> <p>No fever for at least 72 hours without use of medication <u>AND</u> symptoms improved <u>AND</u> at least seven (7) days have passed since symptoms first appeared.</p>

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<p style="text-align: center;">Symptomatic; Tested Negative for COVID -19 or Did Not Take Test (molecular test) AND Tested Positive for COVID-19 antibody (serology test)</p>	<ul style="list-style-type: none"> • Baseline measures • PLUS • Face coverings or masks per company policy and job task • Employee screening and monitoring 	<ul style="list-style-type: none"> • 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"> • Not allowed to work • Ask sick worker to stay home or send sick employee home • Recommend consultation with health professional to determine appropriateness of additional COVID-19 testing and need for quarantine • Identify other potentially exposed workers 	<ul style="list-style-type: none"> • Notify potentially exposed workers • 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 	<p>Worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> • No fever for at least 72 hours without use of medication <u>AND</u> symptoms improved <u>AND</u> 2 successive negative COVID-19 tests (molecular test) taken 24 hours apart <p>OR</p> <p>No fever for at least 72 hours without use of medication <u>AND</u> symptoms improved <u>AND</u> at least seven (7) days have passed since symptoms first appeared.</p>

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<p style="color: red; text-align: center;">Symptomatic and Tested COVID-19 Positive (molecular test) (regardless of serology test status)</p>	<ul style="list-style-type: none"> • Baseline measures • PLUS • Employee screening and monitoring • Face coverings or masks per company policy and job task 	<ul style="list-style-type: none"> • Not allowed to work • Ask sick worker to stay home or send sick employee home • Identify other potentially exposed workers 	<ul style="list-style-type: none"> • Notify potentially exposed workers • Consult with public health authorities to determine if mitigations beyond employee screening are needed • Note: potentially exposed workers may continue working if no symptoms appear as per current CDC guidance 	<p>Worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> • No fever for at least 72 hours without use of medication <u>AND</u> symptoms improved <u>AND</u> 2 successive negative COVID-19 tests (molecular test) taken 24 hours apart <p>OR</p> <ul style="list-style-type: none"> • No fever for at least 72 hours without use of medication <u>AND</u> symptoms improved <u>AND</u> at least seven (7) days have passed since symptoms first appeared.

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

** 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.

- **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 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.

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