

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

As of July 20, 2020 (Version 3)

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</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 July 20, 2020. Refer to state/local authorities' guidance as you may have to follow additional or different guidelines

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	handwashing, frequent use of hand sanitizers			
<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> </ul> <p style="text-align: center;">PLUS</p> <ul style="list-style-type: none"> <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> <li>• Conduct COVID-19 testing if accessible</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Not applicable if potentially exposed individuals remain asymptomatic</li> </ul>	<p>Worker can continue working unless symptoms appear or worker tests positive for COVID-19, in which case must stay home/self-isolate</p> <ul style="list-style-type: none"> <li>• If worker tested positive and is asymptomatic, he/she does not have to be 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="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 COVID-19 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 (CDC recommends 14 days of quarantine after potential exposure)</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 the possibility of a COVID-19 infection, as evidenced by:</p> <ul style="list-style-type: none"> <li>• At least ten (10) days have passed since symptom onset <u>AND</u> At least 24 hours have passed since resolution of fever without use of fever-reducing medication <u>AND</u> other symptoms have improved</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 for a certain period of time and should be treated the same as a symptomatic worker during this period: <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>• Infected worker should self-isolate</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>The worker is positive for COVID-19, in which case must stay home/self-isolate and can resume working if:</p> <ul style="list-style-type: none"> <li>• At least 10 days have passed since the date of the first positive test and remains asymptomatic since the test.</li> <li>• The worker does not have to be retested to determine if still infectious</li> </ul> <p>If worker becomes symptomatic, worker can resume working if recovered from COVID-19, as evidenced by: (CONTINUED BELOW)</p>

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<p style="text-align: center;"><b>Asymptomatic but Tested Positive for COVID-19 (molecular test)</b></p>				<ul style="list-style-type: none"> <li>At least ten (10) days have passed since symptom onset <u>AND</u> At least 24 hours have passed since resolution of fever without use of fever-reducing medication <u>AND</u> other symptoms have improved</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> </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>• 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 If worker becomes symptomatic, worker can resume working if recovered from COVID-19, as evidenced by:  At least ten (10) days have passed since symptom onset <u>AND</u>  At least 24 hours have passed since resolution of fever without use of fever-reducing medication <u>AND</u> other symptoms have improved</p>

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<p><b>Symptomatic and Tested COVID-19 Positive (molecular test)</b></p>	<ul style="list-style-type: none"> <li>Baseline measures</li> </ul> <p>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>If worker becomes symptomatic, worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> <li>At least ten (10) days have passed since symptom onset <u>AND</u> At least 24 hours have passed since resolution of fever without use of fever-reducing medication <u>AND</u> other symptoms have improved</li> </ul>
<p><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 with a molecular test (in which case, please see above recommendations)</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; <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>, Accessed, July 22, 2020.

Note: This version reflects CDC updates to its recommendations on discontinuation of home isolation for persons with COVID-19. Specifically, CDC has shifted from recommending a symptom-based strategy rather than a test-based strategy to address discontinuation of home isolation, except in rare situations. A test-based strategy is no longer recommended because, in the majority of cases it results in prolonged isolation of patients who continue to shed detectable SARS-CoV-2 RNA but are no longer infectious. <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-hospitalized-patients.html>, Accessed, July 22, 2020.



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