TRANSYLVANIA PUBLIC HEALTH

CORONAVIRUS GUIDANCE
For Employers   7/31/21

Businesses should follow the most recent NCDHHS guidance at https://covid19.ncdhhs.gov/guidance.

Respond to Sick Employees and Close Contacts

Businesses that have an employee with COVID-19 are not automatically required to close, but should take steps to prevent the spread of illness to other employees and customers. Businesses may *choose* to close for a short time to clean the facility, if they are unable to properly staff their business, or out of an abundance of caution.

Send sick people home

- People who appear to have symptoms of COVID-19 or who become sick during the day should immediately be separated from other employees, customers, and visitors and sent home. Be sure that they are wearing a mask until they leave the facility. Restaurants should consider checking symptoms of employees daily upon arrival to work. Use the checklist or flowchart at: https://transylvaniahealth.org/covid-19-resources.

- Make sure your sick leave policies support employees who may need to stay home for several days. Employers should NOT require a positive COVID-19 test result or a healthcare provider's note for employees who are sick to validate their illness, qualify for sick leave, or return to work.

Clean and disinfect your facility

- If a person with COVID-19 has been in your facility within the past 7 days, follow the CDC guidance at: www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html.

Notify and monitor other employees

- If an employee is confirmed to have COVID-19 infection, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but must maintain confidentiality as required by the Americans with Disabilities Act (ADA).

- Identify employees who were in "close contact" (within 6 feet for more than 15 minutes) to the person with COVID-19. These employees should remain at home for up to 14 days* after their last contact with the sick person. Other employees should self-monitor for symptoms and strictly follow all prevention steps for 14 days but can continue working. (For critical infrastructure workers, see additional guidance for people who may have been exposed at: www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html.)

- Advise all employees who had any exposure to the person with COVID-19 to seek testing 5-7 days after their last exposure or immediately if they have symptoms. Call the TPH nurse line at 884-4007 for help finding a test.

Allow Employees to Return to Work

Employees with <u>symptoms</u> who had a <u>positive COVID-19 test</u> or were not tested can return to work when:
- It has been at least 10 days since they first had symptoms **AND**
- They have not had a fever for 24 hours without any fever reducing medication **AND**
- Their other symptoms have improved.

Employees who had <u>no symptoms</u>, but <u>a positive COVID-19 test result</u> can return to work when:
- It has been at least 10 days since the date of their first positive test **AND**
- They continue to have no symptoms (no cough or shortness of breath) since the test.

Employees who had <u>symptoms</u> of COVID-19 and a <u>negative COVID-19 test result</u> can return to work when:
- They have not had a fever for 24 hours without fever-reducing medications and have felt well for 24 hours, unless a healthcare provider or other health guidance requires them to continue to stay home longer. (If they had close contact with someone with COVID-19, they must also meet the criteria below.)

Employee who had <u>close contact</u> to someone with COVID-19 must self-quarantine at home for up to 14 days after their last exposure (unless they test positive). Testing is recommended 5-7 days after the last exposure. They may be allowed to leave quarantine sooner based on symptoms and test results; they can discuss these options with public health contact tracing staff. *If quarantine is ended before day 14, they must continue to monitor symptoms daily and strictly follow all prevention steps including wearing a face covering, social distancing, and avoiding groups of people until 14 days have passed. A full 14-day quarantine will be used in group living settings.*

If your employee is <u>fully vaccinated</u> and has <u>no symptoms</u> of COVID-19, they do not need to quarantine after close contact. They should be tested 3-5 days after their last exposure and should wear a face covering until they receive negative test results. (They must follow the criteria above if they receive positive test results or develop symptoms of COVID-19.)

For more information, contact Transylvania Public Health at 828-884-3135 or info@transylvaniahealth.org