



COVID-19 Screening Guidance for Employers

March 2, 2021

Purpose: This guide has been developed to support the screening of employees to assess need to be excluded from the workplace and self-quarantine or self-isolate.

Procedure:

1. **Assess current symptoms and recent exposure, upon arrival:**

- Take temperature with temporal or forehead touchless thermometer
- Ask: Are you taking any medication to treat or suppress a fever?
- Ask: Are you currently waiting for a COVID-19 test result for any reason other than a required routine screening for work or a health procedure?
- Ask: Have you tested positive for COVID-19 in the past 10 days?
- Ask: In the last 14 days, have you had close contact with someone who has COVID-19? Close contact means you were within 6 feet of that person for 15 minutes or longer.
- Ask: Are you currently experiencing any of the following symptoms?

Group A 1 or more symptoms	Group B 2 or more symptoms	
Cough	Sore throat	Headache
Shortness of breath	Chills	Congestion or runny nose
Difficulty breathing	Muscle pain	Nausea or vomiting
Lack of smell or taste (without congestion)	Fatigue	Diarrhea
	Fever	

"COVID-19 Symptoms" is defined as having 1 or more symptom(s) in Group A
OR 2 or more symptoms in Group B

2. **Provide Guidance (Table 1):**

Scenario	Exclusion from Workplace	Return to Work Guidance
#1 – Negative Screen	None	NA
#2 – COVID-19 Symptoms	Yes	Employee should be tested for COVID-19. Individuals awaiting test results should be excluded from workplace. <ul style="list-style-type: none"> ➤ If test result is <u>negative</u>, return to work based on clinical criteria for alternative diagnosis. If no alternative diagnosis is known, return to work 24 hours after symptoms are improved.



Chester County Health Department
 COVID-19 Response for Chester County and Delaware County

COVID-19 Screening Guidance for Employers

March 2, 2021

Scenario	Exclusion from Workplace	Return to Work Guidance
		<ul style="list-style-type: none"> ➤ If test result is <u>positive</u>, follow return to work guidance for scenario #3. <p>If individual is not tested, follow return to work guidance for scenario #3 (assume employee is positive).</p>
#3 – Positive COVID-19 PCR Test <u>with</u> Symptoms	Yes	<ul style="list-style-type: none"> ➤ 24 hours with no fever and ➤ improvement in symptoms and ➤ 10 days since symptoms first appeared.
#4 – Positive COVID-19 PCR Test <u>without</u> Symptoms	Yes	<p>10 days after the PCR test was collected.</p> <ul style="list-style-type: none"> ➤ If symptoms develop during 10 days, follow return to work guidance for scenario #3.
#5 – Close Contact <u>with</u> Symptoms	Yes	<p>Employee should be tested for COVID-19. Individuals awaiting test results should be excluded from work.</p> <ul style="list-style-type: none"> ➤ If test result is <u>negative</u>, return to work 14 days after last exposure to the person with COVID-19, and symptoms have resolved. ➤ If test result is <u>positive</u>, follow return to work guidance for scenario #3. ➤ If individual is not tested and develops symptoms within 14 days of exposure, individual is considered a probable case, follow return to work guidance for scenario #3. <p><i>Additional quarantine guidance is provided below.</i></p>
#6 – Close Contact of COVID-19 <u>without</u> Symptoms	Yes	<p>14 days after the date of the last exposure to the person with COVID-19 is the most protective quarantine period. When adherence to the 14 day period is truly not possible following quarantine periods as acceptable alternatives.</p> <ul style="list-style-type: none"> ➤ Quarantine can end <u>after</u> day 10 <u>without</u> testing if an individual <u>remains asymptomatic</u> through the end of day10. ➤ Quarantine can end <u>after</u> day 7 if a diagnostic specimen



COVID-19 Screening Guidance for Employers

March 2, 2021

Scenario	Exclusion from Workplace	Return to Work Guidance
		<p>(e.g., RT-PCR, antigen) tests <u>negative</u> and is collected on <u>day 5 or thereafter</u>, and the person <u>remains asymptomatic</u> until the test result is received.</p> <ul style="list-style-type: none"> ➤ If symptoms develop during 14 days, individual is considered a probable case, follow return to work guidance for scenario #3. <p><i>Additional quarantine guidance is provided below.</i></p> <p><i>Exceptions:</i></p> <ul style="list-style-type: none"> ➤ <i>Anyone who has developed COVID-19 illness within the previous 3 months AND has recovered AND remains without COVID-19 symptoms, does not need to stay home.</i> ➤ <i>Anyone who is fully vaccinated (greater than 2 weeks post final COVID-19 vaccination) AND are within 3 months of receiving their final COVID-19 vaccination AND have remained asymptomatic since the current COVID-19 exposure does not need to stay home.</i>
#7- COVID-19 symptoms and had COVID-19 Vaccine within previous 3 days	Yes	If symptoms appear within 3 days of the vaccine and resolve within 72 hours, do not treat as a positive COVID. Employee may return to work once symptoms subside.
#8- COVID-19 symptoms and DID NOT have COVID-19 Vaccine within previous 3 days	Yes	If symptoms appear after 3 days and continue longer than 36 hours, individual is considered a probable case, follow return to work guidance for scenario #3.

Guidance for Employees:



COVID-19 Screening Guidance for Employers

March 2, 2021

1. Notify your supervisor if you meet any exclusion from work criteria.
2. Self-monitor for symptoms.
3. Wear a face mask at all times.
4. Practice social distancing in the workplace and do not congregate in common areas.
5. Notify your supervisor and go home immediately if you become sick.
6. Do not share headsets or objects used near face.
7. Notify your supervisor of travel plans.

Employees with COVID-19 Exposure or Positive Test Result:

Individuals are notified by their physician or the Health Department about test results for COVID-19. Individuals who are a close contact of a case are notified by the case, facility where they were exposed, or the Health Department. Because tests may be false positive or false negative, some testing may need to be repeated or confirmed. If there is uncertainty about an employee's result, have them consult their physician. If an employee receives a positive test result for COVID-19, employee should remain at home in isolation until *Return to Work Guidance* is met, regardless of symptoms. This includes essential employees.

Test results may include the following:

- Detection of SARS-CoV-2 RNA in a clinical specimen using a molecular amplification detection test (PCR)
- Detection of specific antigen in a clinical specimen

Anyone who has had close contact with someone with COVID-19 and developed COVID-19 illness within the previous 3 months AND has recovered AND remains without COVID-19 symptoms does not need to stay home. At this time, we do not know if someone can be re-infected with COVID-19. There are no confirmed reports to date of a person being re-infected with COVID-19 within 3 months of initial infection. However, additional research is ongoing. Until more is known, CDC recommends that all people, whether or not they have had COVID-19, continue to take safety measures to avoid becoming infected with COVID-19 (wash hands regularly, stay at least 6 feet away from others whenever possible, and wear masks).

Based on new information regarding antibody testing, results of antibody tests are not used for exclusion from work or return to work.

If an employee tests positive for COVID-19, the building does not need to be evacuated. An employer may choose to voluntarily close to perform a deep cleaning out of an abundance of caution. Visit <https://www.chesco.org/4437/Coronavirus-COVID-19-How-to-Help> for information on cleaning and disinfecting.

Alternative Quarantine Guidance:

The use and adherence to quarantine requirements continue to be a strong public health measure to mitigate COVID-19. Quarantining individuals breaks the transmission cycle by limiting exposure to other individuals.



Chester County Health Department
COVID-19 Response for Chester County and Delaware County

COVID-19 Screening Guidance for Employers

March 2, 2021

Therefore, the Chester County Health Department continues to recommend 14 day quarantine period as the most protective quarantine period. The Chester County Health Department recognizes the following quarantine periods as acceptable alternatives when adherence to the 14 day period is truly not possible.

The following alternative quarantine periods do NOT apply to individuals who work at, or live in, healthcare or congregate settings to include hospitals, healthcare practices/offices, long-term care facilities, correctional facilities, clinics of all sizes, shelters, group homes, etc.

Employers and organizations, including daycare/childcare centers, public/non-public schools, must determine if they will support alternative quarantine periods for their employees, those doing business with them, or receiving services from them. Employers and organizations selecting to use alternative quarantine periods as outlined below must continue symptom monitoring for the full 14 days continues, and must continue strict adherence to all existing local and state mandates and guidance (e.g., masking, physical distancing). Employers and organizations are recommended to consult their solicitor regarding any policies, procedures or protocols for requirements that may need to be in place regarding proof of negative test result and date of test when using alternative quarantine periods. Additionally, employers and organizations should update their employee and visitor screening protocol if using the alternative quarantine protocols.

Alternative quarantine periods when 14 days cannot be adhered to:

- Quarantine can end after day 10 without testing if an individual remains asymptomatic through the end of day10.
- Quarantine can end after day 7 if a diagnostic specimen (e.g., RT-PCR, antigen) tests negative and is collected on day 5 or thereafter, and the person remains asymptomatic until the test result is received.

Quarantine begins after the date of last exposure (day 0) to a person with COVID-19. At no time can quarantine be discontinued before the end of day 7 even if a negative test COVID-19 test result is received prior to the end of day 7.

Chester County Health Department will support PA DOH's evaluation of these alternatives in terms of compliance with quarantine and contact tracing activities, but also for any potential negative impacts such as post-quarantine transmission.



COVID-19 Screening Guidance for Employers

March 2, 2021

Temperature Assessment:

The temperature considered a fever during screening differs based on how temperature is taken. Consult with the manual of the device you are using to confirm temperature for fever. Any fever reported by an employee, even if no thermometer was used, is considered symptomatic.

Mode	Temperature for fever
Axillary and temporal	99.5°F or higher
Oral	100.0°F or higher

Exposure and Quarantine Post Vaccination

As of February 10, 2021, the CDC and PADOH updated the quarantine guidance to reflect vaccination status. An individual who is fully vaccinated, greater than 2 weeks post final does, do not need to quarantine after an exposure to another person with COVID-19 if as long as specific criteria are met. The criteria to go without quarantine is as follows:

1. The individual is fully vaccinated (greater than 2 weeks post final COVID-19 vaccination)
2. They are within 3 months of receiving their final COVID-19 vaccination and
3. They have remained asymptomatic since the current COVID-19 exposure

Regardless of a vaccination status, an individual who exhibits new or unexplained symptoms of COVID-19 still need to isolate and be evaluated for COVID-19 testing. Close contacts who do not meet the above criteria or have not been vaccinated must continue to follow existing quarantine guidelines. This criteria can be applies to health care providers, schools and businesses but does not apply to inpatients or residents in health care settings. DOH still encouraged all COVID-19 prevention measures to be continued for all individuals regardless of vaccination status.

COVID-19 Vaccine Guidance:

In most vaccine recipients mild to moderate reactions occur within 3 days and will typically resolve within 1-3 days of onset. The most common adverse reactions of both the Moderna and Pfizer vaccines include:



Chester County Health Department
COVID-19 Response for Chester County and Delaware County

COVID-19 Screening Guidance for Employers

March 2, 2021

- Local reactions: pain, erythema, swelling at the injection site
- Systemic reactions: fatigue, headache, arthralgia, myalgia, chills, fever, diarrhea, nausea, swollen lymph nodes

Individuals who have received the vaccine and are presenting with these symptoms within 3 days of vaccination AND they resolve within 24-72 hours, do not have to be treated as a positive. They should stay home while they have symptoms, but once symptoms resolve they can return to work, assuming they do not screen out based on other screening questions.

If symptoms start after day 3 of the vaccine or continue longer than 36 hours, then it may not be vaccine related and treat employee as a probable case and follow guidance in the chart regarding quarantine and/or testing.