

## HEED HEALTH

Knowing when an employee who has either confirmed COVID-19 infection or symptoms of COVID-19 can return to work is critically important in the current environment.

The CDC guidelines on returning to work after a confirmed or suspected COVID-19 are constantly evolving. Heed Health will continue to update this page as the guidelines change.

### Return to Work Guidance for confirmed or suspected COVID-19

We follow the most up-to-date guidance from the CDC and tailor to the recommendations of your state and local public health departments.

The following applies to workers with:

- a positive result using an FDA Emergency Use Authorized test that detects genetic material
  
- COVID-19 symptoms (fever, cough, sore throat, shortness of breath, or body aches) but did not get tested

There are multiple types of tests available for active infection screening. Saliva testing was recently granted Emergency Use Authorization status by the FDA. Antibody, or blood tests that measure whether the body has already mounted an immune response to the virus, are not recommended to clear employees for return to work at this time.

### Non-healthcare workers

Employees outside of healthcare can return to work if ONE of these scenarios are met:

1. No fever (without use of fever-reducing medication), improvement of respiratory symptoms, *AND 2 negative tests 24 hours apart*
  
2. No fever (without use of fever-reducing medication), improvement of respiratory symptoms for 3 days, *AND 10 days have passed since symptoms first appeared*
  
3. Positive COVID-19 test, symptom-free, *AND 10 days have passed since the first positive test*

Upon return to work:

- Maintain six feet of distance from other persons for 3 days

- Use a face covering (not necessarily a medical mask) for 3 days
- Report new symptoms to supervisor

Note that non-healthcare workers who had a possible exposure to COVID-19 should self-quarantine for 14 days if they remain symptom-free.

### Healthcare workers

Healthcare employees can return to work if one of these scenarios is met:

- 1 No fever (without use of fever-reducing medication), improvement of respiratory symptoms, *AND 2 negative tests 24 hours apart*
- 2 No fever (without use of fever-reducing medication), improvement of respiratory symptoms for 3 days, *AND 10 days have passed since symptoms first appeared*
4. Positive COVID-19 test, symptom-free, *AND 10 days have passed since the first positive test*

Upon return to work:

- A face mask is encouraged for at least 14 days after symptoms began
- An N95 mask and appropriate PPE should be used when providing direct care to patients with confirmed or suspected COVID-19.
- Avoid contact with severely immunocompromised patients (e.g., transplant, hematology-oncology) until 14 days after symptoms began
- Report new COVID-19 symptoms to supervisor