

COVID-19 FAQ's For Employers



Q: *Who should get tested for COVID-19?*

A: Per the CDC, not everyone needs to be tested. Considerations for who *should* get tested:

- People who have symptoms of COVID-19
- People who have had close contact (within 6 feet for at least 15 minutes) with someone with confirmed COVID-19
- People who have been asked or referred to get testing by their healthcare provider or local/state health dept.

Note: If your staff is tested for COVID-19, it is recommended that they self-quarantine/isolate at home pending test results and follow the advice of their healthcare provider or public health professional. Test result timing can vary a great deal, but is based on **priority** and affected by *many* variables, such as timing and how heavily the lab is impacted.

Reference: <https://www.cdc.gov/coronavirus/2019-ncov/testing/diagnostic-testing.html>

Q: *What should I do if an employee comes to work with COVID-19 symptoms?*

A: If they arrive at work sick or become sick during the day, ill employees should immediately be separated from others and sent home. Employees who develop symptoms outside of work should notify their supervisor and stay home. Sick employees should follow CDC recommendations to help prevent spread and should **not** return to work until they have met the criteria to discontinue home isolation and have consulted with a healthcare provider. Employers should not require sick employees to provide a COVID-19 test result or healthcare provider's note to validate their illness, qualify for sick leave, or return to work as medical facilities may be extremely busy and not able to provide such documentation in a timely manner.

References: <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>, https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fabout%2Fsteps-when-sick.html, <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>

Q: *If an employee has been exposed but is not showing symptoms, should I allow them to work?*

A: Employees may have been exposed if they are a "close contact" (within 6 feet for at least 15 minutes with someone with confirmed COVID-19). Potentially exposed employees who **have** symptoms should self-isolate and follow CDC recommendations. Potentially exposed employees who **do not have** symptoms should remain at home or in a comparable setting and practice social distancing for 14 days. All other employees should self-monitor for symptoms and wear cloth face coverings. If they develop symptoms, they should notify their supervisor and stay home. To ensure continuity of operations of essential functions, CDC advises that "critical infrastructure employees" may be permitted to continue to work following potential exposure, provided they remain symptom-free and additional precautions are taken to protect them and the community.

References: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>, <https://www.cdc.gov/coronavirus/2019-ncov/php/public-health-recommendations.html>, <https://www.cisa.gov/identifying-critical-infrastructure-during-covid-19>, <https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html>

Q: *When should an employee suspected or confirmed to have COVID-19 return to work?*

A: Sick employees should follow CDC-recommended steps to prevent the spread of COVID-19. Employees should not return to work until they meet the criteria to discontinue home isolation and have consulted with a healthcare provider. Employers should not require a sick employee to provide a negative COVID-19 test result or healthcare provider's note to return to work. Employees with COVID-19 who have stayed home can stop home isolation and return to work when they have met criteria as prescribed by the CDC and their healthcare provider.

References: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fabout%2Fsteps-when-sick.html, <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>

You can find more COVID-19 FAQ's and Information at:

<https://www.cdc.gov/coronavirus/2019-ncov/community/general-business-faq.html>