

COVID-19 EMPLOYEE SYMPTOMS/TESTING STATUS-BASED DECISION TOOL FOR FOOD FACILITIES¹

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;">No Known Cases (baseline measures) 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"> • Educate employees on COVID-19 risks, prevention, and company policies • May consider employee screening and monitoring • Physical distancing and/or physical partitions/barriers • May consider face masks/coverings per company policy and job task • Clean and disinfect high-touch areas frequently • Implement other supplementary infection control measures, enhanced hand hygiene, i.e., more frequent 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A

¹ 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;">Asymptomatic but Potentially Exposed to a COVID-19 Positive Individual² (molecular test)</p>	<ul style="list-style-type: none"> • Baseline measures <p style="text-align: center;">PLUS</p> <ul style="list-style-type: none"> • Face coverings or masks 	<ul style="list-style-type: none"> • In this situation the worker is asymptomatic, but the potential for illness development must be considered: <ul style="list-style-type: none"> • Screen worker • Provide face covering or mask • Retrain on personal hygiene • Ask worker to self-monitor for symptoms • Monitor worker for at least 48 hours • Prepare for the need to contract trace • Conduct COVID-19 testing if accessible 	<ul style="list-style-type: none"> • Not applicable if potentially exposed individuals remain asymptomatic 	<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"> • 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.

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<p style="text-align: center;">Symptomatic but not Tested (regardless of exposure to a COVID-19 Positive Individual)</p>	<ul style="list-style-type: none"> • Baseline measures <p style="text-align: center;">PLUS</p> <ul style="list-style-type: none"> • Face coverings or masks and gloves per company policy and job task • Employee screening and monitoring 	<ul style="list-style-type: none"> • Treat as 'presumed COVID-19 positive' • Not allowed to work • Ask sick worker to stay home or send sick employee home • 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) • Identify other potentially exposed workers 	<ul style="list-style-type: none"> • Notify potentially exposed workers • 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 	<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"> • 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

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<p style="text-align: center;">Asymptomatic but Tested Positive for COVID-19 (molecular test) (CONTINUED BELOW)</p>	<ul style="list-style-type: none"> • Baseline measures <p style="text-align: center;">PLUS</p> <ul style="list-style-type: none"> • Face coverings or masks per company policy and job task • Employee screening and monitoring 	<ul style="list-style-type: none"> • 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"> • Not allowed to work • Ask the worker to stay home or send the employee home • Infected worker should self-isolate • Identify other potentially exposed workers 	<ul style="list-style-type: none"> • Notify potentially exposed workers • 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 	<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"> • At least 10 days have passed since the date of the first positive test and remains asymptomatic since the test. • The worker does not have to be retested to determine if still infectious <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;">Asymptomatic but Tested Positive for COVID-19 (molecular test)</p>				<ul style="list-style-type: none"> 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

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<p style="text-align: center;">Symptomatic; Tested Negative for COVID -19 or Did Not Take Test (molecular test) AND Tested Positive for COVID-19 antibody (serology test)</p>	<ul style="list-style-type: none"> • Baseline measures <p style="text-align: center;">PLUS</p> <ul style="list-style-type: none"> • Face coverings or masks per company policy and job task • Employee screening and monitoring 	<ul style="list-style-type: none"> • 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"> • Not allowed to work • Ask sick worker to stay home or send sick employee home • Recommend consultation with health professional to determine appropriateness of additional COVID-19 testing and need for quarantine • Identify other potentially exposed workers 	<ul style="list-style-type: none"> • Notify potentially exposed workers • 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 	<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>Symptomatic and Tested COVID-19 Positive (molecular test)</p>	<ul style="list-style-type: none"> Baseline measures <p>PLUS</p> <ul style="list-style-type: none"> Employee screening and monitoring Face coverings or masks per company policy and job task 	<ul style="list-style-type: none"> Not allowed to work Ask sick worker to stay home or send sick employee home Identify other potentially exposed workers 	<ul style="list-style-type: none"> Notify potentially exposed workers Consult with public health authorities to determine if mitigations beyond employee screening are needed Note: potentially exposed workers may continue working if no symptoms appear as per current CDC guidance 	<p>If worker becomes symptomatic, worker can resume working if recovered from COVID-19, as evidenced by:</p> <ul style="list-style-type: none"> 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>Asymptomatic; tested negative for COVID -19 OR did not take molecular test BUT tested positive for COVID-19 IgG antibody (serology test)</p>	<ul style="list-style-type: none"> Baseline measures 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Consult with health officials to determine the likelihood and timeframe of potential infectivity, and potential impact on close contacts 	<ul style="list-style-type: none"> 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)

** 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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Readers are also encouraged to exercise their best judgment in considering whether, due to their particular individual circumstances, it would be reasonable to implement additional measures to further reduce the risks related to COVID-19. Readers are further encouraged to consider any and all additional authoritative resources and advice.

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