COVID-19 Exposure Guidelines (Internal Document)

* Positive test - 14 day quarantine, 3 days fever free without aid and 10 days since start of symptoms.  To return to work medical note or negative test.
* Symptoms and tested with negative results - 3 days fever free without aid and 10 days since start of symptoms.
* Exposed and instructed to quarantine - 14 days from exposure and must notify if they become symptomatic.
* Family member in household positive - 14 days from exposure and must notify if they become symptomatic.
* Member in household instructed to quarantine because of possible exposure - this is the tricky one.  Each is handled differently.  Factors to consider - depth of exposure, any symptoms and fear level of individual. We try to err on the side of caution and require quarantine versus return.

This link is the CDC guidance for deciding if you need to quarantine due to exposure.

<https://www.cdc.gov/coronavirus/2019-ncov/php/public-health-recommendations.html>

The main reason to quarantine is "close contact" - defined as contact between individuals 6' or less for 15 minutes (CDC), 10 Minutes (OSHA).

In addition, this link let's staff know what to do if they are sick

<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>

Here is a link to the poster that is now required to post at all job locations, explaining employee rights and employer obligations (EPSL & EFMLA).

<https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf>

As far as when staff are away from work, we ask them to be safe and smart - but beyond that, there is not much you can do.  We also ask them to do a health check before leaving the house, and to call their supervisors if they don't feel 100%.  When they arrive at work, they have to go through the same screening questions and temperature as everyone else.