

Scenario 1: Employees with:

- A. Symptoms (see page 3) concerning for: COVID-19, post COVID-19 vaccination symptoms, ILI, URI **OR**
- B. A positive COVID-19, Flu, or non-flu/non-COVID test result **OR**
- C. **Clinical diagnosis** of COVID-19/post COVID-19 vaccination symptoms/ILI/URI or "presumed positive" COVID-19 or flu **OR**
- D. Pending COVID-19/Flu/Non-Flu/Non-COVID Test ordered as part of a healthcare provider evaluation

Employee/Employer Guidance

1. Send employee home and determine if able to work from home
2. Encourage further evaluation and testing with family doctor or Walk In Clinic or contact 1-877-PPG-TODAY
3. For emergent symptoms, go to nearest emergency department

Employee Return to Work Guidance

1. Return to work per diagnosis specific return to work path

Scenario 3: An asymptomatic employee with:

1. Prolonged close contact with
 - A. Household member with positive flu test OR onset of post COVID-19 vaccination symptoms within 3 days of vaccine administration
 - B. Non household member with positive flu test
2. Pending COVID-19/flu test not ordered as part of a health care provider evaluation

Employee/Employer Guidance

1. Contact employer
2. Self monitor for 14 days
3. Report symptoms to employer

Employer Return to Work Guidance

1. Employees may return to work and should mask and follow other company policies regarding social distancing, hand hygiene, etc.
2. Follow scenario 1 if symptoms concerning for COVID-19, ILI, or URI develop or positive test result
3. Follow scenario 2 if COVID-19 vaccinated household members' post vaccine symptoms last **beyond 2 days**

Scenario 2: An asymptomatic employee with prolonged close contact with household or non household member with:

- A. COVID-19 positive test OR
- B. Post COVID-19 vaccination symptoms lasting beyond 2 days OR
- C. COVID-19/ILI/URI symptoms

Employee/Employer Guidance – Fully Vaccinated/COVID-19 Illness in Last 90 Days

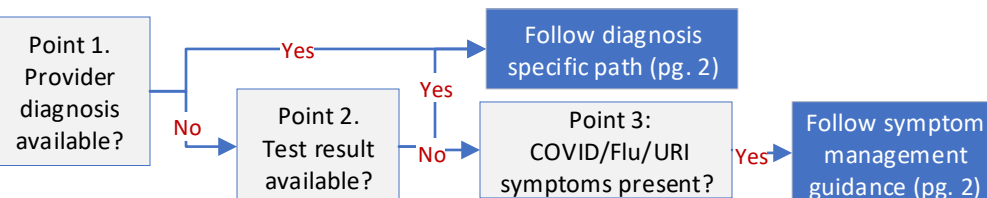
- A. Can return to work, no quarantine needed
- B. Recommend testing 3-5 days after exposure (not mandatory, but prudent)
- C. Utilize precautions (masking, self-monitor for symptoms) for 14 days or until negative COVID-19 test result
- D. Immediately report any COVID-19 symptoms (navigate scenario 1)

Employee Return to Work Guidance – Not Fully Vaccinated/No COVID-19 Illness in Last 90 Days

1. Interim guidance
 - A. Send employee home and determine if able to work from home
 - B. Encourage further evaluation and testing with family doctor or Walk In Clinic or contact 1-877-PPG-TODAY
 - C. For emergent symptoms, go to nearest emergency department
2. Return to work guidance
 - A. Isolate for days 1-7, obtain test on day 5-7 while continuing to isolate, if test negative return to work on day 8 and utilize precautions (masking, self-monitor for symptoms) on days 8-14, if test positive isolate at home for 10 days from date of +test
 - B. An asymptomatic employee may isolate at home for days 1-10 without testing, and return on day 11 with precautions day 11-14
 - C. Employees developing symptoms concerning for COVID-19 or with a positive COVID-19 test result (PCR or antigen) should report this to employer and would navigate under current scenario 1
 - D. Asymptomatic employees may return to work if (non)household members' symptoms are determined to NOT be COVID-19 per testing/provider evaluation

Return to Work Decision Points:

Initially evaluating providers, likely start at Point 3. Providers evaluating only return to work likely start at Point 1. Travel between points may be necessary.



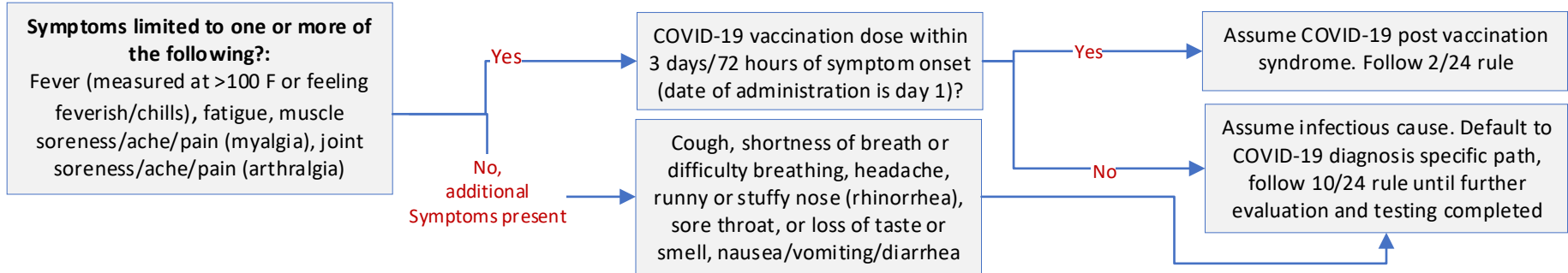
Scenario 4: Travel (focus air/other public transportation)

1. Domestic, after travel
 - a. Fully vaccinated/recovered from COVID-19 in the past 3 months
 - i. Return to work, continue to self-monitor for COVID-19 symptoms, isolate and test if symptoms develop
 - b. Not fully vaccinated
 - i. Determine if employee can work from home
 - ii. COVID-19 test 3-5 days after travel and self quarantine at home for full 7 days after travel (even if test is negative), if test positive, proceed per scenario 1.
 - iii. Self quarantine for 10 days after travel if no COVID-19 test, self-monitor for COVID-19 symptoms, isolate and test if develop, may return to work if remain asymptomatic
2. International, after travel
 - a. Fully vaccinated/recovered from COVID-19 in the past 3 months
 - i. Return to work, get COVID-19 test 3-5 days after travel, continue to self-monitor for COVID-19 symptoms, test again if symptoms develop
 - b. Not fully vaccinated
 - i. Determine if employee can work from home
 - ii. COVID-19 test 3-5 days after travel and self quarantine at home for full 7 days after travel (even if test is negative), if test positive, proceed per scenario 1.
 - iii. Self quarantine for 10 days after travel if no COVID-19 test, self-monitor for COVID-19 symptoms, isolate and test if develop, may return to work if remain asymptomatic

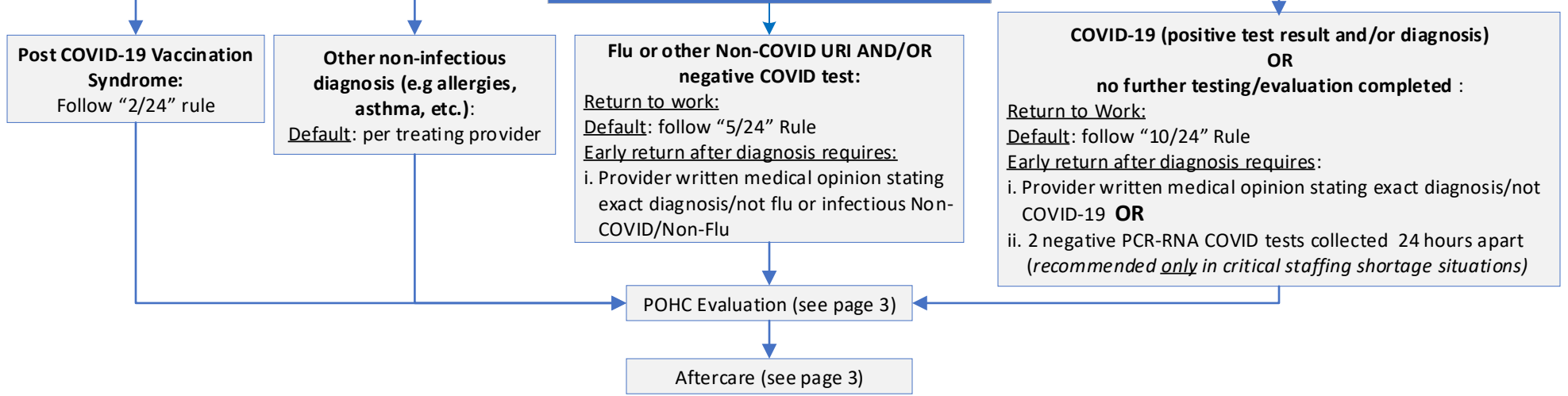
1. CDC recommends delaying travel until fully vaccinated
2. Visit CDC.gov if travel needed when not fully vaccinated
3. Check for any current domestic/international travel restrictions
4. Check for any US reentry requirements

Symptom Management Guidance

*Given Delta variant, vaccination status or COVID-19 recovery in last 90 days are not applicable



Diagnosis Specific Return to Work Paths



Reference Information

COVID-19 Co-infection

1. Possible in patient with ILI
2. Actual probability is uncertain based on current literature
3. Symptom based return to work strategy and other hierarchy of controls based precautions are protective of the work environment even if COVID-19 co-infection is not detected

Informed by:

<https://jamanetwork.com/journals/jama/fullarticle/2764787>

Algorithm is primarily intended to protect the work environment

Symptoms should primarily guide the return to work path, even when testing results are available

A test-based return to work strategy is generally not recommended only should be considered in critical staffing shortage situations

For an employee to return earlier than 5 days, they would need to have COVID, flu, other infectious diagnosis ruled out by a medical provider

If an ill employee does not seek any care or testing they would be eligible to return in 10 days if they meet other "10/24" rule return to work criteria

Symptomatic employees should be strongly encouraged to seek evaluation and testing to exclude COVID-19

Per OSHA ETS "the employer must support COVID-19 vaccination for each employee by providing reasonable time and paid leave (e.g. paid sick leave, administrative leave) to each employee for vaccination and any side effects experienced following vaccination."

Definitions

WCI/WCF: Work Comp Initial or Work Comp Follow up

RTW: Return to Work appointment

ILI: Influenza-like illness

URI: Upper respiratory infection

Potential COVID-19 Symptoms (new/worsened above baseline)

1. Fever (measured at >100 F) or feeling feverish/chills
2. Cough
3. Shortness of breath or difficulty breathing
4. Fatigue (tiredness)
5. Sore throat
6. Runny or stuffy nose
7. Muscle pain or body aches
8. Headache
9. Change in/loss of taste and/or smell
10. Nausea or vomiting

Potential Flu Symptoms (new/worsened above baseline)

1. Fever (measured at >100 F) or feeling feverish/chills
2. Cough
3. Fatigue (tiredness)
4. Sore throat
5. Runny or stuffy nose
6. Muscle pain or body aches
7. Headache
8. Vomiting/diarrhea, (more common in children)

Prolonged close contact: employee was not wearing a respirator or any other required PPE and was in close contact (<6 feet for ≥ 15 minutes) with COVID-19 positive person, or unprotected direct contact with infectious secretions.

Date of exposure: date of onset of symptoms of the COVID-19 positive close contact (if known) OR date of COVID + test of the close contact if symptom onset unknown.

5/24 Rule:

5 days since onset of symptoms with resolution or improvement
24 hours fever free without use of fever reducing medications

2/24 Rule:

- i. No Fever: may work if they feel well enough to do so
- ii. Fever ≥100.0 F: stay home until 24 hours fever free without fever reducing medication
- iii. If symptoms are not improving/persist greater than 2 days (whether working or not) assume infectious cause, seek evaluation and testing, default to COVID-19 path regarding return to work

10/24 Rule:

1. Return appropriate at **10 days** from **either**:
 - i. Collection date of FIRST positive COVID-19 test (PCR or antigen) **OR**
 - ii. Onset of **new or worsened above baseline** symptoms
- Note: there must be resolution or improvement of symptoms and (if applicable) 24 hours fever free without use of fever reducing medications**

Aftercare

Mask until respiratory symptoms resolve
Hand and respiratory hygiene
Watch for and report concerning symptoms to employer
If symptoms become emergent call the Emergency Department
Take temperature 2 x's per day watching for fever ≥100
Social distancing & any other company-specific policies

Post Vaccination: Follow administration site guidance

POHC Recommendations for Evaluation:

1. COVID-19 symptoms/positive test
 - a. Non Work-Related Exposures: POHC RTW visit
 - b. Work-related Exposures: POHC WCI visit
 2. COVID-19 post vaccination symptoms
 - a. Employer does not mandate vaccine/voluntary: follow up with family doctor/walk-in clinic as appropriate, ED for emergent symptoms
 - b. Employer does mandate vaccine: POHC WCI visit
 3. Flu, Infectious Non-COVID/Non-Flu (ILI, sinusitis, etc.), or Other Non-Infectious Diagnosis: POHC RTW visit
- *Per OSHA 1904.5(b)(2), Flu/common cold are **not work related**

COVID-19 Vaccination Status:

1. Per vaccine manufacturer, patients are **fully vaccinated**:
 - a. **14 days after 2nd dose of 2-dose series (Pfizer or Moderna)**
 - b. **14 days after single-dose vaccine (Janssen / J&J)**
2. Patients who have only received one vaccine dose of a two dose series *should be approached the same as an unvaccinated person* given limited efficacy of a single vaccine dose.

Pfizer: <https://www.fda.gov/media/151707/download>
Moderna: <https://www.fda.gov/media/144434/download>
Janssen/J&J: <https://www.fda.gov/media/146304/download>

Testing Guidance:

Not for use in patient diagnosis

