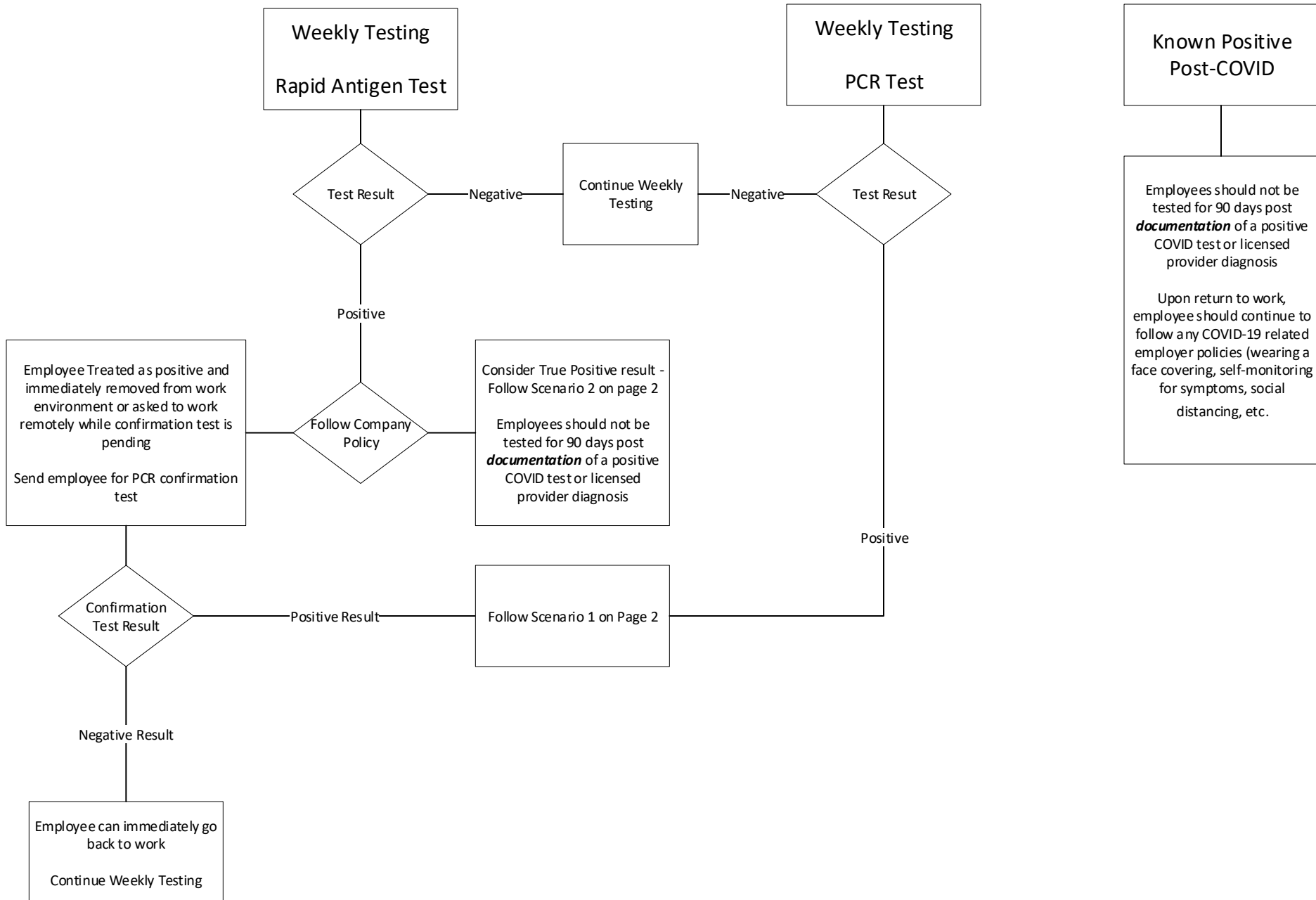


# Asymptomatic Surveillance Testing Workflow



### 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 10 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

### Guidance For Employees That Are:

1. Boosted
2. Completed Vaccine Series a. Pfizer/Moderna <6 months ago b. J&J <2 months ago
3. Positive COVID Lab Test (PCR) <90 days ago

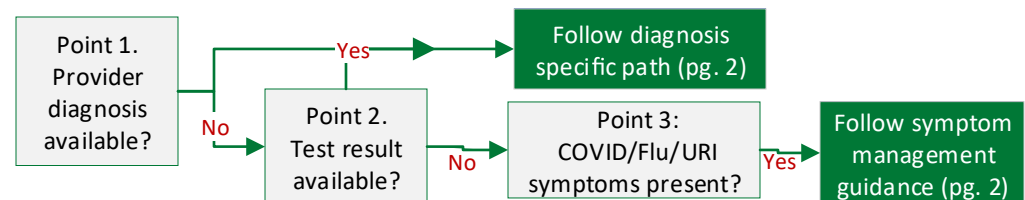
- A. Continue working, no quarantine needed
- B. Wear a mask around others for 10 days after last close contact
- C. **Recommend testing** 3-5 days after last close contact (prudent, not mandatory)
- D. Self-monitor for symptoms for 14 days after last close contact until negative COVID-19 test result
- E. Immediately report any COVID-19 symptoms and navigate as in scenario 1

### Guidance For Employees That Are: 1. Unvaccinated 2. Completed Vaccine Series a. Pfizer/Moderna >6 months ago b. J&J >2 months ago

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. Quarantine for 7 days after last close contact
  - B. Test on day 5-7 (if possible) while continuing to quarantine
    - i. test positive: navigate as in scenario 1
    - ii. test negative: return day 8, mask and self-monitor for symptoms days 8-10
    - iii. **if no test completed: return to work on day 11**
  - C. Employees during quarantine that develop symptoms concerning for COVID-19 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)

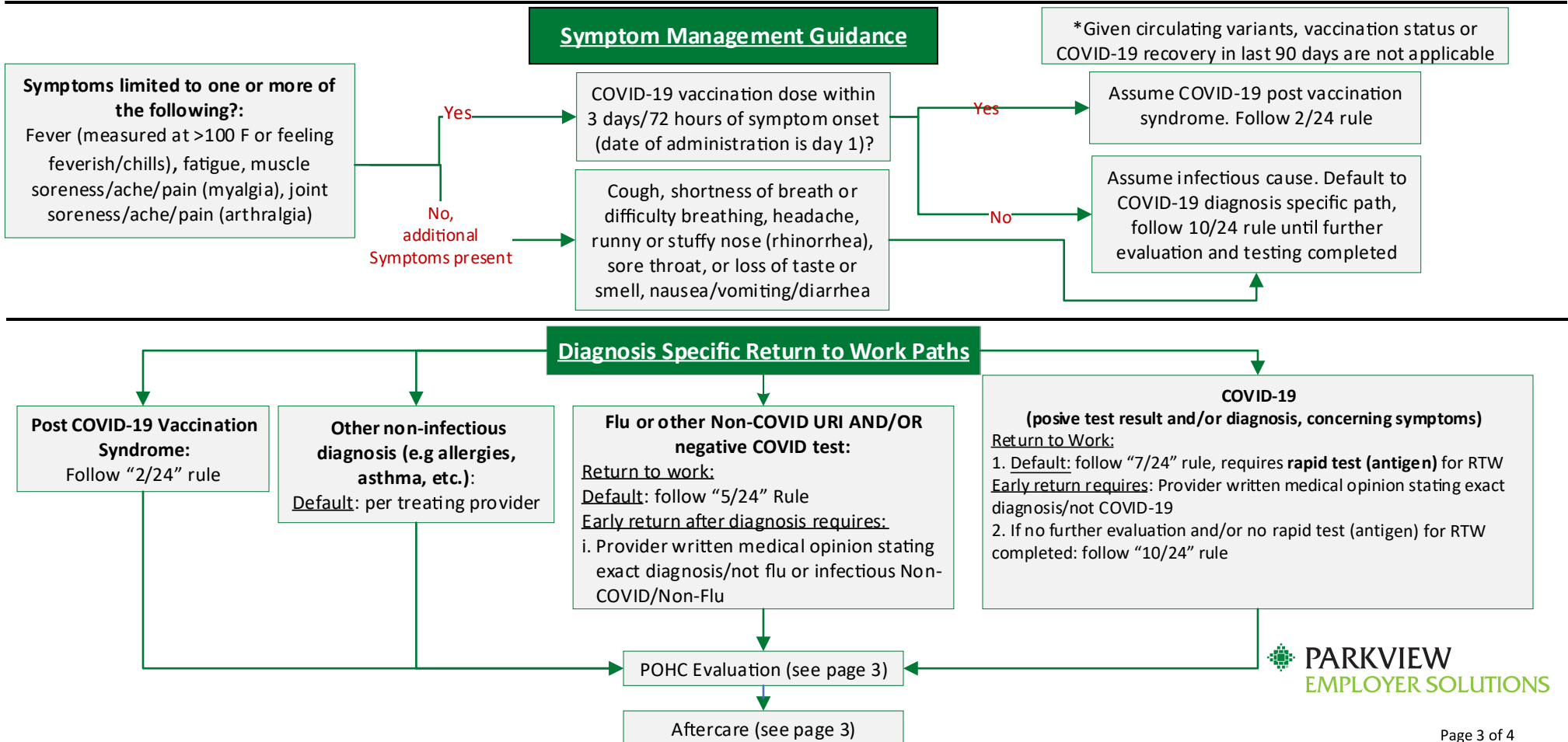
### 1. Domestic, after travel

- a. Boosted or Completed Vaccine Series a. Pfizer/Moderna < 6 months ago b. J&J < 2 months ago
  - i. If asymptomatic, return to work; continue to self-monitor for COVID-19 symptoms; isolate and test if symptoms develop
  - ii. Follow all state and local recommendations or requirements after travel.
- b. Unvaccinated or Completed Vaccine Series a. Pfizer/Moderna > 6 months ago b. J&J > 2 months ago
  - 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 day 11 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

### 2. International, after travel

- a. Boosted or Completed Vaccine Series a. Pfizer/Moderna < 6 months ago b. J&J < 2 months ago
  - i. If asymptomatic, may return to work; get COVID-19 test 3-5 days after travel
  - ii. Self-monitor for COVID-19 symptoms; isolate and get tested if you develop symptoms.
  - iii. Follow all state and local recommendations or requirements after travel.
- b. Unvaccinated or Completed Vaccine Series a. Pfizer/Moderna > 6 months ago b. J&J > 2 months ago
  - 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 day 11 if remain asymptomatic



# Reference Information

## COVID-19 Co-infection

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

## Algorithm Perspective

1. Primarily intended to protect the **work environment** according to hierarchy of controls
2. Optimize work environment protection **agnostic of COVID-19 variant**

## Navigating Employees' Return To Work

1. Symptoms can and should primarily guide the return to work path, even when testing results are available.
2. A test-based return to work strategy is generally not recommended due to availability and logistics. It only should be considered in critical staffing shortage situations.
3. 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.
4. 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.
5. Symptomatic employees should be strongly encouraged to seek evaluation and testing to exclude COVID-19 and receive treatment for their current other diagnosis.

## Additional Guidance

OSHA: <https://www.osha.gov/coronavirus>

## Return To Work Testing Guidance:

(do not use for diagnosis)

Type	Available Results		
COVID-19	Positive	Negative/ Not Available	Negative
Flu	Positive/Negative/ Not Available	Positive	Negative
	Return per 10/24 Rule	Return per 5/24 Rule	Return per treating provider diagnosis

## Definitions

WCI/WCF: Work Comp Initial or Work Comp Follow up  
 RTW: Return to Work  
 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 and/or symptomatic 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.

## COVID-19 Vaccination Status

1. **Fully vaccinated:**
    - a. 14 days after 2<sup>nd</sup> dose of 2-dose series (Pfizer or Moderna)
    - b. 14 days after single-dose vaccine (Janssen / J&J)
  2. **Unvaccinated:**
    - a. have not received any doses of a vaccine series
    - b. those not meeting "fully vaccinated" definition above
  3. **Boosted:**
    - a. fully vaccinated plus additional vaccine dose at manufacturer specified time interval
- 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>

## 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

## 7/24 Rule

1. Return appropriate on day 8 after 7 days isolation from first positive COVID test or onset of symptoms concerning for COVID
2. Must have negative rapid COVID test day 6-7, with masking (at least) day 8-10
3. Must be 24 hours fever free without use of fever reducing medications

## 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/exposure
  - a. Non Work-Related:
    - i. Initial evaluation: walk-in clinic or primary care provider
    - ii. Once recovered: POHC RTW visit
  - b. Work-related: 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:
  - a. Initial evaluation: walk-in clinic or primary care provider
  - b. Once recovered: POHC RTW visit

\*Per OSHA 1904.5(b)(2), Flu/common cold are **not work related**