

## Guidance for Employers and the Community Regarding COVID-19 Infection and Exposure

The purpose of the guidance is to help employers and community members determine next steps when being notified that a person has been diagnosed with COVID-19 or has been exposed to a person diagnosed with COVID-19. This guidance is not intended to replace medical evaluation or any other recommendations by the [U.S. Centers for Disease Control and Prevention \(CDC\)](#) or the [California Department of Public Health \(CDPH\)](#).

All information is subject to change.

### BACKGROUND

Coronavirus Disease 2019 (COVID-19) is an infection caused by a virus that can spread from person to person through respiratory droplets when a person coughs or sneezes. While it is primarily spread by coming into close contact (about 6 feet) of a person who is infected with COVID-19, it may also be spread by touching a surface with the virus on it and then touching your mouth, nose, or eyes.

There is currently no vaccine to protect against COVID-19. The best way to protect yourself is to avoid being exposed to the virus that causes COVID-19. This includes staying home as much as possible, avoiding close contact with others, cleaning and disinfecting frequently touched surface, and washing your hands with soap and water or using an alcohol-based hand sanitizer.

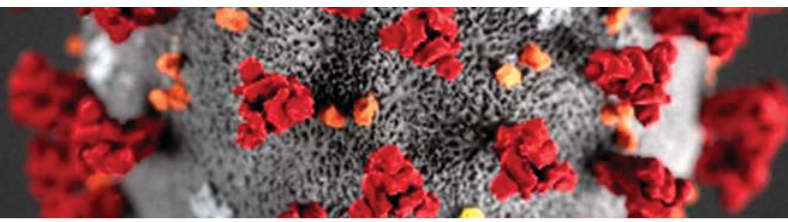
[EPA-approved disinfectants](https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2) can be found online at <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>. Bleach solutions (for example 1/3 cup bleach added to 1 gallon of water) and 70% alcohol solutions are also effective alternatives if the EPA-approved disinfectants are in short supply.

Anyone who is ill should stay home. Symptoms of COVID-19 include, but are not limited to:

- Cough
- Shortness of breath or difficulty breathing
- Fever (generally defined as 100.4 °F)
- Chills
- Muscle pain
- Sore throat
- New loss of taste or smell

Everyone is at risk of getting COVID-19, but some people are at higher risk for more severe illness, including hospitalization and death. Persons who are at higher risk include those who are over 65 years of age and people with [serious underlying medical conditions](#), particularly if not well controlled. More details regarding people who may be at higher risk can be found online at <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html>.

**Please contact the San Bernardino County Department of Public Health at (800) 722-4794 if you have questions regarding this guidance or other questions about COVID-19 in San Bernardino County. Visit the San Bernardino County Public Health [COVID-19 website](https://sbccovid19.com/) at <https://sbccovid19.com/> for additional resources.**



## If an Employee tests positive for COVID-19

If Infected Employee is at home, instruct to stay home.  
If Infected Employee is at work, send home immediately.



Thoroughly disinfect of areas where the Infected Employee was working.



Allow Infected Employee to work remotely if Infected Employee is well enough and is able to perform work duties from home or other off-site location.



Determine whether the Infected Employee has had prolonged direct contact (within 6 feet for more than 15 minutes) with other employees or members of the community during the two days before symptoms first started.

See Exposed Employee Guidance for additional information regarding Exposed Employees.



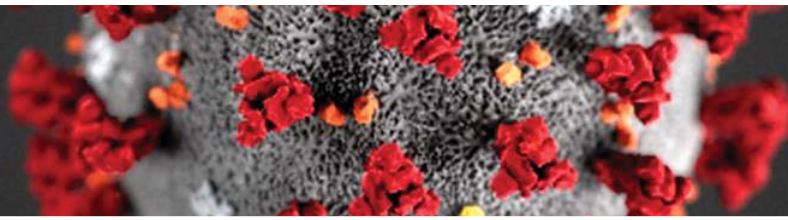
Collect name and phone number of any individual who may have been exposed to the Infected Employee. Identify the last date the Exposed Employee may have been in close contact with the Infected Employee. Public Health may request information for individuals who have had prolonged direct contact to the Infected Employee.



Infected Employees should not return to work until meeting criteria in Return to Work Guidance.

Based on the CDC's [Return to Work Criteria for Healthcare Personnel](https://www.cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.html) and [Discontinuation of Home Isolation](https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html)

Updated 06/11/2020



## Returning to Work

Infected Employees who have been diagnosed with COVID-19 may not return to work until they meet the CDC criteria for discontinuation of isolation.

Determine if the Symptom/Time-based Strategy or the Test-based Strategy will be used.

Symptom/Time-based

Test-based

Determine if the patient has had symptoms consistent with COVID-19 infection (regardless if before or after testing)

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No Symptoms

Symptoms

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No Symptoms

At least 10 days have passed since positive test result AND

Infected Employee must have no fever (without the use of fever-reducing medication) for 72 hours AND

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No symptoms have developed since positive test result

Infected Employee must have improved, resolving respiratory symptoms AND

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At least 10 days have passed since symptoms first appeared

Infected Employee must have 2 consecutive COVID-19 molecular test results that are NEGATIVE. Specimens (NP swabs) must be collected at least 24 hours apart.

Note: Positive test results do not necessarily mean that the Infected Employee is still infectious to others. There are reports of patients having positive tests for week and months after no longer being infectious.

Recovered Employee may return to work. Employee should follow all recommendations by their healthcare provider and Public Health, maintain good hygiene practices, and continue to self-monitor for any symptoms.

## If an Employee's family member or household member tests positive for COVID-19 and Employee has ongoing exposure

