

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

As of August 16, 2021 (Version 5)

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="color: red;">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 or the facility is in an area of substantial or high transmission.²</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, 	<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 27, 2021. (<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>) Refer to state/local authorities' guidance as you may have to follow additional or different guidelines

² <https://covid.cdc.gov/covid-data-tracker/#county-view>

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	i.e., more frequent handwashing, frequent use of hand sanitizers			
<p>Fully Vaccinated</p> <p>Asymptomatic</p> <p>Exposed to Positive COVID-19 Individual</p> <p>Not Tested</p> <p>COVID-19 Positivity Unknown</p>	<ul style="list-style-type: none"> Baseline measures <p>PLUS</p> <ul style="list-style-type: none"> Face coverings or masks and gloves per company policy and job task 	<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"> Monitor worker symptoms Must wear face covering or mask for 14 days OR test 3-5 days following exposure to a COVID-19 positive individual Retrain on personal hygiene Ask worker to self-monitor for symptoms for 14 days following an exposure Prepare for the need to contact trace 	<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>Fully Vaccinated</p> <p>Symptomatic</p> <p>Potentially Exposed to a COVID-19 Positive Individual</p> <p>Not Tested</p> <p>COVID-19 Positivity Unknown</p>	<ul style="list-style-type: none"> Baseline measures <p>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"> Not allowed to work Ask sick worker to stay home or send sick employee home <ul style="list-style-type: none"> Prepare for the need to contract trace and identify potentially exposed workers Conduct COVID-19 testing 3-5 days after exposure If tested positive for COVID-19, isolate for 10 days. Advise worker to wear a mask in all indoor settings for 14 days 	<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 <p>If tested negative for COVID-19, resume work</p>

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<p>Unvaccinated; Partially Vaccinated; or Fully Vaccinated but Immunocompromised</p> <p>Asymptomatic</p> <p>Potentially Exposed to a COVID-19 Positive Individual²</p> <p>Not Tested</p> <p>COVID-19 Positivity Unknown</p>	<ul style="list-style-type: none"> • Baseline measures <p>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 • Must wear face covering or mask for 14 days OR test 3-5 days following exposure to a COVID-19 positive individual • Retrain on personal hygiene • Ask worker to self-monitor for symptoms • Monitor worker for at least 48 hours • Prepare for the need to contact trace 	<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>Unvaccinated; Partially Vaccinated; or Fully Vaccinated but Immunocompromised</p> <p>Symptomatic</p> <p>Potentially Exposed to COVID-19 Positive Individual</p> <p>Not Tested</p> <p>COVID-19 Positivity Unknown</p>	<ul style="list-style-type: none"> • Baseline measures <p>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 • If exposed, conduct COVID-19 testing 3-5 days after exposure to a COVID-19 positive individual • Identify other potentially exposed workers • Advise worker to wear a mask in all indoor settings for 14 days 	<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>Unvaccinated; Partially Vaccinated; or Fully Vaccinated but Immunocompromised</p> <p>Asymptomatic</p> <p>Tested Positive for COVID-19 (molecular test)</p>	<ul style="list-style-type: none"> • Baseline measures <p>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: <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 • Advise worker to wear a mask in all indoor settings for 14 days 	<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> <ul style="list-style-type: none"> • At least ten (10) days have passed

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				<p>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>Unvaccinated or Partially Vaccinated</p> <p>Asymptomatic</p> <p>No COVID-19 Test or tested negative for COVID-19 (molecular test)</p> <p>Tested positive for COVID-19 IgG antibody (serology test)</p>	<ul style="list-style-type: none"> Baseline measures 	<ul style="list-style-type: none"> Advise worker to wear a mask in all indoor settings for 14 days 	<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 	<p>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)</p>
<p>Unvaccinated or Partially Vaccinated</p> <p>Symptomatic</p> <p>No COVID-19 Test or tested negative for COVID-19 (molecular test)</p> <p>Tested Positive for COVID-19 antibody (serology test)</p>	<ul style="list-style-type: none"> Baseline measures PLUS 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 	<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 	<p>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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		<ul style="list-style-type: none"> Recommend consultation with health professional to determine appropriateness of additional COVID-19 testing and need for quarantine Identify other potentially exposed workers 	on community transmission, and allow return to work if symptom-free	
<p>Unvaccinated; Partially Vaccinated or Fully Vaccinated</p> <p>Symptomatic</p> <p>Tested Positive for COVID-19 (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 Advise worker to wear a mask in all indoor settings for 14 days 	<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>Symptomatic worker can resume 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>

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				other symptoms have improved

** 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; Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace <https://www.osha.gov/coronavirus/safework>, Accessed, August 16, 2021.

Note: This version reflects updates to CDC recommendations for fully vaccinated individuals given new evidence on the B.1.617.2 (Delta) variant currently circulating in the United States. <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>, Accessed, August 6, 2021.