COVID-19 WORKPLACE GUIDANCE
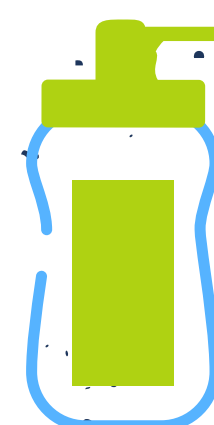
6 feet

SHIAWASSEE COUNTY
HEALTH DEPARTMENT
Promoting Wellness. Protecting Health.
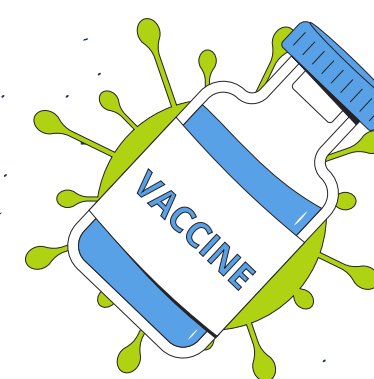
DEFINITIONS

Isolation

Separates people with an infectious disease like COVID-19 from people who are not sick.

Quarantine

Separates people who were exposed to an infectious disease to see if they may become sick.

Close Contact

Any individual who was within 6 feet of an infected person for at least 15 minutes starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to positive specimen collection) until the time the patient is isolated.

Asymptomatic

Infection without showing symptoms.

Symptomatic

Exhibiting or involving symptoms.

Fully Vaccinated

Someone who has:
- Completed a primary COVID-19 vaccination series

Up to Date

Someone who has:
- Completed a primary COVID-19 vaccination series over 5 months ago (Pfizer or Moderna) or 2 months ago (J&J) **and** received a COVID-19 booster (18+ eligible)

Unvaccinated

Someone who has:
- Not completed a COVID-19 vaccination series
- Not received a COVID-19 vaccine

HOW DOES COVID-19 SPREAD?

COVID-19 spreads when an infected person breathes out droplets and very small particles that contain the virus. These droplets and particles can be breathed in by other people or land on their eyes, noses, or mouth. In some circumstances, they may contaminate surfaces they touch. People who are closer than 6 feet from the infected person are most likely to get infected.

COVID-19 is spread in three main ways:

- Breathing in air when close to an infected person who is exhaling small droplets and particles that contain the virus.

- Having these small droplets and particles that contain virus land on the eyes, nose, or mouth, especially through splashes and sprays like a cough or sneeze.

- Touching eyes, nose, or mouth with hands that have the virus on them.

COVID-19 PREVENTION STRATEGIES

The Occupational Safety and Health Administration (OSHA) created the "Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace" to help employers protect workers against COVID-19. Prevention strategies include:

- Getting the COVID-19 vaccine

- Encouraging workers who are infected, who have had close contact with an individual with COVID-19, and individuals who have COVID-19 symptoms to stay home from work

- Implementing social distancing (6 feet is recommended) in workplace areas or split shifts, or barriers between workers who may not be able to distance

- Providing employees with appropriate personal protective equipment (PPE)

- Maintaining ventilation systems

- Performing regular cleaning and disinfection

Employees can protect themselves and others by:
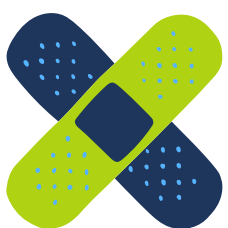
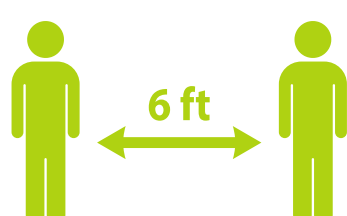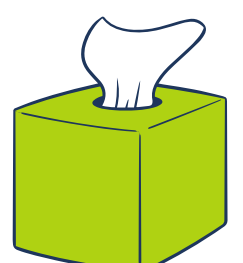|			
Getting vaccinated	Wearing a mask	Washing hands frequently	Monitoring health daily
Staying home when sick	Staying 6 feet from others	Cleaning & disinfecting	Covering coughs & sneezes

CHANCES OF CATCHING COVID-19?

While the definition of close contact for COVID-19 is being within 6 feet of an infected person for 15 minutes (cumulative) or more, other factors can come into play of how one may be exposed.

INTENSITY OF EXPOSURE

- Was the person really contagious when you were exposed?
- Were they coughing or sneezing without a mask on vs. having no symptoms with a mask on?
- Did you share personal items like a vape pen or water bottle?
- Did you sit face to face or have your back to them?

The more virus you are exposed to, the more likely you are to get sick.

DURATION OF EXPOSURE

The duration of exposure refers to how long were you exposed. If you were in a conference room with someone contagious for COVID-19 for 6 hours a day while they were contagious for several days, yet your seat was not within 6 feet of them, you may still have had a long enough duration of exposure to that person, particularly to aerosols and objects in that room.

PERSONAL HEALTH

Your personal health, like how good your immune system is, also plays a part in whether or not you will get infected, as does whether you were using all the COVID-19 risk reduction methods possible.
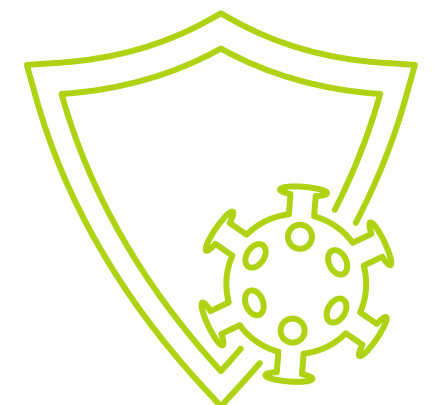
VACCINATION

COVID-19 vaccines are widely accessible in the United States. Everyone 5 years and older is encouraged to get a COVID-19 vaccination as soon as possible. COVID-19 vaccines are effective in keeping children and adults from getting seriously sick. COVID-19 vaccines teach the immune system how to recognize and fight the virus that causes COVID-19. Typically, it take 2 weeks after vaccination to build protection for the body against COVID-19.

AGE

Age also seems to play a part in risks for COVID-19. Children may be at lower risk of both catching and spreading COVID-19 to others, both to other children and to adults.

SUBSTANTIAL OR HIGH TRANSMISSION AREAS

CDC Guidance, issued July 27, 2021, recommends that all individuals wear masks in areas of substantial or high transmission levels of COVID-19, regardless of vaccination status.

Transmission levels are defined by the number of weekly cases per 100,000 population. Per the CDC regarding their Data Tracker, "Data presented here might differ from data on state and local websites due to differences in how data were collected (e.g., date a specimen was obtained or the date a case was reported) or how the metrics are calculated."

The level of community transmission can be found using the CDC Data Tracker. The example provided is dated January 5, 2022.

Shiawassee County, Michigan
State Health Department

7-day Metrics | 7-day Percent Change

Community Transmission	🔴 High

Everyone in **Shiawassee County, Michigan** should wear a mask in public, indoor settings. Mask requirements might vary from place to place. Make sure you follow local laws, rules, regulations or guidance.

How is community transmission calculated?

	January 5, 2022
Cases	272
Case Rate per 100k	399.28
% Positivity	23.16%
Deaths	<10
% of population ≥ 5 years of age fully vaccinated	52%
New Hospital Admissions	15

WHEN SHOULD AN EMPLOYEE STAY HOME OR BE SENT HOME?

Does the employee have symptoms of COVID-19?

(If new, different, or worse than any longstanding conditions)

One of the following:
- New or worsening cough
- Shortness of breath or difficulty breathing
- New loss of taste or smell
- Signs of a fever (chills/sweating)

Two or more of the following:
- Chills
- Muscle aches
- Headaches
- Sore throat
- Diarrhea
- Nausea/vomiting
- Congestion/runny nose

If "YES" to any, the employee should stay out of work and isolate at home. COVID-19 testing is recommended.

PENDING TEST RESULTS

Employees waiting on pending test results should not attend work if they are symptomatic.

HOUSEHOLD MEMBER WAS IN CLOSE CONTACT

If an employee's household member was placed in quarantine due to an exposure outside of their home. The employee does not have to quarantine.

- Ex. John's son, Sam, was exposed at school. Sam must quarantine. Sam has not developed symptoms, John does not have to quarantine.

COVID-19 PRIVACY & CONTACTS

The employer learns that an employee has tested positive for COVID-19

Only a select few at the workplace should know the identity of the employee who has tested positive for COVID-19. The employee's identity is kept confidential to respect their privacy. After an employee has notified the employer that they have tested posititve for COVID-19, the employer should begin to:

- Clean and disinfect the workplace
- Identify close contacts
  - A person is considered contagious starting 2 days (48 hours) before they started having symptoms. If the individual never showed symptoms, they are considered contagious 2 days (48 hours) before their COVID-19 test was performed
  - Close contacts must be notified and be in quarantine unless they have already been fully vaccinated

If an employer has additional questions, they can contact the Shiawassee County Health Department at 989-743-2460

EMPLOYEE HAS TESTED POSITIVE

If the employee tests positive or is presumed positive due to a recent exposure, the employee regardless of vaccination status, is excluded from work and must:

- Stay home for 5 days
- If no symptoms or symptoms are resolving after 5 days, and are fever free for 24 hours, the employee can return to work
- Employee must wear a well fitted mask around others for 5 additional days (days 6-10)

HOUSEHOLD CLOSE CONTACT GUIDANCE

Individuals who are fully vaccinated and have ongoing exposure to someone that has tested positive for COVID-19 should:

- Wear a well fitted mask around others for 10 days
- Get tested for COVID-19 on day 5, if possible
- Stay home if symptoms develop and get tested

Individuals who are unvaccinated and have ongoing exposure to someone that has tested positive for COVID-19 should:

- Begin to quarantine immediately for 10 days at home
- Wear a well fitted mask when returning to work for 5 additional days
- If symptoms develop, get tested

NON HOUSEHOLD CLOSE CONTACT GUIDANCE

Has the employee had close contact with someone at work that has tested positive for COVID-19?

In the past 14 days has the employee had close contact (within 6 feet for 15 minutes for more) with a person with a confirmed COVID-19 test result?

If the employee has:

- Received a COVID-19 booster
   OR
- Completed the primary series of Pfizer or Moderna vaccine within the last 5 months
   OR
- Completed the primary series of J&J vaccine within the last 2 months

- **Wear a mask around other for 10 days**
- **Test on day 5, if possible**

If employee develops symptoms, get tested and stay home

If the employee has:

- Completed the primary series of Pfizer or Moderna vaccine over 5 months ago and did not receive the COVID-19 booster
   OR
- Completed the primary series of J&J vaccine over 2 months ago and did not receive the COVID-19 booster
   OR
- Has not received a COVID-19 vaccine

- **Stay home for 5 days. After that continue wearing a mask around others for 5 additional days.**
- **If unable to quarantine, employee must wear a mask for 10 days.**
- **Test on day 5, if possible**

If employee develops symptoms, get tested and stay home

STOP Employees should not go to work if they have started experiencing symptoms of COVID-19. If they have started showing symptoms of COVID-19 while at work, they need to be sent home and encouraged to get a COVID-19 test.