

April 11, 2020  
1:00pm

## **Employee Guidance for Community Spread & COVID-19 exposure**

In our current situation, the Pennsylvania Department of Health and local counties have declared there is widespread community spread of Coronavirus. This means the potential for staff to be exposed to a colleague or patient who is COVID-19 positive has increased. Based on this increasingly challenging situation we are no longer notifying employees of every colleague that has tested positive for COVID-19. All Main Line Health employees and medical staff are expected to self-monitor their health including twice daily temperature checks. We are also asking all staff to observe social distancing, hand hygiene and all policies related to screening and masking.

Furthermore, per the PA DOH (Guidance document #484) furloughing at this time is unnecessary because of this community spread in our immediate and surrounding service areas. We recognize the speed at which changes are made can cause confusion and concern; however, we value our staff and—as always—the safety of our staff is paramount.

Under the guidance and direction of our Infection Prevention and Occupational Health Leadership, all employees and medical staff who have been exposed to an MLH work-related COVID-positive patient or coworker can continue to work as long as they self-monitor. **If you experience new respiratory symptoms and/or a temperature of 100F or higher, do not report to work and contact the Employee Exposure at 484.580.4955.** A member of the Occupational Health team inside the MLH Incident Command Center will follow up with you to discuss your symptoms. If it is medically indicated, testing will be ordered, and the Occupational Health team will notify your manager and worker's compensation team.

**\*\*Employees without symptoms will NOT be tested. In these situations, a negative test does not rule out future potential to develop the infection. COVID-19 has an incubation period of 2-14 days.**

The following table is intended to guide employees and their managers regarding furlough and return to work guidance. We understand that each situation is unique and may require additional recommendations from our Occupational Health team in the Command Center.

**Employee Exposure, Testing, and Furlough Guideline Grid**

<b>Situation</b>	<b>Is Testing Required?</b>	<b>Your Test Results</b>	<b>Monitoring</b>	<b>Is Furlough Required?*</b>
Asymptomatic – Exposed, including high-risk exposure	No	N/A	Self-monitor	No
Symptomatic – Exposed to a COVID Positive Patient	Yes, COVID test required	Positive	Track temperature daily to determine when you are fever-free	Yes. Furlough minimum seven days <b>AND</b> symptoms improve <b>AND</b> 72 hours fever-free without antipyretics.
Symptomatic – possibly exposed at work	Yes, COVID test required	Negative	Track temperature daily to determine when you are fever-free	Yes. Furlough minimum five days <b>AND</b> symptoms improve <b>AND</b> 24 hours fever-free without antipyretics.

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Asymptomatic - Travel to a Level 3 country or locations for which the CDC has issued a domestic travel advisory*	No	N/A	Self-monitor	Yes. Furlough for 14 days from date of return.
Symptomatic - Travel to a Level 3 country or locations for which the CDC has issued a domestic travel advisory*	Yes	Positive	Track temperature daily to determine when you are fever-free	Yes. Furlough minimum 7 days <b>AND</b> symptoms improve <b>AND</b> 72 hours fever-free without antipyretics.
Spouse/Partner/Family COVID +/- pending  Includes individuals whom you live with only	No testing, until symptomatic	N/A until symptomatic  If symptomatic & testing is negative, return to work	Self-monitor	Yes. Furlough begins when your cohabitant is COVID suspected and continues if COVID positive.  The employee must remain out for an additional 7 days after the cohabitant is removed from isolation (a minimum of 7 days from symptom onset and 72 hours fever free without antipyretics and symptom improvement).

*\*Must call Employee Exposure Line to report return from travel.*

- Furlough and return to work guidance and notification will be centralized through the Employee Exposure Hotline. For additional questions or concerns please contact 484-580-4955.

Key Points:

- The furlough compensation policy will be updated to reflect the changes outlined above. Employees do not require testing until symptoms appear (new onset respiratory AND/OR fever >100F).
- Furlough guidelines specifically related to individuals you live with or other furlough guidelines may change or be modified based on patient volume and surge capacity requirements.