Health Care for the Homeless - COVID-19 Continue to Work/Return to Work Guidelines^

STAFF illness scenarios	Can I work on-site?	Work restrictions + instructions	Actions to take at home	When to return to work
1. Staff member has a fever (temp>/= 99.5°F) in the past 24 hrs	**NO** Immediately alert supervisor + HR	Do not report to work while having sx May work from home if well enough + work is available	Consult w/your medical provider as needed or if sx worsen Discuss need for COVID testing w/ your medical provider. Notify them that you are a health care worker/essential personnel	Staff who have sx consistent w/COVID-19 must be tested before returning to work. If test is positive, see #4 If test is negative, staff may return to work when both of the following have occurred: • At least 1 day (24 hrs) have passed since last fever, w/out the use of fever-reducing medications • improvement of respiratory sx
2. Staff member has any one of the following sx in the past 24 hrs: • New cough (e.g., started in the last 14 days) • Sore throat • Chills/shaking chills • Shortness of breath • Unexplained muscle aches • Unexplained headaches • Loss of sense of taste or smell	**NO** Immediately alert supervisor + HR	Do not report to work while having sx May work from home if well enough + work is available	Consult w/your medical provider as needed or if sx worsen Discuss need for COVID testing w/ your medical provider. Notify them that you are a health care worker/essential personnel	Staff who have sx consistent w/COVID-19 must be tested before returning to work. If test is positive, see #4 If test is negative, staff may return to work when both of the following have occurred: • At least 1 day (24 hrs) have passed since last fever, w/out the use of fever-reducing medications • improvement of respiratory sx
3. Staff member has any one of the following sx in the past 24 hrs: • Runny nose • Nasal congestion • Sneezing	**DEPENDS** *YES* - If this is a usual symptom for you *NO* - If this is *new* (follow **#2**) Immediately alert supervisor + HR	Work from home preferred if able to complete usual work at home	Consult w/your medical provider as needed or if sx worsen. Notify them that you are a health care worker/essential personnel	May return to work when sx improve
4. Staff member tests positive for COVID-19	**NO**	Do not report to work	If sx develop, wear a mask for 14 days after the onset of the sx or	Staff diagnosed w/COVID-19 may return to work when all three of the following have occurred:

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	Immediately alert supervisor + HR	May work from home if well enough + work is available	complete sx resolution, whichever is longer Self-isolate as much as possible Consult w/your medical provider as needed or if sx worsen	• At least 1 days (24 hrs) have passed since resolution of fever w/out the use of fever-reducing medications; + • sx have completely improved; + • at least 10 days* have passed since sx first appeared. If COVID-19 positive and no symptoms develop, may return to work 10 days after positive test *if staff is immunocompromised or has severe/critical COVID-19 illness, must wait at least 10 days and up to 20 days
Exposure at HOME	**Can I work on-site?**	**Work restrictions + instructions**	**Actions to take at home**	**When to return to work**
5. A household member w/COVID-like sx is awaiting testing or test results	**NO** Immediately alert supervisor + HR	Do not report to work while awaiting a household member's COVID results May work from home if well enough + work available	Self-monitor for sx for 14 days • Check temperature twice daily • Fever (temp>/= 99.5°F) • New cough (e.g., started in the last 14 days) • Sore throat • Chills/ shaking chills • Shortness of breath • Unexplained muscle aches • Unexplained headache • Loss of sense of taste or smell Consult w/your medical provider as needed or if sx develop. Notify them that you are a health care worker/essential personnel	May return to work when COVID test result is negative See **(#7)** if household member tests positive for COVID
6. A household member is sick, but not tested for COVID-19	**NO** Immediately alert supervisor + HR	Do not report to work until the household member has discussed their sx w/a medical provider	Household member should discuss whether their sx are consistent w/ COVID + test if appropriate If not consistent w/ COVID, staff member should discuss w/ supervisor + HR	May return to work if household member's medical provider indicates that sx are not consistent w/ COVID If sx are consistent w/COVID, see **(7)**

			If consistent w/COVID, see guidance for when a "significant contact" tests positive for COVID **(7)** Self-monitor for sx: • Check temperature twice daily • Fever (temp>/= 99.5°F) • New cough (e.g., started in the last 14 days) • Sore throat • Chills/shaking chills • Shortness of breath • Unexplained muscle aches • Unexplained headache • Loss of sense of taste or smell	
7. Significant contact w/ a person who tests positive for COVID, for ex: - Household member - Physical contact w/ non-household member - >15 minutes social contact w/non-household member (Include contact up to 2 days before start of symptoms)	**NO** Immediately alert supervisor + HR	Do not report to work until after appropriate quarantine pd May work from home if well enough + work is available	Self-monitor for sx: • Check temperature twice daily • Fever (temp>/= 99.5°F) • New cough (e.g., started in the last 14 days) • Sore throat • Chills/shaking chills • Shortness of breath • Unexplained muscle aches • Unexplained headaches • Loss of sense of taste or smell Consult w/your medical provider as needed or if sx develop. Notify them that you are a health care worker/essential personnel	Quarantine at home until 14 days after person's sx resolve or until 14 days after your last exposure to the person See "Staff Illness" section if symptomatic
Exposure at WORK	**Can I work on-site?**	**Work restrictions + instructions**	**Actions to take at home**	**When to return to work**
8. Low risk* or Medium** risk exposure to	**YES**	If you do not have: • Fever (temp>/= 99.5°F) in the past 24 hrs, w/out	Self-monitor for sx: • Check temperature twice daily • Fever (temp>/= 99.5°F)	May continue to work w/active self-monitoring • Check temp twice daily • Monitor for new sx

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staff/client w/COVID-like sx	Immediately discuss w/ supervisor + HR	the use of fever-reducing medications • New cough (e.g., started in the last 14 days) • Sore throat • Shortness of breath • Unexplained muscle aches *You may work in-clinic,* **BUT** you must adhere to the following instructions: • Self-monitor for sx, including temperature, at the start + midway thru each shift • Practice meticulous hand hygiene • Immediately cease client care activities if any sx arise, notify supervisor + HR + go home	• New cough (e.g., started in the last 14 days) • Sore throat • Chills/shaking chills • Shortness of breath • Unexplained muscle aches • Unexplained headaches • Loss of sense of taste or smell Consult w/your medical provider as needed or if sx develop. Notify them that you are a health care worker/essential personnel	Notify HR/Supervisor immediately if you have *new* sx or fever + leave work See "Staff Illness" section if symptomatic
9. Medium** or High risk*** exposure to anyone w/COVID-like sx or any unprotected exposure to anyone w/ COVID diagnosis + active sx	**NO** Immediately discuss w/ supervisor + HR	Do not report to work until after 14 day quarantine pd May work from home if well enough + work is available	Self-monitor for sx: • Check temperature twice daily • Fever (temp>/= 99.5F) • New cough (new= started in the last 14 days • Sore throat • Chills/shaking chills • Shortness of breath • Unexplained muscle aches • Unexplained headache • Loss of sense of taste or smell Consult w/your medical provider as needed or if sx develop. Notify them that you are a health care worker/essential personnel	If no sx develop, you may return to work after 14 day quarantine See "Staff Illness" section if symptomatic

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Staff Travel	Can I work on-site?	Work restrictions + instructions	Actions to take at home	When to return to work
10. Traveling to a state where the **positivity rate is 10% or higher or case rate is 20 per 100,000 or higher** Agency recommends against nonessential travel to states with rates 10% or greater or case rates of 20 per 100,000 or greater per MDH guidance 11/10/2020	**NO** Immediately discuss w/ supervisor + HR (must obtain COVID test and quarantine while awaiting result)	Do not report to work until after appropriate quarantine pd	Self-monitor for sx: • Check temperature twice daily • Fever (temp>/= 99.5°F) • New cough (e.g., started in the last 14 days) • Sore throat • Chills/shaking chills • Shortness of breath • Unexplained muscle aches • Unexplained headaches • Loss of sense of taste or smell Consult w/your medical provider as needed or if sx develop. Notify them that you are a health care worker/essential personnel	May continue to work w/active self-monitoring • Check temp twice daily • Monitor for new sx Notify HR/Supervisor immediately if you have *new* sx or fever + leave work May return to work when COVID test result is negative See "Staff Illness" section if symptomatic
10. Traveling to a state where the **positivity rate is less than 10% and case rate is less than 20 per 100,000** Agency recommends against nonessential travel to states with rates 10% or greater or case rates of 20 per 100,000 or greater per MDH guidance 11/10/2020	**YES** (Must obtain COVID test but may work while awaiting result)	If you do <u>not</u> have: • Fever (temp>/= 99.5°F) in the past 24 hrs, w/out the use of fever-reducing medications • New cough (e.g., started in the last 14 days) • Sore throat • Shortness of breath • Unexplained muscle aches *You may work in-clinic*, **BUT** you must adhere to the following instructions: • Self-monitor for sx, including temperature, at the start + midway thru each shift	Self-monitor for sx: • Check temperature twice daily • Fever (temp>/= 99.5°F) • New cough (e.g., started in the last 14 days) • Sore throat • Chills/shaking chills • Shortness of breath • Unexplained muscle aches • Unexplained headaches • Loss of sense of taste or smell Consult w/your medical provider as needed or if sx develop. Notify them that you are a health care worker/essential personnel	May continue to work w/active self-monitoring • Check temp twice daily • Monitor for new sx Notify HR/Supervisor immediately if you have *new* sx or fever + leave work See "Staff Illness" section if symptomatic

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		- Practice meticulous hand hygiene - Immediately cease client care activities if any sx arise, notify supervisor + HR + go home		

*Low risk exposure—brief interactions w/anyone w/ COVID-19 (including up to 2 day before their symptoms started) or prolonged close contact w/anyone wearing a facemask for source control

**Medium risk exposure—prolonged close contact w/anyone w/COVID-19 (including up to 2 day before their symptoms started) who were wearing a facemask while staff member's nose + mouth were exposed to material potentially infectious

***High risk exposure—prolonged close contact w/anyone w/COVID-19 (including up to 2 day before their symptoms started) who were not wearing a facemask while staff member's nose + mouth were exposed to material potentially infectious

^ Note: Abbreviation "sx" means "symptoms"

Primary guidance for this document comes from the Centers for Disease Control and Prevention:

https://www.cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.html

https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html

https://phpa.health.maryland.gov/Documents/2020.11.10.03_MDH_Advisory_Large_Gatherings_Travel_Long_Term_Care_Visitation.pdf

Note: A list of state COVID-19 test positivity rates can be found here:

(https://www.cdc.gov/covid-data-tracker/index.html#testing)

Note: A list of state COVID-19 case rate per 100,000 over the past 7 days can be found here:

https://covid.cdc.gov/covid-data-tracker/#cases_casesper100klast7days