

Employer COVID-19 RTW Quarantine Guidelines

Almost all employees are susceptible to COVID-19 disease and the employee may carry the virus and be contagious even without any knowledge of symptoms. To assist with the efficient management of workplace infection risks, employers are asked to consider how “essential” each employee is. CDC has offered several guidelines related to the relative safe return to work of any employee. Based on those guidelines, Prime would like the employers to consider:

- Although the CDC has released criteria for a shorter quarantine, medical evidence shows that the lowest risk of post-quarantine retransmission is after a full 14-Day quarantine.
- PRIME standard recommendation is the full 14-Day quarantine
- PRIME providers can take into consideration the severity of exposure, employee job duties, and employee personal medical history in order to shorten the quarantine period to 7 or 10 days with or without a COVID test if requested by the employer.
- Exposure: Close contact within 6 feet for greater than 15 minutes over a total of 24 hours OR direct exposure to respiratory secretions of an individual DIAGNOSED with COVID-19 while not wearing PPE.

1. Guidelines for the Exposed (NOT ILL) Employee. The following is not applicable to ill employees.

a. Lowest risk of post-quarantine retransmission: Recommend for **non-essential/non-critical employees** such as bookkeepers, paperwork reviewers, etc.

- 14-Day Quarantine:

1. Quarantine for 14 days from date of the last possible exposure
2. Risk of retransmission <0.5%
3. Recommend for non-essential/non-critical employees
 - a. Bookkeepers, paperwork reviewers, etc.

b. Alternative models with varying risk of post-quarantine retransmission: Recommend for **Essential employees** such as plant workers, etc.

- 10-Day Quarantine:

1. Quarantine can end after Day 10 if no symptoms have been reported during daily monitoring
2. Risk of re-transmission is increased to ~1%
 - a. Diagnostic tests can also be used in conjunction with a 10-day quarantine to further reduce the risk of retransmission

- 7-Day Quarantine:

1. Quarantine can end after Day 7 if no symptoms were reported during daily monitoring, AND
2. Diagnostic test is negative (PCR or Antigen with diagnostic sensitivity >70%)
3. Risk of retransmission at ~5%
4. Test may be collected up to 48 hours prior to ending the quarantine

- a. Continued mask use and daily monitoring are still required through day 14
- c. **Critical employee**
 - 1. May stay at work with following practices:
 - a. Pre-access screen before each workday
 - i. Temperature check and symptom interview
 - b. Monitor with supervision of occupational health program
 - c. Must always wear a medical-quality mask while in the workplace
 - d. Maintain social distancing of 6 feet as permitted
 - e. Disinfect and clean workspace and equipment after use