



## Guidance for COVID-19 scenarios per the CDC

### 1. Scenario 1 –

If an employee has been exposed to someone that tested positive for COVID-19, but the employee does not have any flu- like symptoms, how should the employee proceed?

- Quarantine for 10 days (without obtaining a negative test result) - counting from the employee's last exposure date to the person infected with COVID-19. While conducting daily monitoring after an employee has been exposed to the virus, the employee should have experienced no symptoms.
  - OR
- Obtain a negative test result, administered 5 days after direct contact with a person infected with COVID-19 prior to returning to work. The quarantine time is reduced to 7 days if the employee is experiencing no symptoms.
  - OR
- If an employee has been fully vaccinated against the disease within the last three months and show no symptoms she/he is not required to quarantine.

### 2. Scenario 2 –

If an employee tests positive for COVID-19 how long should they wait before returning to Norkol?

- The employee can return to work 10 days after their first symptom appears.
  - AND
- Employees should be fever free for 24 hours without the use of fever reducing medication.
  - AND
- An employees' other symptoms related to COVID-19 should also be improving.

### 3. Scenario 3 –

If an employee comes in close contact with someone who has COVID-19 such as a family member that he/she lives with and the employee can't avoid being in close contact with the contagious family member the employee should proceed as follows:

- If the contagious family member has isolated by staying in a separate bedroom and the employee ceases to have close contact with the contagious family member than the employee should quarantine for 14 days.



- When should a person begin the first day of their 14-day quarantine if they have been exposed to someone with COVID-19 that is in home isolation.
- For Example: If someone starts quarantine on the 1<sup>st</sup> of the month on the 15<sup>th</sup> of the month their last day of quarantine will end.



#### 4. Scenario 4 –

How long is a person infectious that has been exposed to COVID-19, if they only have moderate symptoms?

- CDC data indicates that persons with mild to moderate cases of COVID-19 remain infectious no longer than 10 days after symptom onset.
- Persons with more severe to critical illness or severe immunocompromise likely remain infectious no longer than 20 days after symptom onset.
- Recovered persons can continue to shed detectable SARS-CoV-2 RNA in upper respiratory specimens for up to 3 months after illness onset, albeit at concentrations considerably lower than during illness, in ranges where replication-competent virus has not been reliably recovered and infectiousness is unlikely. The etiology of this persistently detectable SARS-CoV-2 RNA has yet to be determined.
- Studies have not found evidence that clinically recovered persons with persistence of viral RNA have transmitted SARS-CoV-2 to others. These findings strengthen the justification for relying on a symptom based, rather than test-based strategy for ending isolation of these patients, so that persons who are by current evidence no longer infectious are not kept unnecessarily isolated and excluded from work or other responsibilities.

#### 5. Scenario 5 –

If an employee is exposed to COVID-19 how long before his/her symptoms will start?



Symptoms usually start 2 to 14 days after someone is exposed to the virus. People with COVID-19 have a wide range of symptoms reported ranging from mild symptoms to severe illness.

Some symptoms that people experience are as follows:

Fever or Chills	Cough	Fatigue
Muscle or body aches	Headaches	Shortness of breath
Sore Throat	Congestion or runny nose	Diarrhea or Nausea

## 6. Scenario 6 –

What should an employee do if he/she has been exposed to COVID-19 while traveling?

Regardless of where you traveled or what you did during your trip, take these actions to protect others from getting sick after you return:

- When around others, stay at least 6 feet (about 2 arms' length) from other people who are not from your household. It is important to do this everywhere, both indoors and outdoors.
- Wear a mask to keep your nose and mouth covered when you are outside of your home.
- Wash your hands often or use hand sanitizer (with at least 60% alcohol).
- Watch your health and look for symptoms of COVID-19. Take your temperature if you feel sick.

If an employee travels by airplane can traveling increase the employees' risk of getting COVID-19?

Yes. The CDC states that air travel can increase your risk of getting COVID-19 because you spend time in security lines, in airplane terminals in close contact with other people and you are in contact with frequently touched surfaces. Social distancing on crowded flights is difficult and one may have to sit near others within 6 feet, sometimes for hours. All these things may increase your risk of exposure to the virus.

## 7. Scenario 7 –

When an employee is considering traveling, she/he should consider the following before the employee travels and during their travels if they decide to travel:

- Get tested with a viral test 1-3 days before your trip. Keep a copy of your test results with you during travel; you may be asked for them.
- Do not travel if you test positive, if you were exposed to COVID-19, if you are sick or if you test positive for COVID-19.
- You may have been exposed to COVID-19 on your travels. You and your travel companions (including children) may pose a risk to your family, friends, and community.



- Stay at least 6 feet/2 meters (about 2 arm lengths) from anyone who did not travel with you, particularly in crowded areas. It's important to do this everywhere — both indoors and outdoors.
- Wear a mask to keep your nose and mouth covered when you are in shared spaces outside of your home, including when using public transportation.
- If there are people in the household who did not travel with you, wear a mask and ask everyone in the household to wear masks in shared spaces inside your home.
- Wash your hands often or use hand sanitizer with at least 60% alcohol.
- Avoid being around people who are at increased risk for severe illness.
- Watch your health: Look for symptoms of COVID-19 and take your temperature if you feel sick.

#### 8. Scenario 8 –

When an employee travels after getting vaccinated she/he should consider the following:

- Wait 2 weeks after getting your second vaccine dose prior to traveling because it takes time for your body to build protection after any vaccination.
- Wear a mask over both your nose and mouth when in a public setting.
- Avoid crowds and stay at least 6 feet/2 meters (about 2 arm lengths) from anyone who did not travel with you. It's important to do this everywhere — both indoors and outdoors.

When an employee returns from traveling she/he should get tested and stay home

- Get tested with a viral test 3-5 days after travel **AND** stay home and self-quarantine for a full 7 days after travel.
- Even if you test negative, stay home and self-quarantine for the full 7 days.
- If your test is positive, isolate yourself to protect others from getting infected.
- If you don't get tested, stay home and self-quarantine for 10 days after travel.
- Avoid being around people who are at increased risk for severe illness for 14 days, whether you get tested or not.



While traveling internationally an employee could have been exposed to COVID-19 so upon return the employee should protect others by doing the following:

- Get tested 3-5 days after you travel AND stay home for 7 days and self quarantine.
  - If you test negative, stay home and self-quarantine for the full 7 days.
  - If you don't get tested, stay home and self-quarantine for 10 days after travel.
  - If you test positive, isolate yourself to protect others from getting infected.
  - Regardless if you get tested or not, avoid being around people who have an increased risk for severe illness for 14 days.
  
- Avoid crowds and stay at least 6 feet/2 meters (about 2 arm lengths) from anyone who did not travel with you. It's important to do this everywhere — both indoors and outdoors.
  
- Wear a mask over your nose and mouth when in public settings.
  
- If there are people in the household who did not travel with you, wear a mask and ask everyone in the household to wear masks in shared spaces inside your home for 14 days after travel.
  
- Watch your health: Look for symptoms of COVID-19.