



COVID-19 Employee Health Screening for Businesses

The medical/technical team of the Unified Health Command, which is made up of representatives of Billings Clinic, St. Vincent Healthcare, and RiverStone Health, offers this guidance for employers on COVID-19 health screenings for employees. **This guidance does not cover healthcare workers.**

Policy:

As businesses reopen in Gov. Steve Bullock's phased approach to the reopening of Montana, employees will be required to participate in a brief health screening before reporting to their work areas.

Procedure:

Upon arrival to work, employees will answer questions to guide decisions on whether they are safe to come to work or if they need to return home for further evaluation. **Employees who wake up not feeling well, should stay home and call their supervisor. This screening recommendation is to identify people who might not realize they have a fever or realize the importance of staying home with symptoms of respiratory illness or other symptoms.**

Based on the Centers for Disease Control and Prevention (CDC) guidance, the screening includes:

- Employees may have their temperature measured. If the temperature is measured and is ≥ 100.0 the employee should be asked to go home and consult with a physician about when to return to work.
- If the temperature is not measured, ask the employee "Have you had a fever in the last 3 days?" If the answer is yes, the employee should be directed to go home and consult with a physician about when to return to work.
- Employees should be asked the following screening questions:
 - Have you had a new onset of any of the following symptoms that are not explained by another known medical condition:
 - difficulty breathing
 - cough
 - fever
 - chills
 - muscle aches
 - headache
 - sore throat
 - loss in taste or smell
 - vomiting or diarrhea

If yes, the employee should be asked to go home and consult with a physician about when to return to work.

- Have you been tested for COVID-19 within the past 14 days?
 - If yes, have you been released to return to work by the ordering physician?
- Has anyone in your household been diagnosed with COVID-19 in the past 14 days or are any household members currently awaiting COVID-19 test results?
 - If yes, the employee will be asked to go home and consult with a physician about when to return to work. Please note: if a household member has been tested for COVID-19 but the household member **does not have any of the symptoms listed above**, the employee can remain at work. Additionally, if the employee has been released to return to work after consulting with their physician, they may remain at work.
- If an employee is sent home during the screening process, instruct the employee to follow-up their physician.

The Unified Health Command endorses the use of the symptom-based strategy for return to work following diagnosis of COVID-19.

Symptom-based strategy:

Exclude from work until:

- At least 24 hours have passed *since recovery* defined as resolution of fever without the use of fever-reducing medications **and** improvement in symptoms (e.g., cough, shortness of breath and others); **and**,
- At least 10 days have passed since symptoms first appeared.
- Accumulating evidence supports ending isolation and precautions for persons with COVID-19 using a symptom-based strategy. **A test-based strategy is no longer recommended to determine when to discontinue home isolation.**
- A limited number of persons with *severe illness* may still be infectious to others beyond the 10 days that may warrant extending duration of isolation for up to 20 days after symptom onset. Please consult with your primary care provider or RiverStone Health Public Health Services to assess appropriate timing for release from isolation.
- For persons who never develop symptoms, isolation and other precautions can be discontinued 10 days after the date of their first positive COVID-19 diagnostic test.

Please note: Implementation of employee screening should include your Human Resources department and/or Legal Counsel if available.

Centers for Disease Control and Prevention (CDC) provides further recommendations at <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>

