



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 health screenings for employees. **This guidance does not cover healthcare workers.**

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.

Screening includes:

- If the employee's temperature is ≥ 100.0 the employee should be asked to go home and consult with a physician about when to return to work.
- If the employee has had a fever in the last 3 days, the employee should be directed to go home and consult with a physician about when to return to work.
- If the employee has had a new onset of any of the following symptoms that are not explained by another known medical condition they should be asked to go home and consult with a physician about when to return to work.
 - difficulty breathing
 - cough
 - fever
 - chills
 - muscle aches
 - headache
 - sore throat
 - loss in taste or smell
 - vomiting or diarrhea
- If anyone in the employee's household been diagnosed with COVID-19 in the past 10 days or if any household members currently awaiting COVID-19 test results, the employee should 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.*

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

Symptomatic persons with confirmed COVID-19 can return to work after:

- A full 5 days after the symptoms first appeared **AND**
- 24 hours after fever ends and other symptoms have improved.
- Continue to wear a well-fitting mask around others for an additional 5 days.

Asymptomatic persons with confirmed COVID-19 can return to work after:

- A full 5 days after positive test **AND**
- If remaining symptom-free, continue to wear a well-fitting mask around others for an additional 5 days.
- Asymptomatic persons who test positive and later develop symptoms should follow the guidance for symptomatic persons listed above.

Symptomatic persons with suspected COVID-19 who did NOT get tested can return to work after:

- A full 5 days have passed since symptoms first appeared **AND**
- 24 hours after fever ends and symptoms have improved.
- Continue to wear a well-fitting mask around others for an additional 5 days.

Guidance for Close Contacts:

General guidance for persons exposed* to someone with COVID-19 (close contact) depends on COVID-19 vaccination / past COVID-19 infection, regardless of occupation or employment status. Day 0 is date of last exposure.

Vaccinated Persons / Persons with COVID-19 <90 days

Quarantine does not apply to close contacts if vaccinated or who have had COVID-19 within the past 90 days as defined by:

1. They are boosted; OR have received a second dose of mRNA vaccine within last 5 months; OR have received 1 dose of J&J vaccine within the last 2 months; OR,
2. Tested positive for COVID-19 within the last 90 days.

Additional Precautions

1. Close contacts are recommended to wear a well-fitting mask for 10 days when around others at home and in public.
2. Avoid travel.
3. Avoid being around persons who are at high risk for severe disease.
4. Get tested for COVID-19 at least 5 days after the date of last exposure.
5. If symptoms develop, get a test, and stay home.

Unvaccinated Individuals / Persons with COVID-19 more than 90 days ago (not fully vaccinated and boosted)

Quarantine does apply to unvaccinated persons or unvaccinated persons diagnosed with COVID-19 more than 90 days prior to exposure. Precautions include:

1. Close contacts must stay home for 5 days.
2. After 5 days, continue to wear a well-fitting mask when around others for 5 additional days (days 6-10).
3. Get tested for COVID-19 at least 5 days after the date of last exposure.

4. If symptoms develop, get a test and stay home. If test is negative, resume original quarantine timeline.

The above quarantine guidance for vaccinated people does not apply to long-term care facilities, but it does apply to healthcare workers outside of long-term care facilities.

***Definition of Exposure:** An employee can be exposed to COVID-19 when he/she has been in direct contact with the secretions (droplets) of someone who has COVID-19 (being coughed or sneezed on, kissing, sharing utensils, etc.). Close contact means that he/she has been within 6 feet of someone with COVID-19 for a total of 15 minutes in a 24 hour period and that close contact was with the COVID-19 positive person who had symptoms or had tested positive, or 2 days before then.

When returning to work, employees should:

- Wear a well-fitting face mask if physical distancing cannot be maintained in the workplace. For guidance on masks, go to [cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html](https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html)
- Adhere to hand hygiene, respiratory hygiene, and cough etiquette in [CDC's interim infection control guidance](#) (e.g., cover nose and mouth when coughing or sneezing, dispose of tissues in waste receptacles).

Self-monitor for symptoms, and seek re-evaluation from a healthcare provider if respiratory symptoms recur or worsen.

The Occupational Safety and Health Administration (OSHA) provides further recommendations at: <https://www.osha.gov/coronavirus/safework>

