

COVID-19 in the Workplace: Guidance for Employers

Preventive Measures

Per the Centers for Disease Control and Prevention, all essential businesses should have initiated daily employee screening processes to include symptom check and fever check, if possible. Additionally, the workplace should be set up to allow for social distancing and employees should wear face coverings. Sharing of communal areas, such as breakrooms, kitchens or other congregate settings should be avoided. Outdoor bathrooms (i.e. construction sites) MUST have hand sanitization options on site. High touch surfaces should be disinfected frequently. Click [here](#) for effective disinfection procedures.

What if my employee has tested positive for COVID-19?

If your employee tests positive, they will contact their supervisor or HR representative to provide notice that they have tested positive and will not be coming into work until at least ten (10) days after symptoms began AND at least three (3) consecutive days without symptoms. Many people who test positive for COVID-19 are sick for up to 3 weeks, sometimes longer. However, they are not to physically report to work until the symptoms have resolved for 3 consecutive days to ensure that they are no longer contagious.

What if my employee has been exposed to a confirmed case?

If your employee has had contact with a confirmed positive case, they will be instructed by the Washoe County Health District to remain in quarantine for at least 14 days from when they were exposed. If your employee is cohabitating with a confirmed case, they will be instructed to self-isolate indefinitely until at least ten (10) days after symptoms began in the infected person AND at least three (3) consecutive days without symptoms. The person with a COVID-19 diagnosis who is sharing the household with them needs to be clear of symptoms before other household members are cleared from in-home isolation.

Direction for co-workers who are exposed to a confirmed case:

If your workplace has an employee who was on site while infectious and high-risk close contacts are able to be identified, Washoe County Health District will direct those employees to self-isolate and quarantine in their households or another safe location away from others. Quarantine will last for 14 days after the last exposure, in the event your employee is not identified immediately, it is likely the employee will not need to miss a full 14 days of work and will only need self-isolate until the 14 day incubation period is completed. For example, your employee may not be identified as a contact until day 7 after the last exposure and the employee would then be asked to self-isolate for the remaining 7 days.