

Protocols for Personnel in Healthcare Settings COVID-19 Exposure, Screening, Travel and Quarantine Requirements

Background: Sun River's Health Care Personnel (HCP) will align with the most recent State or Federal recommendations for quarantine, exposure, and contact tracing.

Guidance for return-to-work during isolation

In limited circumstances where there is a critical staffing shortage, Sun River Health will allow an employee to return to work after day 5 of their isolation period (where day zero is defined as either date of symptom onset if symptomatic, or date of collection of first positive test if asymptomatic) if they meet all the following criteria

1. The individual is a Sun River Health Employee
2. The individual is fully vaccinated (e.g. completed 1 dose of Janssen or 2 doses of an mRNA vaccine at least 2 weeks before the day they become symptomatic or, if asymptomatic, the day of collection of the first positive specimen).
3. The individual is asymptomatic, or, if they had mild symptoms, when they return to work they must:
 - a. Not have a fever for at least 72 hours without fever-reducing medication
 - b. Have resolution of symptoms or, if still with residual symptoms, then all are improving
 - c. Not have rhinorrhea (runny nose)
 - d. Have no more than minimal, non-productive cough (i.e., not disruptive to work and does not stop the person from wearing their mask continuously, not coughing up phlegm)

Employee Protocols:

Fully Vaccinated HCP (Definition of Fully Vaccinated: It has been more than 2 weeks post vaccination (after the 2nd dose for 2-dose vaccines)

1. **Exposure to a Confirmed Case of COVID-19:** Employee is not required to quarantine if they are fully vaccinated, and have remained asymptomatic since the COVID-19 exposure
2. **Domestic Travel:** Asymptomatic HCP, arriving in New York State from other U.S. states and territories are not required to test or quarantine. Asymptomatic HCP returning from domestic travel may return to work accordingly.
3. **International Travel:** Fully vaccinated individuals who have not recovered from COVID-19 in the past 3 months are recommended to get tested 3-5 days after arrival in New York from international travel. Asymptomatic HCP returning from international travel may return to work accordingly.

I. **Unvaccinated HCP**

1. **Exposure to a Confirmed Case of COVID-19:**

- a) **Unvaccinated Healthcare Personnel (HCP)** that have been contacts to confirmed or suspected case of COVID-19 and are asymptomatic (without symptoms) must complete a 5-day quarantine and continue to symptom monitor for a total of 14 days.
 - b) **Unvaccinated Asymptomatic HCP** who have been in contact with (i.e. exposed to) a confirmed or suspected case of COVID-19 within the past 10 days may return to work after a 5 day quarantine without testing if no symptoms have been reported during the quarantine period, providing the following conditions are met:
 - HCP must continue daily symptom monitoring through Day 14.
 - HCP must adhere to all Sun River Policies on PPE, hand hygiene, and use of appropriate face coverings.
 - HCP are advised that if any symptoms develop, they should immediately self-isolate and contact Employee Health Services or their healthcare provider to report this change in clinical status and determine if they should seek testing.
 - Testing after confirmed exposure to a known positive individual is recommended, but not required. You can reach out to Employee Health Services for guidance.
2. **Domestic Travel:** Asymptomatic HCP, arriving in New York State from other U.S. states and territories are not required to test or quarantine. Asymptomatic HCP returning from domestic travel may return to work accordingly.
3. **International Travel (Non-essential travel for unvaccinated individuals continues to be discouraged by CDC and NYS guidance):**
- a) **Asymptomatic and Unvaccinated** Employees returning from travel to another country must follow CDC's international travel requirements including showing proof of negative diagnostic test result no more than 3 days before flight departure or documentation of recovery from COVID-19 prior to boarding
 - b) **Unvaccinated HCP** who have not recovered from COVID-19 in the past 3 months working in healthcare settings other than assisted living, or nursing homes must not report on-site for 7 days upon return from international travel. Testing can be completed on day 3-5 after arrival in New York from international travel. They may then return to work on day 8. If the employee does not test, they must remain off-site for 5 days
 - c) **Sick time and COVID pay are not available to cover inability to report to work from the 5 day restriction. PTO can be used.**

- NYS has advised that all international travelers must comply with certain CDC requirements, which currently include proof of negative test or recent COVID recovery in order to board airplanes headed to the US. Employees are to notify direct manager of intent to travel. NYS recommends against non-essential travel to CDC level 2, 3, or 4 countries. The list of countries that is updated regularly is found at the below link:

<https://www.cdc.gov/coronavirus/2019-ncov/travelers/map-and-travel-notice.html>

- In all exposure situations, HCP are expected to comply with symptom monitoring and nonpharmaceutical interventions as described above through day 14.

- If symptoms develop at any time while at a Sun River Health location, the employee must immediately stop working, notify their manager, and seek diagnostic COVID-19 testing.

- All Sun River Health employees (Vaccinated or Unvaccinated for COVID-19) must adhere to organizational policy of wearing a protective face mask/covering while working (Please refer to PPE guidance documents under COVID-19 Resources on our intranet for details on requirements).

SUMMARY		
	VACCINATED HCP	UNVACCINATED HCP
Exposure to COVID-19	No Quarantine	Quarantine 5 days
	Testing optional	Testing Recommended
Domestic (Inter-state) Travel	No requirements	No requirements
International Travel	No requirements	Work restrictions in place Testing required for early return to work

II. Workplace Exposure:

- Higher-risk exposures generally involve exposure of HCP's eyes, nose, or mouth to material potentially containing SARS-CoV-2. <https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assessment-hcp.html>
- All Sun River Health direct care staff must adhere to current policy of wearing appropriate PPE, inclusive of eye protection, at all times, while in direct contact with patients



Exposure	PPE Used	Work Restrictions
<p>HCP who had prolonged close contact (>15 minutes) with a patient, visitor, or HCP with confirmed COVID-19</p>	<ul style="list-style-type: none"> • HCP not wearing a respirator or facemask (cloth face coverings not included) • HCP not wearing eye protection if the person with COVID-19 was not wearing a cloth face covering or facemask • HCP not wearing all recommended PPE (i.e., gown, gloves, eye protection, respirator) while performing an aerosol-generating procedure (ie: certain dental procedures) 	<ul style="list-style-type: none"> • Exclude from work for 5 days after last exposure with continuous symptom monitoring for 14 days • Any HCP who develop fever or symptoms consistent with COVID-19 should immediately contact the Employee Health Department and their direct supervisor to arrange for evaluation and testing.
<p>HCP other than those with exposure risk described above</p>	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • No work restrictions • Follow all recommended infection prevention and control practices, including wearing a facemask for source control while at work, monitoring themselves for fever or symptoms consistent with COVID-19 and not reporting to work when ill, and undergoing active screening for fever or symptoms consistent with COVID-19 at the beginning of their shift. • Any HCP who develop fever or symptoms consistent with COVID-19 should immediately self-isolate and contact Employee Health and their direct supervisor to arrange for evaluation and testing.

III. Testing and Screening

- Sun River Health will conduct employee screening for fever >100.0F and symptoms of COVID-19 at the beginning of each shift at all locations. Logs of these screenings are maintained at each site. Employees that are sick or exhibiting symptoms of COVID-19 or are pending a COVID-19 test result are advised to not report on-site. Employees that are identified at screening to have a temperature >100.0 or symptoms consistent with COVID-19 will be referred for COVID-19 testing and not report for duty.
- Staff that test positive for COVID-19 may report to work following NYS DOH guidance for essential workers (10-day quarantine, afebrile for 72 hours without an anti-pyretic, plus resolving other symptoms). Under staffing shortages, the quarantine time may be reduced in accordance with Federal or State regulations.

Acceptable Testing for Employees			
Test	Result	Symptoms	Protocol
SARSCoV2 NAAT/PCR	Positive	Yes	Isolation Required
	Positive	No	Isolation Required
	Negative	Yes	No Restrictions
	Negative	No	No Restrictions
Rapid Antigen Test (Binax, Abbott IDNow)	Positive	Yes	Isolation Required
	Positive	No	Isolation Required
	Negative	Yes	PCR testing required
	Negative	No	No Restrictions
Rapid at-home Antigen (Quidel, iHealth) *	Positive	Yes	Isolation Required
	Positive	No	Isolation Required
	Negative	Yes	PCR testing required
	Negative	No	No Restrictions

*At-Home testing results must be submitted to Human Resources and Employee Health for review. The result must include a photo of the test result, the type/brand of test used, and be labeled with your name/DOB and date/time of test. If testing due to exposure without symptoms, please note that testing should occur 5 days after the confirmed exposure, with PCR testing being preferred. Fully Vaccinated HCP do not need to isolate or quarantine due to exposure.

IV. Employee with Confirmed or Suspected COVID-19

- Any person with laboratory-confirmed COVID-19 or who has symptoms of COVID-19 and is awaiting test results must self-isolate at home.
- **Symptomatic (with symptoms):** Maintain isolation for at least 5 days after illness onset, must be fever free for at least 72 hours without the use of fever reducing medications, and must have other symptoms improving. For many eligible staff members remote work may be an option. Speak to your supervisor regarding this.
- **Asymptomatic (without symptoms):** Maintain isolation for at least 5 days after the date of the positive test and, if you develop symptoms during that time, must maintain

isolation for at least 5 days after illness onset and must be 72 hours fever-free without fever reducing medications and with other symptoms improving.

- Staff who are recovering from COVID-19 and return to work after 5 days must always wear a facemask while at a Sun River Health location
- **What should HCP do if they develop symptoms of COVID-19 while at work?** They should immediately leave the patient care area, isolate themselves from other people and contact their manager. Testing will be recommended.
- **What should HCP do if they develop symptoms of COVID-19 while at home?** The HCP should not report to work. They should self-isolate at home, notify their supervisor and contact a health care provider for evaluation and COVID-19 testing.