

# Respiratory Illness Guidance: COVID-19 and Other Viral Infections

If COVID-19 test is POSITIVE:

- Remain at home
- Call out using standard procedures
- Report result to Enterprise Health portal: <https://nuvance.enterprise.health/>

If COVID-19 test is NEGATIVE, refer to slide 2 for return-to-work guidance under "Other Viral Respiratory Illness".

## **COVID-19 Positive Employee Return to Work Policy**

- Employees do not need to call Employee Health for clearance. Once the employee meets the criteria they may return to work. Please note that when returning to work, all recently positive employees **must adhere to the following requirements for at least 10 days from the date of symptom onset or 10 days from the date of specimen collection if no symptoms were present:**
  - The employee must wear a tight-fitting medical mask at all times.
  - Masks can be removed for eating, drinking or mask respite, preferably when the employee is alone in a room.
  - Employee may not work directly with immunocompromised patients.
- Employee **may return to work on day #6 from symptom onset**. Employees no longer need to test prior to returning to work, but must meet the following **criteria**:
  - Employee must be fever-free x 24 hours without the use of fever-reducing medication AND
  - Must be free of vomiting and/or diarrhea for 48 hours.
  - Must have improvement in other symptoms, including significant improvement in cough such that it will not impact the seal of an N-95 or other respirator.
  - Must be able to safely wear a surgical or procedural mask.

For guidance on other viral respiratory illnesses, please refer to slide 2.

## Influenza, RSV or other illness that is NOT COVID-19

**Employees with Influenza A or B or RSV may return to work when the following criteria are met:**

1. At least 3 days have passed since symptom onset, and symptoms are improving
2. Fever-free for 24 hours without the use of fever-reducing medications
3. No vomiting or diarrhea for at least 48 hours
4. Respiratory symptoms do not interfere with job duties or the ability to wear a mask/respirator as required by Nuvance Health policy and the PPE Playbook
5. Avoid caring for high-risk patients while symptomatic (e.g., adults with chronic heart/lung disease, immunocompromised individuals, infants, and young children)

**Employees with other viral respiratory illness\* may return to work when the following criteria are met:**

1. At least 3 days have passed since symptom onset, and symptoms are improving
2. Fever-free for 24 hours without the use of fever-reducing medications
3. No vomiting or diarrhea for at least 48 hours
4. Respiratory symptoms do not interfere with job duties or the ability to wear a mask/respirator, as required by Nuvance Health policy and the PPE Playbook
5. If a COVID test was conducted and negative within 3 days of symptom onset, consider re-testing after day 3.

**Employees with viral gastrointestinal illnesses may return to work when the following criteria are met:**

1. Fever-free for 24 hours without fever-reducing medications
2. Free of vomiting or diarrhea for 48 hours
3. Respiratory symptoms that do not interfere with ability to perform job duties or wearing a mask/respirator as required by Nuvance Health policy and the PPE playbook.

**Employees with Strep Throat may return to work when the following criteria are met:**

1. At least 24 hours have passed since antibiotics were started
2. Fever-free for 24 hours without fever-reducing medications

### • **Return-to-Work Masking (Excluding COVID-19):**

Employees with seasonal influenza or other acute viral respiratory infections must wear a well-fitting medical-grade surgical mask through Day 7 after symptom onset (Day 0 = first symptom or positive test if asymptomatic).

### • **Definition of Viral Respiratory Infection:**

Presence of two or more symptoms: fever, malaise, cough, rhinorrhea, nasal congestion, or sore throat.

### • **Exposure Guidance:**

Asymptomatic healthcare workers with known or suspected exposure are not restricted from work. They must wear a medical-grade mask from the day of first exposure through Day 5 after last exposure and monitor for symptoms for 5 days.