

TRIGGERS FOR STAYING HOME IN THE TIME OF COVID-19

When we talk about coronavirus risk categories, we are talking about the risk *for developing serious disease*. The risk groups does not mean these are the only persons at risk of contracting coronavirus.

The highest at risk folks are health care workers, persons 65+ AND others of any age with cancer, diabetes, hypertension, lung disease, heart disease and/or other conditions causing suppression of that person's immune system. These are the people who are at highest risk for the development of SERIOUS disease like severe pneumonia.

These are the highest risk groups prioritized to getting tested before the rest of the population. Tests are currently being reserved for these groups because they have the best chance to end up with a serious disease. Our community continues not to have nearly enough tests and so tests are not being given to those persons who the treating physicians believe are "low risk" of developing serious disease.

Every person is at risk of infection and everyone has a risk of developing serious disease. Many persons are already infected and have zero symptoms. Not everyone is at risk of developing serious disease, but **everyone can be infected and be infecting others**. This highly transmissible virus can be spread from one seemingly healthy person to another with ease and without knowledge.

Knowing that until testing capability is ramped up allowing more people to get tested, to further protect our employees and citizens, the following triggers will dictate when an employee should stay home during this disease outbreak.

When should an employee stay at home?

1. When the employee feels sick. Contact your doctor. Paid Time Off, Sick Leave
2. When a person in the employee's household is sick with diagnosed coronavirus. Crisis Pay
3. When the employee's child(ren) are not in school or sick. Paid Time Off, Sick Leave
4. When the employee returns from international travel or from domestic travel where there is evidence of community spread, the employee shall self-quarantine and monitor their temperature for a fourteen (14) day period. Crisis Pay
 - a. If at the end of the fourteen day quarantine, the employee has not had any fever or coughing, the employee may return to work.
 - b. If during the fourteen day self-quarantine the employee exhibits symptoms or gets sick, the employee shall contact his or her medical provider to report those symptoms and to receive further instructions. You may or may not be recommended for testing for coronavirus infection. Testing at the present time is restricted to persons who are identified as high risk to develop serious disease and medical professionals. You may be tested for other conditions like the flu. Paid Time Off, Accrued Compensatory Time, Sick Leave, Vacation Leave

- c. If you are negative for the flu but have coronavirus type symptoms and your doctor does not recommend you for testing because you are not identified in a group at risk for developing serious disease, you should continue to stay home until you are well. Please keep in contact with your treating physician, department leader, and the Human Resource department informed during your course of illness. Paid- Time-Off, Sick Leave

What if I am a person who is older or a person with a serious underlying condition that can put me at increased risk of developing severe disease?

The current guidance states that persons who are older, which is now being defined as those who are 65+, and persons of all ages who have underlying conditions such as cancer, diabetes, hypertension, lung disease, heart disease, and those with conditions causing immunosuppression should stay home and away from other people. These are the groups at highest risk of serious disease. Paid Time Off, Accrued Compensatory Time, Vacation Leave

Because persons in these categories are at risk for an infection leading to serious disease, under this provision, the employer will consider each request to work from an alternative work area or to stay home on a case by case basis. Please see telecommuting policy.