August 6, 2020

COVID-19 Business FAQ

Common Questions by Business Owners and Answers from Public Health Experts

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Unified Government Public Health Department
619 Ann Ave, Kansas City, KS 66101
wycokck.org/health | 913-573-8855

When an Employee Gets COVID-19

My employee has tested positive for/has multiple symptoms of COVID. What do I do? (Updated as of 7/23)

1. This employee should be sent home to self-isolate away from others.

   Positive employees can **return to work 10 days** from the onset of symptoms OR **72 hours after fever is gone** without the use of fever reducing medication, whichever is longer, AND there has been a significant improvement in symptoms. If this individual did not have any symptoms of the virus, they can return to work 10 days after their positive test.

   > Isolation lasts for 10 days after symptoms start (or, if asymptomatic, 10 days after testing positive), because this is when a person could still infect others.

   We **do not** recommend that employees be required to test negative before going back to work. First, people can continue to test positive for months even though they are very likely no longer infectious (i.e. they are no longer shedding virus). Second, there are not an infinite number of tests available. We also do not recommend requiring a doctor's note for these reasons.

2. Close contacts of this employee should be sent home to quarantine for <u>14 days.</u>

   How do I know if someone was a "close contact" ?
   a. Close contacts" includes anyone who was within 6 feet of the person for a total of 10 minutes or more, according to the CDC, and I would also include anyone who had more than a passing conversation with the person especially without masks on.
   b. You should evaluate whether contact occurred starting two days before the positive case started feeling sick and include any days they worked together while sick.

   Close contacts should be tested *NO EARLIER THAN 5-7 days after their last exposure* to someone with COVID symptoms or a positive COVID test.

   > ### Even if this test comes back negative, close contacts MUST complete their 14-day quarantine period at home.
   >
   > The incubation period for COVID-19 is 2 to 14 days, with an average of 5-7 days. If someone tests negative before the end of the 14 days, they still need to finish the 14 quarantine because the virus could still be "incubating."

3. Any other employees who have shown symptoms of COVID-19 should be sent for testing at their local health department or other local testing sites based on where they live or work:

- **Wyandotte County:** People who live or work in Wyandotte County have several options for getting tested:
    - **Unified Government Public Health Department, 619 Ann Ave, KCK**
        - Monday – Friday, 9 AM – 3 PM
        - No appointment needed
        - For people who have symptoms OR have been exposed to a confirmed COVID-19 case
        - People getting tested need to bring an item to show that they either live OR work in Wyandotte County, such as a piece of mail or a work badge
    - **"Pop-up" testing at multiple community locations around the county**
        - No appointment needed
        - For people who have symptoms OR have been exposed to a confirmed COVID-19 case
        - Go to wycokck.org/COVID-19 or call 3-1-1 for the latest pop-up testing schedule and locations
        - Provided by Vibrant Health, Swope Health, and the Wyandotte County Health Equity Task Force
    - **Sharon Lee Family Health Care, 340 Southwest Blvd (7th & Southwest Blvd), KCK**
        - Monday – Friday, 8:30 AM – 12:30 PM
        - Must call ahead: 913-396-7070
    - **Swope Health, 21 N 12ᵗʰ St, Suite 400, KCK**
        - Monday – Friday, 9:30 AM – 4 PM
        - By appointment only: 816-923-5800
    - **Select Walmart Stores**
        - Monday / Wednesday / Friday, 7 – 9 AM
        - By appointment only: DoINeedACOVID19test.com
    - **Select CVS Stores**
        - By appointment only: https://www.cvs.com/minuteclinic/covid-19-testing
    - **Heart to Heart and University of Kansas Medical Center, multiple locations around the metro**
        - Testing for asymptomatic individuals and essential workers with inadequate access to testing (the only asymptomatic testing in WyCo)
        - Part of a research study
        - Learn more and register at : hearttoheart.org/covid19testing
- **KCMO:** KCMO residents can find testing locations here: https://www.kcmo.gov/city-hall/departments/health/coronavirus-covid-19-kcmo-information-and-response/covid-19-testing-locations
- **Johnson County:** JoCo residents can be tested by appointment Monday-Thursday and at a drive-in without appointment on Fridays at 11875 S. Sunset

Drive in Olathe. Schedule an appointment at https://www.jocogov.org/schedule-covid-19-test

- **KC Metro:** You can find a map of metro area testing locations at: comebackkc.com. You can also text "testme" to 833-382-0252 to find information on testing in your area.

4. **If possible, the site or employee work area should be closed for 24 hours. After the 24-hour closure period, it should be sanitized.**

The CDC recommends that the site be evacuated for 24 hours and then all hard surfaces and touch points should be sanitized. If this is not possible, the site can be left for 7 days without deep sanitation and then work can recommence. Consider sanitizing floors, doorknobs, handles, sinks, and other commonly-touched surfaces.
Please see more guidelines on cleaning at:
https://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html

My employee was diagnosed with COVID-19 and works with another employee, but they were both wearing masks when together. Does the other employee need to quarantine?

Yes. Close contact as defined by the Wyandotte County Health Department does not take into consideration whether masks were worn by either or both parties; even if both parties were masked at the time of contact, the exposed party should be isolated per these guidelines.

Do contacts of contacts need to isolate/quarantine?
No. At this time, we do not recommend isolating or quarantining secondary contacts of cases unless they are symptomatic.

Should I shut down my business?
Probably not. Normally, you only need to isolate contacts of cases as described above. Any staff who were not contacts of cases can continue to work, as long as they are not symptomatic, are wearing masks, and are abiding by social distancing guidelines.

IF YOU ARE A LONG-TERM CARE FACILITY OR A DAY CARE:
Please contact the UG Public Health Department Epidemiology Hotline for further guidance: 913-573-8877

What if my employee's family member tested positive, or they were otherwise exposed to COVID-19 outside of work?
If an employee's family member or close contact becomes sick, the employee should not come to work. They should be tested 5-7 days after the exposure and isolate for 14 days at home.

Understanding Testing Recommendations

Why should I NOT require employees to get one or two negative tests before returning to work?

> ## NO KC METRO HEALTH DEPARTMENT RECOMMENDS FOLLOW-UP NEGATIVE TESTING

Our reasoning for not asking for a follow-up negative test is as follows:
a. In some cases, people can continue to test positive for weeks or even months although they have no symptoms.
b. These employees likely test positive because of viral fragments that remain in their bodies, NOT because they are shedding active virus.
c. If the employee tests positive again after the recommended quarantine, if he has remained asymptomatic, the chance that he is shedding the virus and will transmit the virus to others is very low.
d. Therefore, the scientific value of requesting follow up positive or negative tests is minimal, if there has been no development of new symptoms.
e. We recommend social distancing and mask wearing as a general precaution for all employees, even those who may have previously tested positive.

f. IN OTHER WORDS: Once you have a positive test, this is enough to know you have had COVID-19. Fulfill the quarantine guidelines and do not seek further testing.

Preventing COVID-19

What should my business do to prevent the spread of COVID-19?

- **Employees should wear masks at work completely covering their noses and mouths.** They should avoid close contact with each other and customers as much as is feasible. If carpooling, employees should wear masks in the car.
- **The business SHOULD REFUSE ENTRY to customers or employees who refuse to wear masks.**
- Employees should frequently sanitize commonly touched surfaces and wash their hands for 20 seconds with soap and water frequently throughout their shift and upon entry to and exit from the building.
- **Encourage employees to report symptoms honestly.** Many businesses offer 80 hours paid leave to employees who must remain home because of COVID-19 contact, a positive test result, or symptoms.
- **If an employee becomes sick while at work, they should be sent home immediately.** Any windows should be opened and their work area should be closed off for 24 hours or as long as practical before cleaning. All surfaces in the work area, including bathrooms and common areas, should be

disinfected. Contacts should be isolated from that day and the previous two days as described above.

- **If an employee calls in sick, they should not come to work.** Encourage them to seek free testing at the Unified Government Drive-Through Test Center and to contact their health care provider. **You can pre-emptively send home their close contacts from the previous two days to isolate until the sick employee's test results come back.**

My business scans people for fevers and we ask people if they have been feeling sick when they arrive at work. Is this enough to catch anyone who might have COVID?

    a. No. Many people with COVID do not have a fever. You can encourage employees to report symptoms based on a list:

a. Fever (>100.4 F)	g. Sore Throat
b. Dry cough	h. Congestion, Runny Nose
c. Shortness of breath	i. Nausea, Vomiting
	j. Diarrhea
d. Difficulty breathing	k. New loss of taste or smell
e. Chills	l. Fatigue or tiredness
f. Headache, Body/Muscle Aches	

    b. People may not accurately report symptoms, especially if they are afraid of losing their job or being punished for reporting that they are sick. Establishing non-punitive COVID relief policies, such as paid leave, might help employees to report symptoms.

    c. Even in this case, sometimes people forget or don't realize that something was a symptom until several days later (like a runny nose or diarrhea).

    d. Doing your best might still mean you miss some cases, but it is certainly better than doing nothing at all, and we thank you for your efforts and encourage you to continue scanning employees.

Other Questions that are Less Frequently Asked:

1. An employee was exposed on (day 1) and tested negative on (day 3). Can they go back to work?
   a. No. They should remain in quarantine for 14 days.
2. X person attended a large gathering at my organization while ill. What should we do?
   a. Contact trace people who were within 6 feet of the ill person for 10 minutes or more. Let them know they may have been exposed to COVID-19 and that they can seek testing at several area testing sites. People who live or work in Wyandotte County can find information on testing at wycokck.org/COVID-19 or by calling 3-1-1. Other people in the

KC Metro can find information on testing sites near them by going to comebackkc.com, or by texting "testme" to 833-382-0252 to find information on testing in their area.

 b. Report this to the Epidemiology staff at the Unified Government Public Health Department: (913) 573-8877

3. **What about sports teams? Do we have to wear masks when we play X sport? What if we are outside?**
 a. Short answer = Yes.
 b. Athletes are <u>not exempt</u> from the mask order and must therefore wear masks at all times when indoors, even if 6' distance is maintained between them. Transmission of COVID is exceptionally high in indoor gyms and workout spaces.
 c. Even in outdoor settings, athletes <u>must wear masks</u> if they will be within 6' of others.
 d. They can <u>only not wear masks if they can maintain a 6' distance at all times from all other people</u> other than incidental passing (such as running past someone on a jogging path) throughout the duration of the activity.

4. **Can we really mandate that people wear masks in our business?**
 a. Yes. You can and should put a sign on your door indicating that people entering the building must wear masks. You can turn people away if they do not wear masks.
 b. Refer to Governor Kelly's mask order for Kansas: https://governor.kansas.gov/executive-order-no-20-52/ and Local Health Officer Orders with amendments for Wyandotte County: wycokck.org/COVID-19 (under "ReStart WyCo")

5. **Do workers in (Business X) have to wear masks?**
 a. If they are in a room with other people, then yes.

6. **What about (extenuating circumstance that makes wearing masks somehow dangerous or impossible)?**
 a. Please call the UG Public Health Department Epidemiology Hotline at 913-573-8877, or call 3-1-1 for general COVID-19 questions and assistance

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Learn more and get help for your business:

wycokck.org/COVID-19

Click on the Business Assistance Tab

Call 3-1-1