

MPCC Roundtable  
July 28, 2020 TPO Update



For questions or additional information regarding the below update, please contact Michaelle Stanford, PHR-ca, M.A. at [michaelles@tpohr.com](mailto:michaelles@tpohr.com). **TPO Note:** As a reminder, these updates are provided for informational purposes only. For unique situations to your business, please consult with your Human Resource provider or employment expert.

**Stay current with CDC Updates including return to work protocols & COVID-19 symptoms!**

- **New Return to Work Protocols** – Recently, CDC changed the time with no fever from 72 hours to 24 hours (note that the recommendation still remains that this is in addition to at least 10 days since the symptoms first appeared). <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/end-home-isolation.html>
- **Reminder of COVID-19 Symptoms** – There are eleven - check your policies and postings. Though this updated back in May, check to ensure you are not only using the original three symptoms. <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>

**When can employees be around others after they had or likely had COVID-19?** According to the CDC:

***I think or know I had COVID-19, and I had symptoms***

*You can be with others after*

- *At least 10 days since symptoms first appeared **and***
- *At least 24 hours with no fever without fever-reducing medication **and***
- *Symptoms have improved*

*Depending on your healthcare provider's advice and availability of testing, you might get tested to see if you still have COVID-19. If you are tested, you can be around others when you have no fever, respiratory symptoms have improved, and you receive two negative test results in a row, at least 24 hours apart.*

***I tested positive for COVID-19 but had no symptoms***

*If you continue to have no symptoms, you can be with others after:*

- *10 days have passed since test*

*Depending on your healthcare provider's advice and availability of testing, you might get tested to see if you still have COVID-19. If you will be tested, you can be around others after you receive two negative test results in a row, at least 24 hours apart.*

*If you develop symptoms after testing positive, follow the guidance above for "I think or know I had COVID, and I had symptoms."*

***I have a weakened immune system (immunocompromised) due to a health condition or medication. When can I be around others?***

*People with conditions that weaken their immune system* might need to stay home longer than 10 days. Talk to your healthcare provider for more information. If testing is available in your community, it may be recommended by your healthcare provider. You can be with others after you receive two negative test results in a row, at least 24 hours apart.

If testing is not available in your area, your doctor should work with [an infectious disease expert at your local health department](#) to determine if you are likely to spread COVID-19 to others and need to stay home longer.

***For Anyone Who Has Been Around a Person with COVID-19***

It is important to remember that anyone who has close contact with someone with COVID-19 should stay home for 14 days **after exposure** based on the time it takes to develop illness.

**What symptoms should employees watch for?** According to the CDC there are now 11 symptoms. Continue to check the site for all possible symptoms. CDC will continue to update this list as we learn more about COVID-19.

***Watch for symptoms***

People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. Symptoms may appear **2-14 days after exposure to the virus**. People with these symptoms may have COVID-19:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

**Interested in receiving CDC updates?** Sign up here for their email subscription:  
<https://www.cdc.gov/Other/emailupdates/>