

SICK EMPLOYEE - LWHA Decision Tool for Fully Immunized Individuals

(as of April 19, 2022 based on the Ministry of Health Management of Cases and Contacts of COVID-19 in Ontario (Version 14.1 – April 19, 2022))

Fully Immunized – individual has received two doses of vaccine with a minimum of 14 days since the second dose.

Note: As the pandemic landscape changes, Public Health may provide direction outside or in excess of these guidelines. As always, Employees will follow Public Health direction on testing and self-isolation.

COVID Symptoms

One of:

- **Fever and/or chills –OR-**
- **Cough –OR-**
- **Shortness of Breath –OR-**
- **Decreased or loss of taste or smell**

-OR-

Two or More of:

- **Runny nose or nasal congestion**
- **Headache**
- **Extreme fatigue**
- **Sore throat**
- **Muscle aches or joint pain**
- **Gastrointestinal symptoms (such as vomiting or diarrhea)**

****NOTE – FOR LWHA SCREENING ONE OR MORE OF SYMPTOMS WOULD FAIL****

Scenario A – Employee has new onset of symptoms of COVID-19

- Call in to have your shift replaced
- Self-isolate immediately
- Get a PCR test for COVID-19 or complete two consecutive RATs 24-48 hours apart and self-isolate while awaiting test results
- Connect with Occupational Health at extension 5279

Scenario B – Employee is SYMPTOMATIC or ASYMPTOMATIC and confirmed COVID-19 positive

- If you test positive on a PCR test, rapid molecular test, or a rapid antigen test (RAT), you must isolate immediately
- Call in to have your shift replaced
- Contact Occupational Health at extension 5279
- Employee to remain off work for 10 days after symptom onset or from the date of your positive test result and may only return to work after 10 days if they do not have a fever (without the use of fever-reducing medications) and symptoms are improving for at least 24 hours
- In VERY exceptional circumstances, workers may have the opportunity to return to work early dependent on being free from fever and symptoms are improving for 24 hours. This will involve completing a rapid antigen test on day 6 and 7 of isolation and rapid testing for the remainder of the 10 days. If these tests are negative an earlier return to work may occur.

Scenario C – Employee HAS SYMPTOMS of COVID-19, but COVID-19 test is NEGATIVE

- Employee with respiratory symptoms can return to work when afebrile x 24 hours and symptoms have improved for at least 24 hours
- Employee with gastrointestinal symptoms (e.g. nausea/vomiting, diarrhea, stomach pain) – can return to work when symptoms have resolved for at least 24 hours

**** NOTE:** a single negative result on a **rapid antigen test** CANNOT rule out COVID-19 infection by itself

**** NOTE:** If you have symptoms and test negative on a rapid antigen test, a second test should be carried out 24 to 48 hours after the first test. If the second is also negative, this most likely means you do NOT have COVID-19. Contact Occupational Health.

Scenario D – Employee is ASYMPTOMATIC and has an EXPOSURE to a HOUSEHOLD member who is confirmed COVID-19 positive **note: Scenario K for any previous positive employee****

- ****IF YOU RECEIVED DIRECTIONS TO PICK UP RAPID TESTS SEE INSTRUCTIONS BELOW****
- ****** If you did not receive rapid tests from the hospital - Call in to be replaced
- Contact Occupational Health at extension 5279
- As a high risk contact of a household member you **must** SELF-ISOLATE regardless of vaccination status for 10 days after your last exposure unless there is a critical staffing situation
- Self-isolation means staying at home and avoiding contact with others within the home
- Work self-isolation may be arranged and you would be provided direction from manager/admin on call or occupational health

****IF STAFF ARE CRITICAL DEPARTMENTS AND HAVE RECEIVED RAPID TESTS - PLEASE NOTE THE FOLLOWING WILL APPLY**** (Reference pg. 29)

1. If identified as a close contact, perform a rapid test
2. If rapid test is **NEGATIVE** – able to report to work. Contact your manager and occupational health for further direction. Please note: negative PCR no longer required if rapid test is negative.
3. If rapid **POSITIVE** – unable to report to work. Proceed with call in procedure and Scenario B

Scenario E – Employee is ASYMPTOMATIC and has a HOUSEHOLD member who is SYMPTOMATIC but COVID-19 testing has not been completed **note: Scenario K for any previous positive employee****

- Arrange PCR testing for symptomatic household member
- Assume contact is COVID-19 positive until results are received and manage as per Scenario D.

Scenario F – Employee is ASYMPTOMATIC and has a HOUSEHOLD member who is ASYMPTOMATIC that has been identified as a HIGH RISK EXPOSURE to a COVID-19 case

- If Employee and contact have no symptoms of COVID-19 the employee is not required to self isolate and may come to work and continue to self monitor
- If household member tests positive for COVID-19 or develops symptoms, please refer to **Scenario D**.

Scenario G – Employee is ASYMPTOMATIC and has a HIGH RISK EXPOSURE to a NON-HOUSEHOLD member who is COVID-19 positive **note: Scenario K for any previous positive employee****

- ****IF YOU RECEIVED DIRECTIONS TO PICK UP RAPID TESTS SEE INSTRUCTIONS BELOW****
- ****** If you did not receive rapid tests from the hospital - Call in to be replaced
- Contact Occupational Health at extension 5279
- Isolate for 10 days after your last exposure, regardless of whether you have any symptoms
- Work self-isolation may be arranged and you would be provided direction from manager/admin on call or occupational health

****IF STAFF ARE CRITICAL DEPARTMENTS AND HAVE RECEIVED RAPID TESTS - PLEASE NOTE THE FOLLOWING WILL APPLY**** (Reference pg. 29)

1. If identified as a close contact, perform a rapid test
2. If rapid **NEGATIVE** – able to report to work. Contact your manager and occupational health for further direction. Please note: negative PCR no longer required if rapid test is negative.
3. If rapid **POSITIVE** – unable to report to work. Proceed with call in procedure and Scenario B.

Scenario H – Employee is ASYMPTOMATIC and has been exposed to a NON-HOUSEHOLD MEMBER experiencing symptoms of COVID-19 and who is awaiting test results

- Employee is not required to self isolate and may come to work and continue to self monitor
- If contact tests positive for COVID-19 please refer to **Scenario G**.

Scenario I – Employee has travelled OUTSIDE of Canada within the past 14 days

- The Government of Canada, under the *Quarantine Act*, requires some individuals to self-isolate, whether they have COVID-19 symptoms or not.
- Please refer to the latest travel restrictions and Federal Quarantine Requirements to determine if you are required to isolate. [COVID-19: Travel, testing and borders - Travel.gc.ca](https://travel.gc.ca/covid-19/travel-testing-and-borders)

Scenario J – Employee has travelled WITHIN Canada in the last 10 days

- Asymptomatic Employee may work but must self monitor for 10 days from their return
- If symptoms develop, refer to **Scenario A**
- Please refer to the latest travel restrictions and Federal Quarantine Requirements to determine if you are required to isolate. [COVID-19: Travel, testing and borders - Travel.gc.ca](https://travel.gc.ca/covid-19/travel-testing-and-borders)

Scenario K – Employee is identified as close contact AND has tested positive for COVID-19 in the last 90 days based on positive test results

- Asymptomatic Employee may work but must self monitor for 10 days from last exposure

Decision Tool Follow-up:

1. Employees are directed to work through applicable scenario and follow steps as directed
2. Occupational Health will follow-up with the employee/physician/midwife as needed.