

SICK EMPLOYEE - LWHA Decision Tool for Fully Immunized Individuals

(as of September 9, 2022, based on the Ministry of Health Management of Cases and Contacts of COVID-19 in Ontario August 31, 2022 Version 14.2)

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
- For ROUTINE STAFFING OPERATIONS: Employee to remain off work for 10 days after symptom onset or from the date from specimen collection (whichever is earlier) 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 (48 hours if they are GI symptoms)
- **In the CURRENT STAFFING CONTEXT**, staff may return to work early. Staff may return to work 7 days after testing positive for COVID-19 or symptom onset (whichever is earlier) AND may return to work if free from fever (without the use of fever-reducing medications) and symptoms are improving for 24 hours (48 hours if they are GI symptoms)
- If there is an **ON-GOING CRITICAL STAFFING SHORTAGE**, the employee may return to work earlier than day 7 (ie: day 6 preferable to day 5) without testing AND provided they have no fever (without the use of fever-reducing medications) and symptoms are improving for 24 hours (48 hours if GI symptoms)

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

- Employee with symptoms can return to work when free from fever for 24 hours (without the use of fever-reducing medications) 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 free from fever AND symptoms have been improving for at least 48 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****

- As a high risk contact of a household member you **must** SELF-MONITOR from the last exposure for 10 days.
- Staff should not remove their mask when in the presence of other staff to reduce exposure to co-workers, such as not eating meals/drinking in a shared space or common room. Ensure you have a well-fitting medical mask or fit or non-fit tested N95 respirator or KN95
- All staff should SELF-ISOLATE immediately if they develop any symptoms of COVID-19 and seek testing immediately.

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****

- See **Scenario D** for instructions.

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 **note: Scenario K for any previous positive employee****

- See **Scenario D** for instructions.

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

- 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)

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

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

Scenario L – Employee works in a facility that is in COVID-19 outbreak

- Contact manager and occupational health
- Critical staffing requirement may include returning to work under work self-isolation.
- This would include daily negative rapid antigen testing, breaks alone and wearing N95 mask.

Decision Tool Follow-up:

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

September 9, 2022