



LENAWEE COUNTY HEALTH DEPARTMENT

Coronavirus – Guidance for Businesses

Updated 8-24-2020

Scenarios with Action Steps

The following scenarios are examples of the steps to follow if an employee tests positive or is exposed to an individual who is COVID positive.

Scenario 1: An employee is confirmed to have COVID-19 (tests positive for COVID-19 with a nasal/throat swab).

The employer must notify the health department. The employee **AND** all household members of the employee are **immediately** isolated.

The employee is isolated until:

- 24 hours with no fever (without the use of fever-reducing medication) **and**
- Symptoms have improved **and**
- 10 days since symptoms first appeared.

Household members and other close contacts of the COVID positive individual will be quarantined for 14 days after their last date of close contact.

Scenario 2: An employee is symptomatic and lab results for COVID-19 are pending.

The employee is isolated at home until results of the test are available.

If the test are positive, see scenario 1.

If test results are negative and the ill employee is a close contact to someone with COVID-19, they must still finish their quarantine.

If negative, and no known exposure to COVID-19, the employee may return based on guidance from their physician based on their predominate symptoms.

Household members and employees who are close contacts of the *pending* case with no history of COVID-19 exposure (prior to lab results) should be monitored for symptoms while waiting for test results. They do not need to be isolated. If symptoms develop, they should call their medical provider to be tested for COVID-19.

Scenario 3: An employee is symptomatic and no testing for COVID-19 is done.

The employee should be isolated until:

- 24 hours with no fever (without the use of fever-reducing medication) **and**
- Symptoms have improved **and**



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- 10 days since symptoms first appeared.

If the symptomatic employee had close contact with a confirmed case of COVID-19 and suspicion for COVID-19 are high, then household members and other close contacts need to be quarantined for 14 days after their last date of close contact. Consult with the health department.

Otherwise, close contacts of the symptomatic employee do not need to be quarantined. If symptoms develop, they should call their medical provider to be tested for COVID-19.

Scenario 4: An employee is a close contact to a confirmed COVID-19 case.

The employee must quarantine for **14 days since last date of close contact**.

Household members of the quarantined employee, and other employees at the worksite, do not need to quarantine since they are a contact of a contact. They should monitor for symptoms. If symptoms develop, they should call their medical provider to be tested for COVID-19.

Scenario 5: Household member of an employee has been confirmed to have COVID-19.

The employee must quarantine for **14 days** after the last date of close contact while they are contagious.

Scenario 6: An employee is symptomatic, pending results, and has had close contact with a known case.

The symptomatic employee should isolate until lab results are known.

Household members or close contacts of the symptomatic employee should monitor for symptoms.

If the test is positive, then the household members and close contacts must quarantine for 14 days.

If the test is negative, the symptomatic employee must complete their quarantine, but their close contacts do not need to be in quarantine.

Scenario 7: An employee's household member is a close contact to a COVID positive individual.

Close contacts of close contacts do not need to be quarantined.

If COVID-19 symptoms develop in the exposed individual, then his or her close contacts should be quarantined and excluded from work.

If symptoms develop, they should call their medical provider to be tested for COVID-19.