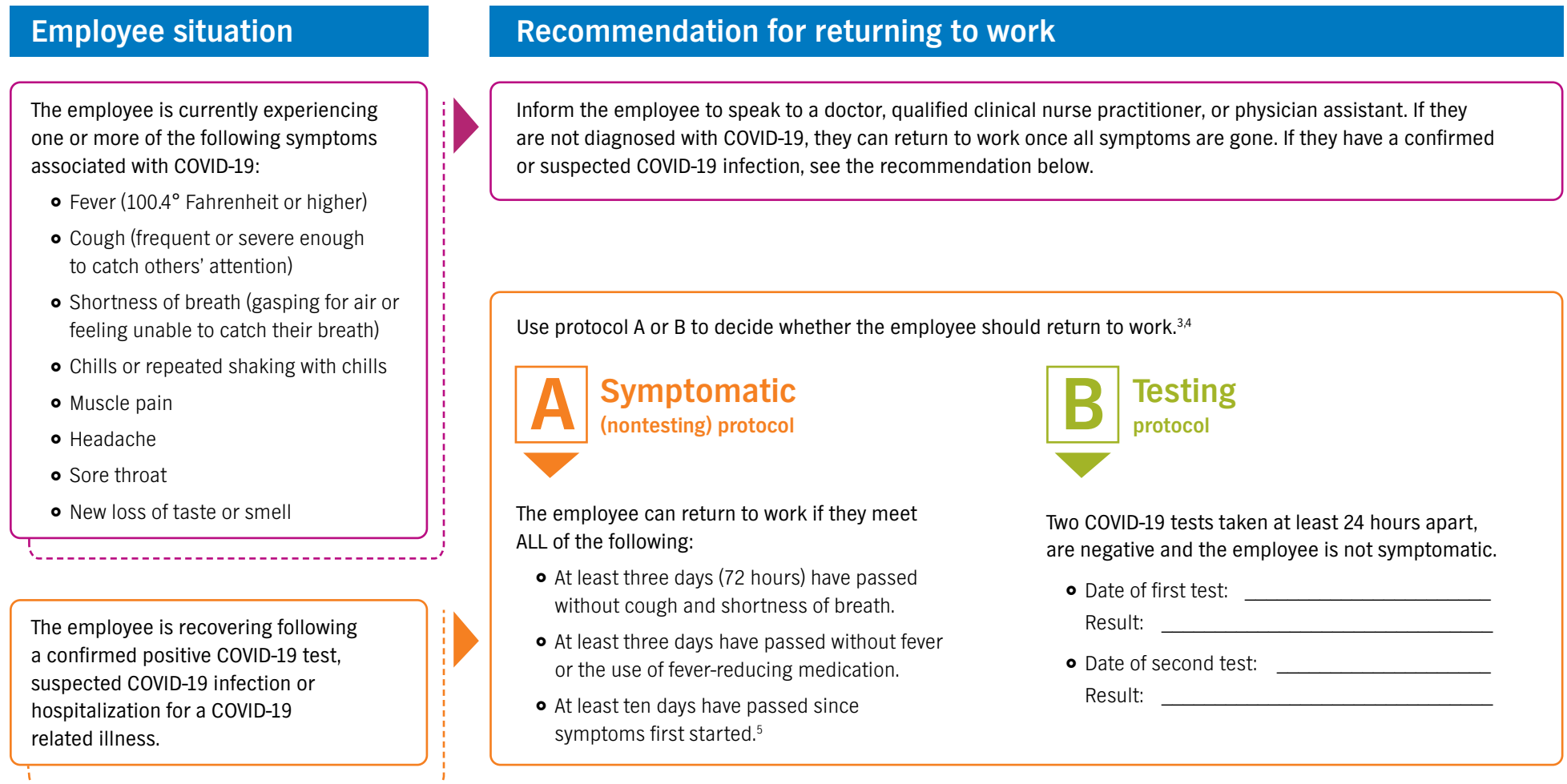


# Helping employees return to work

## Guidance to consider after COVID-19 illness or exposure

Anthem remains committed to supporting you and your employees during this COVID-19 outbreak. We want to make sure you have the tools and resources to keep your employees as safe and healthy as possible at the workplace.

The following chart identifies certain employee situations you could experience. Each situation has recommendations that can help keep those employees and the rest of your staff healthy.<sup>1,2</sup> These recommendations are based on guidance from the Centers for Disease Control and Prevention (CDC) as of May 2020. For the most updated information from the CDC, please visit [cdc.gov](https://www.cdc.gov).



## Employee situation

The employee has had exposure to COVID-19 but works in a critical role.

## Recommendation for returning to work

The employee may return to work under the following guidelines:

- They cannot currently have symptoms including a fever, cough or shortness of breath.
- The employee's temperature should be taken and they should be assessed for any symptoms before they start work. Ideally, temperature checks should happen before the employee enters the workplace. If there is evidence of a fever, cough or shortness of breath, the employee should not be allowed to work.
- The employee should self-monitor under the supervision of their occupational health program or designated manager.
- The employee should wear a face mask at all times in the workplace for at least 14 days following last exposure. Employers can either issue face masks or approve employee-supplied cloth face coverings, if there are shortages.
- The employee should keep social distance (more than six feet) from others, as their work duties allow.
- Workspaces like offices, bathrooms, common areas and any shared electronic equipment should be routinely cleaned and disinfected.

The employee has had a significant risk of exposure to COVID-19 and works in a noncritical role.

Employee can return to work after quarantining themselves for 14 days following last suspected exposure and if they do not have any current symptoms.

The employee has never been sick with COVID-19 or had a significant risk of exposure.

The employee can come to work but should work from home if possible. They should wear personal protective equipment as necessary and report any new symptoms or significant exposures to their supervisor.

**While our country wants to get back to work, we must remember that any decision to allow employees back to the workplace involves risk of COVID-19 transmission. You can put strategies into place to try and reduce that risk. Strategies may include the following: physical distancing, staggered shifts, cloth face coverings, hand-washing, regular cleaning of high-touch surfaces, quick identification of symptomatic COVID-19 cases or possible exposures, and allowing high-risk employees to work-at-home.<sup>6</sup>**

1 Centers for Disease Control and Prevention website: *Criteria for Return to Work for Healthcare Personnel with Confirmed or Suspected COVID-19* (March 16, 2020): [cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.html](https://www.cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.html).

2 Centers for Disease Control and Prevention website: *Public Health Recommendations for Community-Related Exposure* (March 30, 2020): [cdc.gov/coronavirus/2019-ncov/php/public-health-recommendations.html](https://www.cdc.gov/coronavirus/2019-ncov/php/public-health-recommendations.html).

3 New York State Department website: *Protocols for Essential Personnel to Return to Work Following COVID-19 Exposure or Infection* (March 31, 2020): [coronavirus.health.ny.gov/system/files/documents/2020/04/doh\\_covid19\\_essentialpersonnelreturntowork\\_rev2\\_033120.pdf](https://coronavirus.health.ny.gov/system/files/documents/2020/04/doh_covid19_essentialpersonnelreturntowork_rev2_033120.pdf).

4 The use of COVID-19 serology is not recommended in return-to-work decision making at this time. Serology is still evolving. There is a significant risk of a false positive or false negative result and the significance and interpretation of COVID-19 serology results is medically uncertain at this time.

5 Centers for Disease Control and Prevention website: *Symptom-Based Strategy to Discontinue Isolation for Persons with COVID-19* (May 3, 2020): [cdc.gov/coronavirus/2019-ncov/community/strategy-discontinue-isolation.html](https://www.cdc.gov/coronavirus/2019-ncov/community/strategy-discontinue-isolation.html).

6 Centers for Disease Control and Prevention website: *Interim Guidance for Business and Employers to Plan and Respond to Coronavirus Disease 2019 (COVID-19)* (April 9, 2020): [cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html).

The chart should not be used to determine when and how your business should resume staffing as a whole. It can be used in addition to current federal, state and local guidelines. If there are differences between this document and current guidance from the Centers for Disease Control and Prevention (CDC), refer to CDC guidance.

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