

COVID-19 Frequently Asked Questions for Employers

Who do I call when one of my employees notifies me he/she is positive for COVID-19?

Please call the County's COVID-19 Call Center at 530.552.3050 and tell the caller your employee was notified by his/her healthcare provider of a positive COVID-19 test. Please follow the guidance for what to do if an employee tests positive for COVID-19.

Do I have to notify the public if one of my employees tests positive?

Typically, no.

Public Health investigates all COVID-19 positive cases and then traces all close contacts, which is generally considered being closer than 6 feet for great than 15 minutes. Public Health will only need to use a general message to the public when the case investigators are unable to identify and locate all close contacts that may have been exposed. The general message to the public is used to ask individuals who were possibly exposed to call Public Health directly to receive direction. This is not typical. Usually, all close contacts can be identified during the case investigation process.

Businesses can help limit the need for a general message by limiting close contacts. The best way to limit close contacts is by following the State COVID-19 Industry Guidance. Find guidance online at, <https://covid19.ca.gov/industry-guidance>.

Do I have to notify my employees if one of my employees tests positive?

In some cases, yes.

Refer to the Notification and Management of Employees section of the CDPH Workplace Employer Guidance located at, <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Workplace-Outbreak-Employer-Guidance.aspx>.

Also Refer to the State Employer Playbook for reopening safely, <https://files.covid19.ca.gov/pdf/employer-playbook-for-safe-reopening--en.pdf>.

Do I have to close if one of my employees tests positive?

Typically, no.

A business or facility may close temporarily to thoroughly clean and disinfect areas where a COVID-19 positive employee was working. The areas may have already been thoroughly cleaned after the last time the employee worked.

Find guidance online at, <https://covid19.ca.gov/industry-guidance>.

Public Health will work directly with business owners or operators if the case investigation and contact tracing activities for a COVID-19 positive person involve individuals at the place of business. Public Health will provide direction to individuals who need to quarantine, and will



provide guidance for businesses regarding cleaning protocols and whether the business needs to close.

Do I have to clean my facility if one my employees tests positive?

Yes, perform more frequent cleaning and disinfection, as well as deep/enhanced cleaning and disinfection after employees with COVID-19 have been at work. Refer to the CDPH Workplace Employer Guidance located at, <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Workplace-Outbreak-Employer-Guidance.aspx>.

Will Public Health notify me when one of my employees or customers tests positive?

It depends.

Public Health investigates all COVID-19 positive cases and then traces all close contacts. Public Health contacts employers when a case or close contacts are identified within the work place. Public Health will work with you to understand how those employees and/or customers interacted at your location, and may provide further direction regarding facility cleaning, testing, and quarantine. Public Health may need your assistance in obtaining employee and/or customer names and contact information.



COVID-19 Terms and Definitions

Lab-confirmed Case

Individuals that have taken a viral COVID-19 test and received a positive result are lab-confirmed cases.

A probable case is someone who has had close contact with a lab-confirmed case and has symptoms consistent with COVID-19. Testing may be requested to confirm COVID-19, depending on individual circumstances and testing availability.

Close Contact

Anyone who has been in close contact with someone who has COVID-19.

What counts as close contact?

- You were within 6 feet of someone who has COVID-19 for at least 15 minutes
- You provided care at home to someone who is sick with COVID-19
- You had direct physical contact with the person (touched, hugged, or kissed them)
- They sneezed, coughed, or somehow got respiratory droplets on you

Isolation

Isolation is used to separate people infected with the virus (those who are sick with symptoms as well as those with no symptoms) from people who are not infected. People who are in isolation should stay home until it's safe for them to be around others. In the home, anyone sick or infected should separate themselves from others by staying in a specific "sick room" or area and using a separate bathroom (if available). Isolation lasts a minimum of 10 days from symptom onset (or from the testing date if asymptomatic.) The person must be fever free for 24 hours, have an improvement of symptoms and have met the 10 day minimum before the isolation period can end.

Learn more online: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/isolation.html>

Quarantine

Quarantine is used to keep someone who might have been exposed to COVID-19 away from others. Quarantine helps prevent spread of disease that can occur before a person knows they are sick or if they are infected with the virus without feeling symptoms. People in quarantine should stay home, separate themselves from others, monitor their health, and follow directions from their state or local health department.

Tips for how to self-quarantine:



- Stay at home for 14 days from last day of exposure.
- Avoid contact with others.
- Don't share household items.

Learn more online: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine.html>

Essential Critical Infrastructure Workers

The California Public Health Officer has designated a list of Essential Critical Infrastructure Workers to help state, local, tribal, and industry partners as they work to protect communities, while ensuring continuity of functions critical to public health and safety, as well as economic and national security.

These workers may be able to work while under quarantine with protective measures in place. When not at work, they should follow home quarantine instructions.

The list is located online: <https://covid19.ca.gov/essential-workforce/>

