

Guidelines for Employees with COVID Symptoms or Exposures

SYMPTOMS & EXPOSURES	GENERAL DESCRIPTION	NOTIFICATION	STATUS	TIME FRAME	WORKGROUP C	WORKGROUPS A & F
Close contact exposure (potential or known)	Employee has been (or believes he or she may have been) within close contact as defined by the Center for Disease Control (CDC).	Update Healthcheck and complete Employee Exposure or Experiencing Symptoms Form .	Employee should follow Employee Health's guidance regarding quarantining. Employee is responsible for communicating quarantine requirement to supervisor.	Five days from date of last exposure	If Employee Health directs employees to quarantine, employee is allowed to work remotely, if feasible. If remote work is not feasible, employee may use benefit time.	If Employee Health directs employees to quarantine, employee is allowed to work remotely, if feasible. If remote work is not feasible, employee may use benefit time.

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Symptomatic employees	Employees who develop symptoms consistent with COVID-19	<p>Update Healthcheck (if applicable) and complete <u>Employee Exposure or Experiencing Symptoms Form</u>.</p> <p>Employee does not return to work area until cleared by Employee Health.</p>	Waiting on testing results from UAB Employee Health	Typical waiting period is 24-48 hours.	<p>Employee leaves work area and does not return until cleared by Employee Health.</p> <p>If feasible and employee is able, allow employee to work remotely.</p> <p>If remote work is not feasible, employee may use benefit time until they are cleared to return to work.</p>	<p>Employee leaves work area and does not return until cleared by Employee Health.</p> <p>If feasible and employee is able, allow employee to work remotely.</p> <p>If remote work is not feasible, employee may use benefit time until they are cleared to return to work.</p>

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COVID positive/ isolating employees	Employee tests positive for COVID through UAB or external testing facility or is directed to isolate by a medical professional or Employee Health.	<p>Update Healthcheck (if applicable) and complete <u>Employee Exposure or Experiencing Symptoms Form</u>.</p> <p>Employee does not return to work area until cleared by Employee Health.</p>	Employee must self-isolate and self-monitor.	<p>Five or more days of isolation plus five days of masking.</p> <p>For example, if you develop symptoms on Sunday and are tested, Employee Health will evaluate release for upcoming Saturday.</p> <p>NOTE: UAB and UAB Medicine masking policies remain in effect.</p>	<p>Employee does not return to work area until cleared by Employee Health.</p> <p>If feasible and employee is able, allow employee to work remotely.</p> <p>If remote work is not feasible or employee is too ill to work, employee may use benefit time until they are cleared to return to work or they may take FMLA, if eligible.</p> <p>After being cleared by Employee Health, employee must continue to mask for the next five days.</p>	<p>Employee does not return to work area until cleared by Employee Health.</p> <p>If feasible and employee is able, allow employee to work remotely.</p> <p>If remote work is not feasible or employee is too ill to work, employee may use benefit time until they are cleared to return to work or they may take FMLA, if eligible.</p> <p>After being cleared by Employee Health, employee must continue to mask for the next five days.</p>