How can I best protect my site from COVID-19 exposure and spread?

First and foremost, follow the jobsite specific protocol. Ensure Daily Jobsite Access Protocol is followed with no exceptions. This protocol is being implemented for the safety of all employees, subcontractors, clients and any essential visitors and to ensure our jobsites stay open. No person requesting access to the jobsite who answer yes to any of the health and wellness questions on the COVID-19 Wellness Questionnaire will be allowed onto the job site.

Can I still conduct meetings?

Continue to minimize face-to-face meetings and eliminate communal breaks. Utilize conference calling or GoToMeeting whenever possible. If in person meetings are absolutely critical and required ensure distance of at least 6 feet between attendees. No meeting, or gathering of persons, should have more than 10 people in attendance.

What should I do if an employee shows any COVID-19 symptoms?

If an employee presents themselves at work with a fever or difficulty in breathing, this indicates they should seek medical evaluation and they should be directed to obtain timely medical care. Any employee exhibiting any symptoms of the COVID-19 such as fever, cough, shortness of breath, sore throat, runny or stuffy nose, body aches, headache, chills or fatigue the employee should be sent home immediately. If there is any concern with an employee’s current health status in terms of presenting with these symptoms or ability to safely perform their job, send them home.

How long does an employee who has tested positive for COVID-19, or is exhibiting symptoms, have to stay home?

Employees who have tested positive for COVID-19 or are suffering from symptoms should be directed to remain at home until at least three days (72 hours) have passed since recovery, defined as resolution of fever without the use of fever-reducing medications and improvement in respiratory symptoms (e.g., cough, shortness of breath); other symptoms have improved (for example, when cough or shortness of breath have improved); and at least seven days have passed since symptoms first appeared.

OR resolution of fever without the use of fever-reducing medications; Improvement in respiratory symptoms (e.g., cough, shortness of breath); and negative results of an FDA Emergency Use Authorized molecular assay for COVID-19 from at least two consecutive nasopharyngeal swab specimens collected ≥24 hours apart (total of two negative specimens).

What should I do if an employee suspects he/she may have COVID-19 or self-reports that they have come in to contact with some who had a presumptive positive case of COVID-19?
The employee must be directed to remain at home and not report to work. These employees should first consult and follow the advice of their healthcare providers or public health department regarding the length of time to stay at home. If those resources are not available, the employee should at least remain at home for three days without a fever (achieved without medication) if they don’t develop any other symptoms. If they develop symptoms, they should remain home for at least seven days from the initial onset of the symptoms, and three days without a fever (achieved without medication) to ensure the infection does not spread.

Do I need to send home, or direct employees to remain at home, other employees that may have come in to contact with a confirmed, suspected or self-reported exposure COVID-19 case?

Yes, any person that has been within 6 feet of the employee in the prior 14 days should be sent home and should be directed to remain at home using the same guidelines as the employee who has self-reported a presumptive positive case or potential contact with a COVID-19 case.

How do I know who may have come in contact with an employee with a suspected or self-reported COVID-19 case?

Before the employee departs, ask them to identify all individuals who worked in close proximity (within six feet) with them in the previous 14 days to ensure you have a full list of those who should be sent home. When sending the employees home, do not identify by name the infected, or suspected infected, employee and maintain all information regarding an employee’s specific illness as strictly confidential. If sending home employees because of a self-reported contact case, communicate with your affected workers and let them know that an employee is asymptomatic for the virus but you are acting out of an abundance of caution.

Does an employee have to come to work during this time?

We are doing everything we can to make sure every employee feels safe on the job site and should know that safety and health come first. Anyone who has any distress with the current situation should feel free to voice their concern and is not required to report for work until state and local stay at home requirements are lifted.

If an employee does not want to come to work, will they be paid?

Employee’s not reporting for work due to any conditions subject to qualification by the Families First Coronavirus Relief Act (FFCRA), and meeting employee qualification requirements, will be compensated accordingly. Any employee electing to not report to work for conditions not meeting FFCRA conditions, may elect to use available PTO during non-work time. If PTO is not available, an employee may request to be furloughed without pay and considered for reinstatement within a one year period.