

COVID-19 Employer Guidance

IDPH Procedures on Outbreaks and Reporting

Prevention

The Iowa Department of Public Health (IDPH) has provided steps to practice social distance in the workplace. These include:

- Staggering shifts to reduce number of employees on the clock at a given time
- Spacing out breaks to limit employee interactions
- Reviewing procedures to identify ways to limit physical staff interactions

Ways that employers can emphasize proper hand hygiene and respiratory protocols among employees:

- Provide employees with appropriate face masks or allow them to bring in and wear personal cloth masks
- Allow frequent handwashing opportunities or provide hand sanitizer at all stations

Identification

All employees should be screened for fever, cough, sore throat, or shortness of breath prior to entry into the workplace and at the end of each shift. An employer screening flowchart can be found to the right. If an employee presents with a fever or respiratory symptoms, they must isolate and be off work until:

- Are fever free for at least 72 hours without the use of medicines that reduce fever **AND**
- All other symptoms have improved **AND**
- At least seven (7) days have passed since symptoms first developed

Isolation criteria must be followed for all employees with symptoms even if employee tests negative for COVID-19.

Screening Flowchart

The IDPH provided a recommended screening flowchart for businesses to use. Please visit the following link to access:

<https://idph.iowa.gov/Portals/1/userfiles/7/b/screening%20algorithm%2003222020.pdf>

IDPH Employer Survey

If more than 10% of your employees are experiencing COVID-19 related symptoms, please complete the IDPH employer survey found here:

<https://redcap.idph.state.iowa.us/surveys/?s=NRJ4FDMDPN>



Ongoing Management

The IDPH recommends coordinating with your local medical provider to identify ways to test employees with COVID-19 symptoms

- UnityPoint Health has established a Designated Respiratory Clinic at United Medical Park. Employees experiencing symptoms (fever, cough, sore throat, shortness of breath, or other respiratory symptoms) should call this clinic at 319-833-5888 for additional guidance.

If an employee has been off work due to COVID-19 related symptoms, exposure, or travel, a Return to Work visit should be completed before the employee returns to the workplace. Allen Occupational Health is now offering telephonic return to work visits to reduce exposure and ensure an employee can safely return to work.

- Following IDPH guidelines, our team will review the reasoning for being removed from work, assess symptoms (if any), and propose next steps. Please have employees call 319-859-3886 **ONLY** if approved for a telephonic return to work visit.

High Risk Employees

The IDPH recommends that employers consider excusing high-risk employees from work when or if an outbreak occurs. High-risk employees include:

- People aged 65 years and older
- People of all ages with underlying medical conditions including:
 - People with chronic lung disease or moderate to severe asthma
 - People who have serious heart conditions
 - People who are immunocompromised: including cancer treatment, smoking, bone marrow transplantation, immune deficiencies, poorly controlled HIV or AIDS, and prolonged use of corticosteroids and other immune weakening medications
 - People with severe obesity (BMI \geq 40)
 - People with diabetes
 - People with chronic kidney disease undergoing dialysis
 - People with liver disease

