Guidance for Return to Work after Travel

1. Should I travel at this time?
   • All travelers should assume that COVID-19 disease is present at the locations they may be visiting or traveling through
   • Travel of any kind, including domestic travel, is strongly discouraged at this time

2. What do I need to do if I am returning from any international or domestic travel (within the United States)?
   • We are beginning to see widespread community transmission of COVID-19
   • With the Universal Mask Policy initiated, if you work in a clinical care area and are not showing any symptoms, you will be allowed to return to work and are expected to wear a procedural/surgical face mask, at all times
   • If you work in a non-clinical care environment (e.g. ECCP, Kiewit tower, UNMC research, etc.) and you are not showing any symptoms, you will be allowed to return to campus and are expected to wear a procedural/surgical face mask for 14 days
   1. If you do not have access to a procedural/surgical face mask, you will need to present to Employee Health and pick up your masks. We will provide education on how to appropriately don and doff your mask if needed
   • If you have any questions or concerns, contact Employee Health (402.552.3562)

3. What if I am currently on quarantine after an exposure or returning from travel? Can I return to work?
   • Employee Health will be in contact with you

COVID-19 Guidance for Health Care Workers

4. How is COVID-19 transmitted?
   • The virus is thought to spread mainly from person to person who are in close contact with one another (within about six feet). Respiratory droplets are produced when an infected person coughs or sneezes. These droplets can land in the mouth, nose or eyes of people who are nearby, or can be inhaled into the lungs. Possible COVID-19 symptoms are fever (>100.4F/38C,) cough or shortness of breath and may be mild.

5. What additional measures is Nebraska Medicine taking to keep our health care workers safe?
   • Per the Universal Mask Policy, all health care workers in inpatient units, ambulatory clinic spaces and procedural areas will be donning a procedural/surgical face mask, at all times, while in their respective clinical care settings
   • The Universal Mask approach will serve to:
     • Protect our patients and other staff members should the health care worker have symptoms before having a diagnosed COVID-19 infection or developing symptoms at work (a mask achieves source control and decreases the risk of spreading infection)
     • Protect our health care workers should they come in close contact with an individual with either no symptoms, a mild COVID-19 infection or who has symptoms that have not yet been recognized
     • With all health care workers in these environments wearing a procedural/surgical mask, the risk of exposure will be relatively low

6. I am a health care worker who is concerned I have been exposed to a COVID-19 positive individual (colleague), what do I need to do?
   • Exposure is defined as prolonged (at least 15 minutes) close contact between a health care worker and colleague that tested positive for COVID-19 where no face mask was utilized
   • With all health care workers in clinical care environments wearing a procedural/surgical mask, the risk of exposure will be relatively low
Employee Health has an established protocol and investigates all COVID-19 positive health care workers for whom it is coordinating testing or for outside testing for which it is aware.

Employee Health will follow up with the health care worker’s manager/supervisor and discuss if follow-up is needed.

As long as the health care worker is compliant with the universal masking policy and is asymptomatic they will be allowed to continue to work.

Employee Health will advise the health care worker to continue to self-monitor and report new onset of symptoms to Employee Health (see question 7).

If you are concerned, contact Employee Health with questions or concerns.
- Monday through Friday, 7 a.m. to 4:30 p.m., call 402.552.3563
- After hours and on weekends, call the OUCH pager (888-OUCH or 888-6824)

7. I am a health care worker who is concerned I have been exposed to a COVID-19 positive individual (patient), what do I need to do?
- Exposure is defined as prolonged (at least 15 minutes) close contact between a health care worker and patient who tested positive for COVID-19 where no face mask was utilized.
- With all health care workers in clinical care environments wearing a procedural/surgical mask, the risk of exposure will be relatively low.
- All reported exposures or potential exposures to COVID-19 will be investigated on a case by case basis by Infection Prevention and Employee Health.
- Employee Health has a protocol established that will be followed.
- If an exposure is confirmed, Employee Health will be in contact with the health care worker.
- As long as the health care worker is compliant with the Universal Masking Policy and is asymptomatic, they will be allowed to continue to work.
- Employee Health will advise the health care worker to continue to self-monitor and report new onset of symptoms to Employee Health (see question 7).
- If you are concerned regarding potential exposure, please contact Employee Health.
  - Monday through Friday, 7 a.m. to 4:30 p.m., call 402.552.3563
  - After hours and on weekends, call the OUCH pager (888-OUCH or 888-6824)

8. What if I develop new onset of a fever (≥100°F/37.8°C) and/or respiratory symptoms (i.e. cough, shortness of breath)?
- All health care workers are required to self-monitor for symptoms concerning COVID-19 infection before the beginning of every shift. Employees with symptoms of COVID-19 should not report to work. Instead, they should contact Employee Health.
  - Monday through Friday, 7 a.m. to 4:30 p.m., call 402.552.3563
  - After hours and on weekends, call the OUCH pager (888-OUCH or 888-6824)
- If the health care worker develops a fever and/or respiratory symptoms while at work, they must notify their manager, remove themselves from the facilities, self-isolate and contact Employee Health.
  - Monday through Friday, 7 a.m. to 4:30 p.m., call 402.552.3563
  - After hours and on weekends, call the OUCH pager (888-OUCH or 888-6824)
- Employee Health will screen the health care worker and determine if testing is recommended. Employee Health will coordinate testing for the health care worker at one of the primary care locations or immediate care locations at Nebraska Medicine.
- Employee Health will follow up on all COVID-19 testing for health care workers and direct them on when they are able to return to work.
- The health care worker should complete an Employee Safety Event in the Shout Out for Safety reporting system. A Quick Link is available on the home page of the NOW and instructions are available at this link. If the health care worker is unable to fill out the ESE, they should notify their manager.

9. If I have been tested for COVID-19, due to a fever and/or respiratory symptoms, what is the process for returning to work?
- Employee Health will be in contact with all health care workers for whom it coordinated testing.

Updated April 1, 2020
o If COVID-19 testing is negative, the health care worker can return to work when they have been fever-free (≥100F/37.8C) without taking fever reducing medications for 24 hours and symptoms are mild and improving. Symptoms must be improved or mild for 24 hours before returning to work
o If COVID-19 testing is positive, Employee Health will contact the health care worker and discuss their return to work plan
  • If Employee Health was not involved with coordinating COVID-19 testing for the health care worker, the health care worker must contact Employee Health once results are known to be positive and must not return to work until they are cleared by Employee Health
  • The health care worker will be accountable for communicating absence from work with their manager/supervisor
  • Employee Health will provide the health care worker a return to work letter through their One Chart Patient Portal

Please note that you will be accountable for communicating absence from work with your manager. You will receive a Return to Work Letter from Employee Health through the One Chart Patient portal when you are able to return to work that you will need to give to your manager. Additionally, if you test positive for COVID-19, fill out an Employee Safety Event (ESE) in the Shout out for Safety reporting system. A Quick Link is available on the home page of the NOW and instructions are available [this link](#). If you are unable to fill out the ESE, notify your manager.

10. Can I continue to work if a family member or someone else with whom I live with tests positive for COVID-19 or has a fever and/or respiratory symptoms?
  • Contact Employee Health to discuss your ability to work. Employee Health is open Monday through Friday from 7 a.m. to 4:30 p.m. and can be reached at 402.552.3563. After hours and weekends, call the OUCH pager at 888.OUCH.