

COVID-19

Frequently Asked Questions

for Employers



We're committed to supporting you, your workforce and our community with updated information, resources and services. Please contact us at WellatWork@wellspan.org if we can support you in any way.

As employers and residents, we turn to the Pennsylvania Department of Health (DOH) and the U.S. Centers for Disease Control and Prevention (CDC) as sources for news, information, guidance and mandates to ensure the safety of our families, friends and the community.

Q How do we continue to ensure the safety of our employees who are coming to work?

A The following can enhance employee safety at or outside of work:

1. Screening employees is an optional strategy that employers may use to include temperature checks and questions. Employee self-screening and active screening are options you can deploy. Consider focusing the screening questions on 'new' or 'unexpected' symptoms.
2. Practice good hand hygiene: washing hands often with soap and water for at least 20 seconds.
3. Clean and disinfect frequently touched surfaces daily.
4. Wear a mask that covers your mouth and nose when around others.
5. Practice social distancing by keeping at least 6 feet away from fellow co-workers, customers and visitors when possible.
6. Encourage employees to stay home if sick, except to get medical care.
7. Avoid non-essential travel.
8. Posters to promote COVID-19 awareness can be found [here](#).
9. Additional guidance and detail can be found on the [Centers for Disease Control and Prevention \(CDC\)](#) website.

Q When is it safe for a COVID-19 positive or exposed employee to return to work?

A The following information is per guidance developed by the CDC:

1. If an employee is confirmed to have COVID-19, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA).
2. Employees who test positive for COVID-19 should be excluded from work and remain in home isolation. Employees should not return to work until they have met the criteria to [discontinue home isolation](#).
3. The CDC has recently released new recommendations for how long to quarantine after last exposure. Based on local availability of viral testing, for people without symptoms quarantine can end:
 - i. On day 10 without testing
 - ii. On day 7 after receiving a negative test result
4. For the most up to date CDC guidance can be found [here](#).
5. Quarantine and return to work guidance for non-healthcare workers from the PA Dept. of Health can be found [here](#).

Q Where can our employees get COVID-19 testing and how long will it take to get the results?

A The latest on testing locations can be found [here](#). Availability of testing and turnaround time varies. As demand increases, WellSpan continues to assess and investigate additional platforms that provide safe, quality testing. Thank you for your patience as we work diligently to provide appropriate testing for current demand.

Q What information is available about the vaccine and what are the plans for distribution?

A WellSpan Health is carefully monitoring the vaccine development and distribution plans which can be found [here](#).

Q How can we provide employees with mental health support during these uncertain times?

A Helpful mental health resources and videos can be found [here](#).

Q Do you have a recommendation on how employers should handle employee travel?

A Travel increases your chance of getting and spreading COVID-19. At this time, it is encouraged to avoid non-essential travel. On November 25, 2020 the Pennsylvania Secretary of Health issued an order addressing travel to and from the Commonwealth. Guidance on personal travel and travel for purposes of work can be found [here](#).

Q Is WellSpan Health providing employees with return-to-work notes?

A Employers should refrain from requiring returning employees to obtain work excuses from their medical providers. These are not a requirement, nor recommended by the Department of Labor or OSHA. Additional guidance from the CDC can be found [here](#).

Q How do we stay informed about the prevalence of COVID-19 cases in our community?

A WellSpan Health has created a data dashboard that is updated daily and can be found [here](#).