

# COVID-19 EXPOSURE ATTENDANCE AND TESTING GUIDE

This document outlines which employees should continue working and who should stay away from work based on COVID-19 exposure and test result.

**Significant Guidance update as of February 17<sup>th</sup>, 2022.**

**Ontario:** If an employee has tested positive for COVID-19 in the past 90 days they are only required to isolate if they have symptoms of COVID-19.

**Saskatchewan:** Employees regardless of vaccination status and scenario are only required to isolate when they have symptoms of COVID-19. The isolation time is 5 days regardless of vaccination status.

EMPLOYEE EXPOSED TO	EMPLOYEE SYMPTOMS?	SEEK TESTING?	TEST RESULT	CONTINUE TO WORK?	WHEN SHOULD THE EMPLOYEE RETURN TO WORK?
<b>EMPLOYEE COVID-19 EXPOSURE (AT WORK)</b>					
Person supported or co-worker with a confirmed case.	N	Y (***) See direction below)	-	Y	If symptom free, continue to work, monitor for symptoms.
	Y		+	N	<b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation. <b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.
Redeployed employee worked in an outbreak location wearing full PPE.	N	Y (***) See direction below)	-	Y (after negative test result)	After negative test results or if employee is not required to test and they are asymptomatic they are cleared to return to work. Continue to monitor for symptoms.
	Y		+	N	<b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation. <b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.
<b>EMPLOYEE COVID-19 EXPOSURE (NOT AT WORK)</b>					
Non-close or transient contact with a confirmed case	N	Not required*	-	Y	If symptom free, continue to work, monitor for symptoms.
			+	N	<b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation. <b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.
	Y	Y	+	N	

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			-	Y	Report to work once symptom free or improving symptoms for 24 hours.
Close contact with a confirmed case (includes COVID-19 Alert notification)	N	Y (***) See direction below)	-	Y (see conditions)	After negative test results are received, 10 days have passed since last exposure to the confirmed case, and the employee is fever free with other symptoms improving for at least 24 hours.
	Y		+	N	<p><b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation.</p> <p><b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.</p>
Close contact of someone with COVID-19 symptoms (no other known causes)	N	Not required*	If close contact is negative	Y (see conditions)	If the close contact has a negative COVID-19 swab and the employee remains symptom free they would be cleared to work. Local public health guidance may require additional precautions. <i>If the contact is confirmed to have COVID-19, follow the guidance for close contact of a confirmed case.</i>
	Y	Y	+	N	<p><b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation.</p> <p><b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.</p>
Close contact of someone asked to self-isolate and/or seek testing	N	Not required*	-	Y	Continue to work, monitor for symptoms. <i>If contact is confirmed to have COVID-19, the employee must self-isolate for 10 days from the last day of exposure.</i>
			+	N	<p><b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation.</p> <p><b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.</p>
	Y	Y	-	Y (no symptoms)	Report to work once symptom free or improving symptoms for 24 hours.
			+	N	<p><b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation.</p> <p><b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.</p>

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Someone within the employee's household has been asked to isolate after contact with a confirmed case of COVID-19.	N	Not required*	-	Y (See conditions)	<b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation. <b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.
			+	N	
	Y	Y	-	Y (See conditions)	Report to work once symptom free or improving symptoms for 24 hours.
			+	N	<b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation. <b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.
Employee fails screening due to symptoms of COVID-19 but no known contact with a COVID-19 case	Y	Y	-	Y (see Conditions)	The employee must be symptom free or significant improvement in symptoms for 24hrs prior to return to work. Local Public Health Guidelines may require additional isolation time.
			+	N	<b>Ontario:</b> Employee self-isolates for 10 days from the last day of exposure/symptom onset, <b>or</b> a negative PCR test 5 days after exposure/symptoms <b>or</b> two negative RANT screening tests on day 6 and 7 of isolation. <b>Saskatchewan</b> as per SHA: 5-day isolation only when symptomatic or positive rapid/PCR test, regardless of vaccination.

\* Unless requested to by public health. *Employee is still encouraged to get tested if this is an option available to them, though this is not necessary.*

\*\* *Absence of cough is not required for those known to have chronic cough or who are experiencing reactive airways post-infection.*

\*\*\* *If Public Health instructs an employee that they are not required to isolate they can return to work.*

- Surveillance testing is recommended if available or requested.
- Examples of **close contact**: Living with or had close prolonged contact (more than 15 mins) with the suspected or confirmed person; had direct contact with bodily fluids of a confirmed case (e.g., coughed on, sneezed on, etc.).  
 Examples of **non close contact**: Maintained a distance of greater than 2 meters with a confirmed person.  
 Examples of a **transient interaction**: Walking by or being briefly in the same room with a confirmed person.