

+ Policies and Procedures Manual

Policy: Associate Health Screening and Illness Management – COVID-19

Purpose

LifeStream will screen, monitor and manage Associates in order to mitigate the spread of COVID-19.

Procedure

Daily Questionnaire and Temperature Checks

All Associates are required to complete an Associate Health Screening log and temperature check prior to starting work each day. Any Associate with an elevated temperature (100.0 degrees or higher) or answering "YES" to any of the questions on the log, must immediately leave the premises and contact a supervisor by phone. LifeStream's Associate Health Consultant (or designee) will make contact to discuss symptoms and determine next steps.

Associate Illness

Associates must stay home if sick. This includes, but is not limited to, symptoms of respiratory illness (cough, runny nose, sore throat, chest congestion, loss of taste or smell), GI symptoms (diarrhea and/or vomiting) and/or fever (100.0 degrees or higher). Associates will follow LifeStream's Attendance Policy and contact a supervisor at least two (2) hours prior to the scheduled start time. Associates that come to work sick will be sent home by their supervisor. The Associate Health Consultant (or designee) will make contact to discuss symptoms and determine next steps.

If the Associate Health Consultant (or designee) determines that testing for COVID-19 is warranted (using guidance from Maricopa County Health and the Centers for Disease Control), the Associate Health Consultant (or designee) will determine how and when the Associate will be tested. Associates are required to be tested in accordance with Associate Health Consultant's (or designee's) instructions and provide a copy of the test results received.

Close Contact

If an Associate has been in close contact (defined as prolonged contact of 15 or more minutes within 6 feet or less) of an individual who has tested positive for COVID-19 (such as a visitor to the Community, a household contact, etc.) the Associate must be tested.

LifeStream's Associates are considered critical infrastructure workers and are not required to self-isolate, unless they test positive for COVID-19. All appropriate infection prevention protocols should be followed including wearing a mask, physically distancing from others as much as possible, performing frequent hand hygiene and monitoring for signs and symptoms of COVID-19.

Return to Work Clearance

If an Associate tests positive for COVID-19, the following guidelines for return to work will apply:

1. If Associate has any symptoms consistent with COVID-19 and has mild or moderate illness, Associate should isolate at home until:
 - a. At least 10 days have passed since symptoms first started; **and**,
 - b. At least 24 hours have passed since fever resolved (without the use of medication); **and**,
 - c. Other symptoms (e.g. cough, shortness of breath) have improved.
2. If Associate has any symptoms consistent with COVID-19 and has severe or critical illness or are severely immunocompromised, Associate should isolate at home until:
 - a. At least 20 days have passed since symptoms first started; **and**,
 - b. At least 24 hours have passed since fever resolved (without the use of medication); **and**,
 - c. Other symptoms (e.g. cough, shortness of breath) have improved.
3. If Associate does not have any symptoms consistent with COVID-19 (asymptomatic) throughout their infection and are not severely immunocompromised, Associate should isolate at home until:
 - a. 10 days have passed since the date the first positive COVID-19 test was collected.
4. If Associate does not have any symptoms consistent with COVID-19 and are severely immunocompromised, Associate should isolate at home until:
 - a. At least 10 days and up to 20 days have passed since the date the first positive COVID-19 test was collected.

Staff who do not test positive for COVID-19 but have symptoms will follow LifeStream's policy to determine when they can return to work (generally when fever-free for 24 hours without fever-reducing medications and other symptoms have improved).

Associates may not return to work until given clearance by the Associate Health Consultant (or designee), which will be issued in writing and copied to the Associate's supervisor.

Illness Tracking

The Associate Health Consultant (or designee) will track Associate illnesses (COVID-related or those with signs and symptoms related to COVID) and will communicate regularly with Administration to ensure appropriate contact tracing, follow-up testing and isolation procedures are followed.