Decision Tree for Critical Infrastructure Businesses and Industries

**Daily Symptoms Screening**
- Excluded from work
  - No test
  - Employee can return to work when RTW criteria are met
- Test
  - Positive for COVID-19
    - Employee can return to work when RTW criteria are met
  - Negative for COVID-19
    - Employee can return to work when symptoms improve
  - No test
  - Employee can return to work when RTW criteria are met

*Contact is defined as interacting within 6 feet of an infectious person for a cumulative total of 15 minutes or more, except if all individuals were using a face covering and a face shield (or if all individuals were using a face covering and there was a physical barrier (ex. full plexi-glass screen) between them during their period of contact.*

**Contact with COVID-19 positive person**
- Quarantine testing strategies for critical infrastructure*
  - Strategy 1: Quarantine for a minimum of 10 days and test on day 7
    - Positive for COVID-19
      - Employee can return to work when RTW criteria are met
    - Negative for COVID-19
      - Employee can return to work after minimum quarantine
  - Strategy 2: Quarantine for a minimum of 7 days and test on day 5
    - Positive for COVID-19
      - Employee can return to work when RTW criteria are met
    - Negative for COVID-19
      - Employee can return to work after minimum quarantine
  - Strategy 3: Quarantine for a minimum of 10 days
    - Shows symptoms during quarantine
      - Test
        - Positive for COVID-19
          - Employee can return to work when RTW criteria are met
        - Negative for COVID-19
          - Employee can return to work on day 11
      - No test
        - Employee can return to work when RTW criteria are met
    - Shows NO symptoms during quarantine
      - Employee can return to work on day 11

*This guidance is intended for Minnesota critical infrastructure businesses and industries in food and agriculture; veterinary medicine; mining; construction; critical manufacturing; public utilities; law enforcement; transportation; and community financial banks.

**RETURN TO WORK (RTW) CRITERIA AFTER A POSITIVE COVID-19 TEST RESULT**
All three must be true for employees to return to work:
- 10 Days since symptoms started
- Fever-free in the last 24 hours (without the use of fever reducing medications)
- Overall improvement of symptoms

No medical exam or additional testing is necessary to clear employees when they meet these criteria.

**IF EMPLOYEES HAVE SYMPTOMS OR AN EXPOSURE, THEY MUST REMAIN HOME UNTIL TEST RESULTS ARE RETURNED.**

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Decision Tree and Narrative for Critical Infrastructure Businesses and Industries

12/07/2020

This decision tree is intended for Minnesota critical infrastructure businesses and industries in food and agriculture, veterinary medicine, mining, construction, critical manufacturing, distribution, public utilities, law enforcement, transportation, and community financial banks. This Minnesota guidance does not apply to other critical infrastructure sectors described under federal Cybersecurity and Infrastructure Security Agency guidelines. This document does not apply to health care and public health, government, schools, child care, corrections, general business, retail, restaurants and hospitality, and other sectors for which there is specific Minnesota state guidance.

Narrative

First path

The most important actions that employers can take to minimize spread of COVID-19 in the workplace include screening every employee before every shift, and supporting testing of symptomatic employees.

The first path in this decision tree outlines what employers should do when performing daily symptom screening of employees. Symptoms to check for include fever or feeling feverish, cough, sore throat, muscle aches, shortness of breath, and a loss of smell/taste.

1. If an employee reports no symptoms, they are cleared for work.

2. If an employee reports any one of these symptoms, a secondary health screening should be performed to determine if the employee can report to work, or should be sent home for testing, or should be seen by a health care provider. This secondary screening step can be performed by an occupational health nurse or someone at the facility who has been trained in secondary screening protocols.

3. When an employee with symptoms is tested for COVID-19:
   - The employee should stay home and isolate away from other people until test results are available.
▪ The employee who tests negative may return to work if their symptoms have improved.
▪ The employee who tests positive must stay isolated at home until return to work criteria are met.

Return to work (RTW) criteria:

Employees who test positive for COVID-19 must stay isolated at home and away from others until all three of the following are true:
▪ Symptoms have improved.
▪ At least 10 days have passed since symptoms first appeared.
▪ At least 24 hours have passed without fever, without using fever-reducing medications.

Employees who test positive for COVID-19, but do not have symptoms, must stay isolated at home and away from other people in the house for 10 days from their testing date.

Second path

The purpose of workplace contact tracing is to limit disease spread by identifying co-workers who have had contact with an infectious employee, then excluding these contacts from the workplace and requiring them to quarantine at home.

Contact is defined as spending a cumulative total of 15 minutes or more within 6 feet of someone who has COVID-19 during their infectious period. For businesses covered by this guidance, co-workers can be exempted from this definition of contact, if during their period of contact, everyone was using a face covering and a face shield, OR, if everyone was using a face covering and there was a physical barrier between them, such as a full Plexiglas screen.

People with COVID-19 can give the disease to others two days before they show symptoms until 10 days after their first symptoms (this is termed the infectious period). Therefore, contact tracing should include co-workers who were exposed to a worker with confirmed COVID-19 beginning two days before the individual’s symptoms started (for workers without symptoms, two days before their test date) until the time the case was at home and isolated away from others.

1. If an employee is determined to have had contact with a person who has tested positive for COVID-19, they should stay home and self-quarantine.
2. Minnesota has return-to-work quarantine strategies for critical infrastructure that may be adopted to avoid staffing shortages because of the essential services that critical infrastructure workers provide:
   ▪ Strategy 1: Employees should quarantine at home for a minimum of 10 days and get tested on day seven. If the COVID-19 test is negative and the employee does not develop symptoms, they may return to work on day 11.
Strategy 2: Employees should quarantine at home for a minimum of seven days, and get tested on day five. If the COVID-19 test is negative and the employee does not develop symptoms, they may return to work on day eight. This strategy should only be adopted in facilities with severe staffing shortages.

Strategy 3: Employees should quarantine at home for 10 days. If symptoms develop, the employee should get tested and remain home until results are available. If the employee does not develop symptoms, they may return to work on day 11, without any restrictions; no medical exam or testing is required.

3. If an employee under quarantine tests positive, they must remain at home isolated away from others until return to work criteria have been met.

4. If an employee under quarantine tests negative, they must remain at home until their quarantine period is complete.

5. If symptoms develop during quarantine, the employee should be tested immediately.
   - If an employee tests positive, they must remain isolated at home and away from others until return to work criteria have been met.
   - If an employee tests negative, they should remain at home until their quarantine period is complete.