



COVID – 19 Employer Measures for positive test in workplace - April 15, 2020

What happens if there is a positive COVID-19 diagnosis in my workplace?

- A public health investigation is automatically triggered when someone receives a laboratory-confirmed positive COVID-19 test result.
- Anyone diagnosed with COVID-19 is advised to self-isolate at home for 14 days from when their symptoms started. Individuals who require medical care are treated in hospital.
- Public Health notifies close contacts of laboratory-confirmed positive COVID-19 cases. Anyone at risk of contracting the virus from a colleague will be notified by a Public Health Official.

Source: [Government of Manitoba](#)

What should employer do after a positive COVID-19 diagnosis in the workplace?

- Encourage employee(s) who tested positive to contact a medical professional
- Conduct internal investigation to determine if the employee(s) has been in close contact with other staff, contractors, visitors, or customers in the 14 days prior to the positive diagnosis. Contact anyone deemed to have potentially been in contact with infected employee(s).
- Immediately quarantine, clean and disinfect work area of infected employee, then remainder of the workplace. Ensure high-touch areas (door handles, shared spaces, etc.) are included. Temporarily close workplace if necessary. Hire a professional cleaning company if required. A cleaning company who is Health Canada approved and uses hospital grade disinfectant is recommended.
- Communicate with all staff while maintaining confidentiality. Review steps which have been taken, handwashing and physical distancing procedures
- Ensure adequate supplies of PPE, handwashing stations, and hand sanitizer are available +
- Review related company policies to ensure they are current (sick leave, business continuity, pandemic preparedness, infection control, etc.)

What can employers do to help an employee who tests positive for COVID-19?

- Respect confidentiality and don't identify the infected employee(s)
- Provide work-from-home options if feasible
- Have any supplies delivered to employee(s) to assist them if working from home
- Consider relaxing sick leave policies to support employee(s)
- Advise employee(s) of options within benefit package (sick leave, long term disability) and / or Government disability (short term disability, employment insurance)
- Provide mental health resources within benefit package (Employee Assistance Program) or externally (<https://cmha.ca/>, www.ccohs.ca, <https://manitoba.ca/covid19/index.html>, www.HelpNextDoorMB.ca, etc.)

When can an employee who previously tested positive for COVID-19 come back to work?

- When cleared by a Medical Professional, and / or a Public Health Official (through confirmed negative test or investigation)
- Employee(s) should not come back to the workplace within the 14-day self isolation period. A negative test result during a mandatory quarantine period does not bypass the remainder of the 14-day waiting period.
- Confirmed negative tests may be difficult to obtain based on the current Government of Manitoba testing protocols. Currently, only those referred by Health Links may be tested for COVID-19. These criteria do not include an Employer's request to be tested.