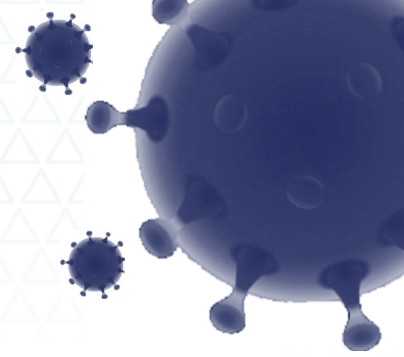




COVID-19 GUIDE

Positive Test in the Workplace



Positive COVID-19 Diagnosis in the 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 and anyone at risk of contracting the virus from the laboratory-confirmed positive COVID-19 case.

Source: [Government of Manitoba](#)

What should the Employer do after Positive COVID-19 Diagnosis

- Encourage employee(s) who tested positive to contact a medical professional.
- Conduct an internal investigation to determine any close contacts the employee(s) have had in the 14 days prior to the positive diagnosis. Employer must contact anyone deemed to be a close contact.
- 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 a Positive COVID-19 Employee

- Respect confidentiality and do **NOT** 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)

When can a Positive COVID-19 Employee Return to Work

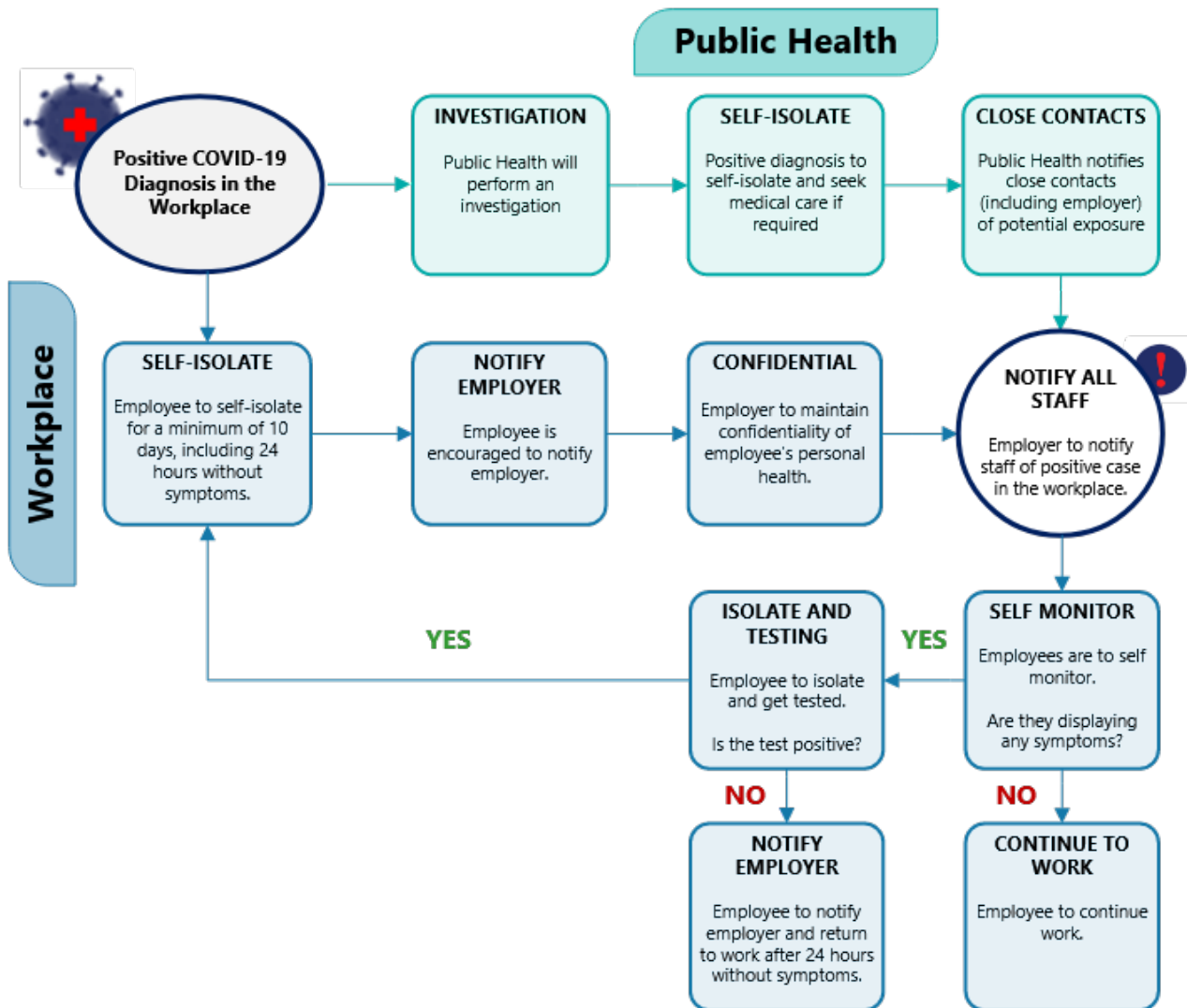
- When cleared by a Medical Professional, and / or a Public Health Official (through confirmed negative test or investigation)
- Employee(s) should not come back to the workplace within the 14-day self isolation period. A negative test result during a mandatory quarantine period does not bypass the remainder 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.



COVID-19 GUIDE

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Positive Employee COVID-19 Procedure



Close Contact

Someone who was within 6 feet of an infected person for a cumulative total of 15 minute or more over a 24-hour period - starting from 2 days before illness onset until the time the patient is isolated.

- Symptoms (mild-severe)**
- Fever (>38°C)
 - Cough
 - Sore throat
 - Loss of taste or smell
 - Shortness of breath or difficulty breathing
 - Muscle/Body aches
 - Nausea/Vomiting
 - Diarrhea