



WHAT EMPLOYERS NEED TO KNOW ABOUT ASSESSING EMPLOYEES FOR COVID-19

ARE WE ALLOWED TO ASSESS EMPLOYEES FOR SYMPTOMS?

SHUP IVVIR Q # UDQWHG =The Equal Employment Opportunity Commission (EEOC) has given the go ahead for employers to screen employees for symptoms of COVID-19 including the measuring of an employee's temperature. This is based on the Centers for Disease Control and Prevention (CDC) acknowledging community spread of COVID-19 and the attempts to mitigate its continued transmission.

FR Q IIGHQWIDOP HGIFDO#JHFRUG =There are factors to be considered before implementation of this process in a non-healthcare setting. During a pandemic, ADA-covered employers (employers with 15 or more employees, including state and local governments) may ask such employees if they are experiencing symptoms of the pandemic virus. For COVID-19, these include symptoms such as fever, chills, cough, shortness of breath or sore throat. Generally, measuring an employee's body temperature is considered a medical examination. Therefore, employers must maintain all information about employee illness as a confidential medical record in compliance with the ADA.

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1. Provide proper personal protective equipment (PPE) for the individual performing the assessment. This includes a mask, gloves, eye protection, face shield and an isolation gown.
2. The temperature reading is considered protected medical information and should be kept confidential.
3. Proper training for the person performing the task in both the wearing of PPE and confidentiality standards.
4. Training on the proper use and interpretation of the thermometer.
 - a. Tympanic
 - b. Temporal
 - c. Non-Contact Infrared
5. Acknowledged understanding that some people with COVID-19 do not have a fever (100.4 degrees or greater).
6. Acknowledged understanding that some people with a fever (100.4 degrees or greater) do not have COVID-19.

WKH#DGD #DQG #JHKDEIOWDWIRQ #DFW =These rules continue to apply, but they do not interfere with or prevent employers from following the guidelines and suggestions made by the CDC or state/local public health authorities about steps employers should take regarding COVID-19. Employers should remember that guidance from public health authorities is likely to change as the COVID-19 pandemic evolves. Therefore, employers should continue to follow the most current information on maintaining workplace safety.

UHVXRUFHV: The EEOC has provided guidance in the pandemic publication written during the H1N1 outbreak. It is relevant today and identifies established ADA and Rehabilitation Act principles answering the most frequently asked questions about the workplace environment during a pandemic. It was updated on March 19, 2020 to address concerns of the COVID-19 virus. The pandemic guidance publication can be found here:

https://www.eeoc.gov/facts/pandemic_flu.html.

Thank you for visiting our COVID-19 Resource Center. We are committed to identifying, developing and updating resources to help the manufacturing community respond to the coronavirus pandemic. If you need more information, please email: covidresponse@uscompliance.com. Thank you for your support and we look forward to working through this challenge together!