Genesis Employer Solutions

Genesis
HEALTHCARE SYSTEM

Better Begins Here

Friday, May 1, 2020   SE OHIO DAILY NEWS   Today's Edition

World • Business • Finance • Travel • Sport • Weather

Breaking News: Local Business shuts down due to COVID-19 Outbreak among employees

Don't let this be your business! As some of you are working through the process while remaining open, or making plans to re-open, ask yourself the following questions:

- What resources do I have to help control the current work environment as it relates to the spread of COVID-19?

- What do I do if I have an employee who presents with COVID-19 like symptoms?

- Who can I turn to as a resource to answer questions and direct care?

- How do I reduce my employee concerns about COVID-19 in the workplace?

Genesis can help you with your journey into this new wave of conducting business while dealing with the stressors of COVID-19!

Our Purpose:

To be a valued resource by creating a partnership with the local health department and area employers, to provide a **FREE SERVICE** of direction and support in navigating the COVID-19 pandemic and how it affects your organization and employees.

Services will include:

- FREE Screening for symptomatic employees

- FREE Tracking services for COVID-19 and exposed employees

- FREE Return to work assessments

Our partnership will strengthen our efforts to care for symptomatic employees, reduce workplace exposures, and establish a safe return to work environment for your workforce and the community.

Our Current State and Looking Ahead:

At Genesis, we feel that Muskingum County has listened to our Governor and local Health Department pertaining to the issued stay at home order which has strategically positioned our area to re-open and establish guidelines for a safe work environment.

Establishing such guidelines will aid in the reduction and tracking of potential work place COVID-19 exposures.

What Genesis is doing…

At Genesis we have been monitoring over 3,000 employees for over 7 weeks to keep our workplace a safe environment for not only our employees but also our patients. We have implemented:

- Employee Health Assessment / Screenings prior to shift
- A clear path to care for COVID-19 symptoms – Telemedicine
- A tracking service for positive and symptomatic employees
- A quick and easy return to work assessment

While you may not be in the healthcare business, a majority of the same practices can be applied to your business to provide your workforce the peace of mind that they are coming back to a safe environment and their health is your top priority.

Responsible Protocols for Getting Ohio Back to Work

https://coronavirus.ohio.gov/wps/portal/gov/covid-19/responsible-restart-ohio/Responsible-Protocols/

5 Protocols For all Businesses

1. **No mask, no work, no service, no exception. Require face coverings** for employees and clients/customers at all times

2. **Conduct daily health assessments** by employers and employees (self-evaluation) to determine if "fit for duty."

3. **Maintain good hygiene** at all times – hand washing, sanitizing and social distancing.

4. **Clean and sanitize** workplaces throughout workday and at the close of business or between shifts.

5. **Limit capacity** to meet **social distancing** guidelines.
   - Establish maximum capacity at 50% of fire code
   - Use appointment setting where possible to limit congestion.

https://coronavirus.ohio.gov/wps/portal/gov/covid-19/responsible-restart-ohio/Sector-Specific-Operating-Requirements/

Ohio's Safe Business Practices for Getting Back to Work

1. **Recommend face coverings** for employees and clients/customers.

2. **Conduct daily health assessments** by employers and employees (self-evaluation) to determine if "fit for duty."

3. **Maintain good hygiene** at all times – hand washing and social distancing.

4. **Clean and sanitize** workplaces throughout workday and at the close of business or between shifts.

5. **Limit capacity** to meet **social distancing** guidelines.
   - Establish maximum capacity at 50% of fire code.
   - And, use appointment setting where possible to limit congestion.

$19.99

Northside Pharmacies
AN AFFILIATE OF GENESIS HEALTHCARE SYSTEM

What are COVID-19 like symptoms?

You may have COVID-19 if you:

Have one or both of these symptoms:
- Cough
- Shortness of breath/difficulty breathing

Have at least two of these symptoms:
- Fever
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat

Symptoms may be mild or severe and may appear two to 14 days after exposure to the virus.

Ohio | Department of Health

What to do if an employee presents to work or calls off with COVID-19 symptoms?

1. Send employee home immediately and instruct them to contact Genesis Occupational Employee Health

2. Employer Leadership will call Genesis Occupational Employee Health to communicate event of employee being sent home due to illness and provide valid phone number for employee so that appropriate screening can be accomplished.

3. Genesis Occupational Employee Health will schedule a telephone screening assessment appointment to determine on the direction of care.

Genesis Occupational Employee Health

(740) 454-4010

What are the next steps?

The **FREE** Genesis telephone screening process will ask a series of detailed questions to determine level of risk and whether COVID-19 should be considered.

Those questions will be but not limited to:

- Do you have a fever 100.4 or greater?

- Cough worsening from baseline or new cough?

- Shortness of breath worsening from baseline or new?

- Do you have a sore throat?

- Do you have a history of allergies?

NOTE: If provider determines COVID-19 is not viable diagnosis, Genesis OEHS will contact Employer about return to work process.

When Do We Test for COVID-19?

Ohio Department of Health (ODH) released the following priorities for COVID-19 testing on 4/22/2020:

Priority 1: Individuals with symptoms who are:

- Hospitalized
- Health care workers

Priority 2: Individuals with symptoms who are:

- In long-term care/congregate living facilities
- First responders/critical infrastructure workers
- Age 65 or older
- Living with underlying conditions

Priority 2a: Individuals and staff without symptoms who are:

- In long-term care/congregate living facilities with an outbreak

Priority 3:

- Other individuals with symptoms
- Individuals with mild symptoms in areas with high COVID-19 hospitalizations

What to do if an Employee Tests Negative for COVID-19?

If an employee tests Negative for COVID-19:

- If results are negative the employee will be notified and sent back to work.
- OEHS will contact employer with a return to work date
- If symptoms persist the employee will be directed to follow up with their Primary Care provider.
  - If they do not have a primary care provider they will be given the Genesis one-call number to establish a Primary Care Provider.

What to do if an Employee Tests Positive for COVID-19?

If an employee test positive for COVID-19 the following actions will take place:

1. OEHS will report positive results to the local Health Department

2. The local Health Department will reach out to the employee and provide further instruction and direction

3. The Employer will work with local health department to identify potentially exposed individuals to help facilitate appropriate communication/contact tracing.
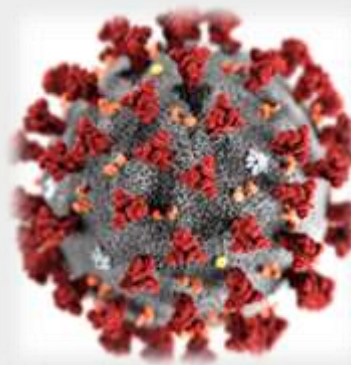
Positive COVID Employee Process in Motion…

An employee is experiencing symptoms mimicking seasonal allergies but presents to the workplace with symptoms of fever, sore throat, runny nose, cough and congestion:

1. The employee is sent home and instructed to call OEHS
2. The employer leadership contacts OEHS to communicate sending an employee home due to COVID-like symptoms AND provides a valid phone number for employee
3. The employee is telephone screened by OEHS and it is determined that the symptoms are worse than their typical allergy "baseline"
4. The employee is directed to our Covid Telemedicine Line.
5. A Provider performs complete assessment and determines this patient is a candidate for COVID-19 testing
6. Testing is completed and sent for analysis
7. Patient is sent home and instructed to self isolate until results are reported
8. Patient test results return with POSITIVE COVID-19 diagnosis
9. OEHS notifies Health Department of positive case
10. Health Department notifies patients of results and provides instructions on 14 day quarantine
11. Following the 14 day quarantine, fever-free for 72 hours and improvement in respiratory symptoms, patient calls OEHS for a FREE Return to Work assessment
12. Patient is released to return to work. OEHS will contact employer to communicate the return to work date

EXAMPLE

Exposure Process in Motion…

1. Upon positive COVID-19 patient confirmation, health department will work with employee and the employer to perform contact tracing to identify other exposed community member and co-workers

2. For the identified exposed community and co-workers, the health department will recommend quarantine and OEHS will track **co-worker** information

   1. If self-monitoring with delegated supervision is imposed, OEHS will provide oversight, communicate daily with exposed employees and provide daily report to health department

      1. How to report your symptoms:

         a. Secure Email: employercovidtracking@genesishcs.org

         b. Secure Voicemail: (740) 450-3350

         c. Secure Text: (740) 450-3350

   2. If self-monitoring without supervision is imposed, OEHS will track begin and end dates

3. OEHS will provide weekly tracking sheet to the employer that includes:

   1. Name

   2. Date of Birth

   3. Level of Protection (i.e. self-monitoring with or without delegated supervision, quarantine)

   4. Beginning and End Dates

We are here for you!

Genesis Occupational Employee Health

Hours of Operation: Monday through Friday 8:00am-4:30pm

Location: 2800 Maple Avenue, Zanesville, Ohio

Phone Number: (740) 454-4010

After Hours Assistance :

1. Please contact the Genesis Employers COVID tracking line at (740) 450-3350 to leave the following information:

   - Name
   - Date of Birth
   - Employer Name
   - Start of Symptoms
   - Symptoms
   - Phone Number

Northside Pharmacies Thermometer Program

Phone Number: (740) 454-8331

Contact Person: Carrie or Kyle

Northside Pharmacies
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Ready to join our partnership?

If your organization is interested in participating in the employer COVID-19 tracking and support program:

Contact Josh Jones at (740) 454-4057

We will walk you through the enrollment process:

- Establish start date
- Enter into service agreement
- Define employer leaders and contact information
- Provide program support materials, such as informational flyer, policy and process map
- Be your partner for all your questions, needs and concerns

Our Partnership with Health Department…

This is a fluid situation and we will continue to update processes based on state and local health department guidance.

We will effectively communicate the current state of the situation and upcoming changes with you to ensure that we are all working towards a common goal.

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Masks in the Work Place

- **Face coverings are required for employers and employees while on the job**
- Exceptions for employers and employees include when:
  - An employee in a particular position is prohibited by a law or regulation from wearing a face covering while on the job
  - Wearing a face covering on the job is against documented industry best practices
  - Wearing a face covering is not advisable for health purposes
  - If wearing a face covering is a violation of a company's safety policies
  - An employee is sitting alone in an enclosed workspace
  - There is a practical reason a face covering cannot be worn by an employee
  - If any of these exceptions apply to a business or employee, written justification must be provided upon request.

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Reopening Guidance for Cleaning and Disinfecting Public Spaces, Workplaces, Businesses, Schools, and Homes

https://www.cdc.gov/coronavirus/2019-ncov/community/reopen-guidance.html

Zanesville Chamber of Commerce - https://www.zmchamber.com/

Zanesville – Muskingum County Port Authority - https://zmcport.com/

GUIDANCE FOR CLEANING & DISINFECTING

PUBLIC SPACES, WORKPLACES, BUSINESSES, SCHOOLS, AND HOMES

SCAN HERE FOR MORE INFORMATION

1 DEVELOP YOUR PLAN

DETERMINE WHAT NEEDS TO BE CLEANED. Areas unoccupied for 7 or more days need only routine cleaning. Maintain existing cleaning practices for outdoor areas.

DETERMINE HOW AREAS WILL BE DISINFECTED. Consider the type of surface and how often the surface is touched. Prioritize disinfecting frequently touched surfaces.

CONSIDER THE RESOURCES AND EQUIPMENT NEEDED. Keep in mind the availability of cleaning products and personal protective equipment (PPE) appropriate for cleaners and disinfectants.

2 IMPLEMENT

CLEAN VISIBLY DIRTY SURFACES WITH SOAP AND WATER prior to disinfection.

USE THE APPROPRIATE CLEANING OR DISINFECTANT PRODUCT. Use an EPA-approved disinfectant against COVID-19, and read the label to make sure it meets your needs.
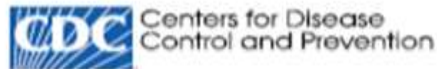
ALWAYS FOLLOW THE DIRECTIONS ON THE LABEL. The label will include safety information and application instructions. Keep disinfectants out of the reach of children.

3 MAINTAIN AND REVISE

CONTINUE ROUTINE CLEANING AND DISINFECTION. Continue or revise your plan based upon appropriate disinfectant and PPE availability. Dirty surfaces should be cleaned with soap and water prior to disinfection. Routinely disinfect frequently touched surfaces at least daily.

MAINTAIN SAFE PRACTICES such as frequent handwashing, using cloth face coverings, and staying home if you are sick.

CONTINUE PRACTICES THAT REDUCE THE POTENTIAL FOR EXPOSURE. Maintain social distancing, staying six feet away from others. Reduce sharing of common spaces and frequently touched objects.

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CDC Centers for Disease Control and Prevention

Coronavirus Disease 2019

Cleaning and Disinfecting Your Facility
Everyday Steps, Steps When Someone is Sick, and Considerations for Employers

How to clean and disinfect

Clean

- **Wear disposable gloves** to clean and disinfect.
- **Clean surfaces using soap and water, then use disinfectant.**
- Cleaning with soap and water **reduces number of germs, dirt and impurities** on the surface. **Disinfecting kills germs** on surfaces.
- **Practice routine cleaning** of frequently touched surfaces.
    - More frequent cleaning and disinfection may be required based on level of use.
    - Surfaces and objects in public places, such as shopping carts and point of sale keypads should be cleaned and disinfected before each use.
- **High touch surfaces include:**
    - Tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, sinks, etc.