

# Back to work

Take **ACT**ion towards safety and productivity



**ACT** (Alliance for **C**omprehensive **T**esting) Against COVID, empowers you to better understand how your organizations can return to productivity through efficient, scalable and customizable testing solutions.

## Employee safety

The following approach to help you and your employees better understand their risk of SARS-CoV-2 (COVID-19) exposure. The model was built using guidance from the Centers for Disease Control and Prevention (CDC<sup>1</sup>), and should be adjusted as appropriate to reflect your organization's policy and civic regional, state, and federal guidance.

Returning to work			
1 Offer appropriate testing	2 Test employees	3 Report test results and confirmation of active infection	4 Clinical recommendations based on CDC guidance <sup>1</sup>
Use a screening questionnaire at home to determine appropriate test • If <b>asymptomatic</b> , consider <b>antibody<sup>a</sup></b> and <b>antigen<sup>b</sup></b> testing	<b>Antibody testing:</b> blood draw at testing site or in the home	<b>Antibody</b> Antibodies present (+)	• Employer may approve employee returning to work when organization is open
		<b>Antibody</b> <b>NO</b> antibodies detected (-)	• Employer may approve employee returning to work when organization is open, but consider dedicated office area for unexposed employees
	<b>Antigen testing:</b> via home self-collection kit, at physician's office, or other testing site	<b>Antigen</b> Viral proteins detected (+)	• Isolate, and confirm with PCR test
		<b>Antigen</b> <b>NO</b> viral proteins detected (-)	• Employer may approve employee returning to work when organization is open
• If <b>symptomatic, exposed, or high-risk</b> , consider <b>PCR<sup>c</sup></b> testing	<b>PCR testing:</b> via home self-collection kit, at physician's office, or other testing site	<b>PCR</b> Viral RNA detected (+)	• Isolate and consult with healthcare provider • Decision to allow worker to return may follow either a symptom-based, time-based, or test-based strategy
		<b>PCR</b> <b>NO</b> viral RNA detected (-)	• Employer may approve employee returning to work when organization is open
Monitoring your employees			
<b>Symptomatic or exposed employees:</b> offer <b>PCR</b> testing	<b>PCR:</b> swab collection	<b>PCR</b> Viral RNA detected (+)	• Employee quarantines (outside of workplace) + connects with medical care • Close contacts quarantine + Initiate contact tracing
		<b>PCR</b> <b>NO</b> viral RNA detected (-)	• Employer may clear individual to resume at-work activities after two consecutive negative tests
<b>Asymptomatic employees:</b> offer <b>antibody</b> and serial <b>antigen</b> testing	<b>Antibody:</b> blood collection <b>Antigen:</b> swab collection	<b>Antibody</b> Antibodies present (+)	• May be able to participate in at-work activities • May be able to opt out of serial antigen testing
		<b>Antibody</b> <b>NO</b> antibodies detected (-)	• Work from home if possible
		<b>Antigen</b> Viral proteins detected (+)	• Isolate, and confirm with PCR test
		<b>Antigen</b> <b>NO</b> viral proteins detected (-)	• Resume serial antigen testing

Note: In any scenario, all employees should continue to social distance and use masks following university and community guidelines

a. Antibody testing is a blood test to detect antibodies that show a person may have an immune response to COVID-19

b. Antigen testing is a nasal swab test to detect specific proteins from the virus to diagnose an active COVID-19 infection

c. PCR testing is a nasal/throat swab test, and is one of several types of molecular tests to diagnose an active COVID-19 infection

## ACT's back to work solution can help you:

- Follow federal and state health and safety guidelines
- Speed up time to return productivity back to pre-pandemic levels
- Keep doors open during the pandemic

- Instill confidence in employees that they work for an employer dedicated to employee health and safety
- Strengthen your reputation in the community as an employer of choice that is committed to employee wellbeing even during times of crisis

Visit [ACTagainstCovid.com](https://actagainstcovid.com) for more information.

1. Centers for Disease Control and Prevention (CDC). Coronavirus Disease 2019 (COVID-19). Considerations for institutes of higher education. Updated May 21, 2020. Accessed May 26, 2020. <https://www.cdc.gov/coronavirus/2019-ncov/community/colleges-universities/considerations.html>

2. US Food & Drug Administration (FDA). Important information on the use of serological (antibody) tests for COVID-19—letter to health care providers. April 17, 2020. Accessed May 5, 2020. <https://www.fda.gov/medical-devices/letters-health-care-providers/important-information-use-serological-antibody-tests-covid-19-letter-health-care-providers>