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Return to Work Protocol During Coronavirus/COVID-19 Emergency

I. Purpose

In response to the public health emergency related to the novel coronavirus and its related disease, COVID-19, the Town of Foxborough is providing this protocol for all those experiencing symptoms or who have tested positive for COVID-19. This protocol aims to establish a procedure for employees as they prepare to return to work.

This policy follows Centers for Disease Control (CDC) Basic Guidelines for people who have experienced symptoms or who have tested positive for COVID-19. Based on the latest research as of March 31, 2020, false positive results are possible for COVID-19; and the CDC recommends two strategies, outlined in Attachment A, to coming out of quarantine, and specifically following the guidance of the employee's healthcare provider and the local health department.

II. Procedure

Follow CDC Guidelines, which recommends following one of the two strategies below, which differ depending on the situation, and are outlined in Attachment A:

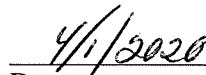
1. The **non-test strategy** is new, based on CDC research and can be applied to anyone who does not work in healthcare, who is not hospitalized, and who is not immunocompromised (there is separate guidance for this group). It applies to people who test positive for covid-19 **and** anyone who is clinically diagnosed with covid-19, not tested initially.
2. The **test-based strategy** consists of two negative swabs at least 24 hours apart, resolution of fever without the use of fever-reducing medications, **and** improvement of cough and respiratory symptoms.

III. Reporting

The criteria listed above for employees who have tested positive for COVID-19, and all those experiencing symptoms without a positive test shall be reported to the Human Resources Director prior to said employee's return to work. **Please note:** the above criteria are based on CDC guidelines and are subject to change as the public health emergency continues to develop. Any changes to these criteria or protocol in general, shall be communicated to the affected employees as soon as practicable.



William G. Keegan Jr, IMCA-CM, Town Manager



Date

ATTACHMENT A

Center for Disease Control (CDC) Guidelines

<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>

People **with COVID-19 who have stayed home (home isolated)** can stop home isolation under the following conditions:

1. ***If you will not have a test*** (to determine if you are still contagious, you can leave home after these three things have happened:
 - You have had no fever for at least 72 hours (that is three full days of no fever without the use of medicine that reduces fevers)
AND
 - other symptoms have improved (for example, when your cough or shortness of breath have improved)
AND
 - at least 7 days have passed since your symptoms first appeared

2. ***If you will have a test*** to determine if you are still contagious, you can leave home after these three things have happened:
 - You no longer have a fever (without the use of medicine that reduces fevers)
AND
 - other symptoms have improved (for example, when your cough or shortness of breath have improved)
AND
 - you received two negative tests in a row, 24 hours apart. Your doctor will follow [CDC guidelines](#).

In all cases, **follow the guidance of your healthcare provider and local health department**. The decision to stop home isolation should be made in consultation with your healthcare provider and state and local health departments. Local decisions depend on local circumstances.