

Employee screening for **Symptoms of COVID-19** include any of the following:

- » Cough
- » Shortness of breath
- » Fever
- » Chills
- » Diffuse muscle aches
- » Sore throat
- » Loss of taste or smell

Ideally, employees should be asked to self-report any new symptoms to their supervisor by phone or email prior to reporting to work. Anyone who has new onset of one or more of these symptoms should be kept out of work until she/he is evaluated by a doctor or nurse practitioner. Allowing an employee with COVID-19 to remain at work exposes other staff to serious illness and may result in a major loss of workforce within a week.

Screening employees' temperatures is reasonable, but close to half of people infected with COVID-19 do not develop a fever. Employers should not depend on temperature screening as the sole means of identifying those with infection.

Although those who develop severe complications of COVID-19 are more likely to be older than 55 or have significant underlying health problems, anyone can become infected and pass the virus to others. Employers should consider that if employees are financially penalized for missing work due to illness, they are much less likely to self-report their symptoms. In turn, this jeopardizes their health and your workforce.