	CITY OF HENDERSONVILLE		
		Date Rescinded	01/05/2023
Policy Name:	COVID-19 Positive Test	Approved	12/30/2021

In the event an employee tests positive for Covid-19 or has been exposed to someone with COVID -19, the following protocol shall be followed.


The City of Hendersonville has a general duty to provide a safe workplace. The CDC advises that if an employee is confirmed to have COVID-19, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Under the ADA, employers are required to maintain the confidentiality of any medical information they receive, including the name of the affected employee.

All employees should follow the recommendations of their personal healthcare provider to determine the best course of action related to the follow situations.

- ❖ If you test positive for COVID-19
  - Regardless of vaccination status:
    - Stay home for five days following the positive test.
    - If you have no symptoms or symptoms are resolving after five days, you may return to work.
    - Continue to wear a mask around others for five additional days.
    - If you have a fever, continue to stay home until your fever resolves.
- ❖ If you have been exposed to someone with COVID-19 and you have
  - Had the booster, OR
  - Completed the primary series of Pfizer or Moderna vaccine within the last six months OR
  - Completed the primary series of J & J vaccine within the last two months:
    - You may continue to work wearing a mask around others for ten days.
    - Obtain a test on day 5, or as soon thereafter as possible.
    - If symptoms develop, get a test, and stay home until a negative test confirms symptoms are not attributable to COVID-19.
- ❖ If you have been exposed to someone with COVID-19 and you have:
  - Completed the primary series of Pfizer or Moderna vaccine over 6 months ago and have not had the booster, OR
  - Completed the primary series of J & J vaccine over 2 months ago and have not had the booster OR
  - Are unvaccinated
    - Stay at home five days and wear a mask around others for an additional 5 days.
    - Test on day 5, or as soon thereafter as possible.
    - If you develop symptoms, get a test, and stay home until a negative test confirms symptoms are not attributable to COVID-19.

What counts as exposure?

- You were within 6 feet of someone who has COVID-19 for a total of 15 minutes or more

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- You provided care at home to someone who is sick with COVID-19
- You had direct physical contact with the person (hugged or kissed them)
- You shared eating or drinking utensils
- They sneezed, coughed, or somehow got respiratory droplets on you

At any given point, the City will follow current Centers for Disease Control and Prevention guidelines where there is a conflict with this policy.

An employee who tests positive for COVID-19 may use up to 80 hours of City Administrative Sick Leave if needed or up to 80 hours of emergency paid sick leave under the City COVID-19 Relief Policy while they are in effect. After which he/she will need to use their accrued leave.

If you are under quarantine and choose not to be tested for COVID-19 on day 4 ~~or~~ 5 after exposure to someone with COVID-19 day or as soon thereafter as possible, you will not be eligible for any COVID-19 leave.

Approved by:

\_\_\_\_\_  
City Manager, John F. Connet

\_\_\_\_\_  
Date

This policy may be modified by the City Manager to keep it compliant with the Centers for Disease Control and Prevention (CDC) guidelines. Any changes to the policy that exceed CDC guidelines will be brought to City Council for approval. Changes made by the City Manager will be distributed to the City Council.