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**The Chickasaw Nation Department of Health
Joint Service Standards of Care
Deferment Task Force
Temporary Guidelines**

COVID-19 Lab Testing of Essential Staff

- **On May 13, 2020, MEC reached a quorum with verbal votes via Zoom meeting****
- **On July 8, 2020, MEC reached a quorum during MEC meeting to renew for 120 days****
- **On Nov. 18, 2020, MEC reached a quorum during MEC meeting to renew for 120 days****
- **On April 14, 2021, MEC reached a quorum during MEC meeting to renew with updates for 120 days****
- **On May 11, 2022, MEC reached a quorum during MEC meeting to rescind this joint standard****

Voting reflected adherence to revised *"At a Glance Guidance Tool for COVID-19 CNDH and CN"* guidelines.

****This standard of care deferment is rescinded effective immediately****

Definitions

Fully vaccinated: Employee has received two doses of Moderna and/or Pfizer BioNtech vaccine and it has been at least 14 days since second (final) dose of vaccine. Employee of has received single dose of Jansen (J&J) vaccine and it has been at least 14 days since they have received the vaccine.

Partially vaccinated: Employee has received two doses of a two dose series or one dose of a one dose series of vaccine but has not completed the requisite 14 day waiting period after the final dose of the vaccine OR has only completed one dose of a two dose series. Partially vaccinated employees are considered the same as non-vaccinated employees with regards to close contacts and failed screenings.

Non-vaccinated: Employee has not received a COVID-19 vaccine.

Monoclonal antibody therapy/convalescent plasma: Employee who has received Monoclonal antibody therapy/convalescent plasma within the last 90 days are considered to have some immunity and at this time vaccination is not encouraged within 90 days of receipt of these therapies due to the risk that this therapy would reduce the efficacy of the vaccine. These employees are considered the same as non-vaccinated employees with regards to close contacts and failed screenings.

Recovered from COVID between 20-90 days: Employee who has recovered from COVID-19 within the last 20-90 days is considered to have some immunity; however, the CDC strongly encourages these individuals to receive a COVID-19 vaccination as soon as they are outside of their quarantine period. These employees are considered the same as non-vaccinated employees with regards to close contacts and failed screenings.

CNDH Employee

Positive Test

Applies to vaccinated, partially vaccinated and non-vaccinated employees

- Off of work for 10 days from first positive test or symptom onset if not immunocompromised and if symptoms can be classified as either mild-moderate or no symptoms.
 - Mild-moderate symptoms are characterized as cough, fever, g.i. symptoms, loss of taste smell, and other known COVID-19 infection symptoms that do not warrant hospitalization or urgent ED evaluation.
- If immunocompromised or severe symptoms, then off of work for **20 days**.
 - Severe symptoms characterized as those leading to hospitalization or significant enough to warrant acute ED presentation, such as significant shortness of breath and hypoxia.
- No retest is necessary to return to work.
- Should have resolution of acute symptoms before returning to work.
- Testing should not be performed on persons who are in the active recovery period from COVID-19 (between 20-90 days)

Close Contacts

This only applies to non-vaccinated and partially vaccinated persons. Fully vaccinated persons no longer fail for close contacts if they are asymptomatic and can return to work immediately.

- Off of work for minimum of **5 days OR** test once a day for five days if employee is mission critical and needed at work.
 - Employees not undergoing daily testing should remain quarantined for those 5 days and not at work.
- Can retest if no new symptoms and no new close contacts on day 5 with a Rapid Test.
 - If Rapid Test is negative, employee may return to work if they have no symptoms.
 - If symptoms persist, patient should be evaluated by Primary Care for other causes.
- If testing is refused by the employee or they are not needed back a work, they require quarantine for **14 days**. No retest is necessary to return to work after the 14 day if asymptomatic. Please refer to HR and benefits for guidance regarding if this period of time is covered by COVID or Annual leave.
- This does not apply to those actively recovering from COVID-19 in the 20-90 day window

Failed Screening

- **Due to domestic travel.**
 - Non-vaccinated and partially vaccinated employees follow Chickasaw Nation Policy for travel. Fully vaccinated employees may return to work immediately if asymptomatic.
- **For symptoms, regardless of vaccination status.**
 - Regardless of vaccination status or therapeutic treatment status evaluate employee and rule out COVID-19 infection with testing appropriate for the situation (Rapid Test vs. Reference Test).
 - No employee with acute illness and/or fever is allowed back to work until major symptoms are resolved for at least 24 hours, fever is resolved for 24 hours and they have a negative Rapid Test.
- **For medium and large size gatherings without social distancing and masking, regardless of vaccination status.**
 - Evaluate employee and rule out COVID-19 infection with testing appropriate for the situation.
 - See process for Close Contact
 - Fully vaccinated employees may be allowed per Chickasaw Nation policy to gather with other fully vaccinated persons in smaller groups up to 15-20 people without wearing masks and not be considered to be in violation of this rule.

Miscellaneous

- CNDH Employees receive a **“Return to Work”** note when cleared.
- At the time of this document, please be aware that Chickasaw Nation policy is being updated about the status of COVID-19 leave for close contacts and symptoms. It is important to follow these guidelines without consideration for COVID-19 leave status for employee.

Additional Scenarios

Scenario: Persistent Close Contact

- Example: A wife tests positive. She quarantines at home, but is unable (for whatever reason) to effectively isolate herself from her family members with which she shares her home with. Her husband is CN/CNDH employee.

Fully Vaccinated: Can return to work if asymptomatic without restrictions

Partially or non-vaccinated: Off for 19 days during which the patient quarantines. Rapid testing on day 19, and if negative and without symptoms, they may return to work. If they have symptoms anytime during the quarantine they would present for evaluation and testing. Of note, if the patient achieves fully vaccinated status at any time during this period they may return to work immediately as long as asymptomatic. *If employee is a mission critical employee on a CNDH campus, daily (on days the employee is working) COVID-19 testing for a period of 19 days instead of home quarantine is an allowable option.

Logic

- The wife who tested positive, is going to be off of work herself for 14 days (essentially the duration which she would be most infectious). She quarantines at home, but cannot guarantee isolation from her in home contacts.
- By definition her, in home family members become close contacts. If they cannot remove themselves from the home (or effectively isolate) they continue to be susceptible to infection, in theory up until the 14th day the wife is in quarantine.
- Since there is an incubation period, we apply being off for 5 days (from the 14th day of the wife's infectious period), with a rapid test on the 5th day. If the rapid is negative and no symptoms, they can return to work. If they have any symptoms before it is time for the rapid, they get tested earlier.
- Adding up the 14 days (from the wife's positive test or her symptoms onset prior to her positive test) plus 5 days, gives you the 19 days of guidance to be away (physically) from work place.
- Due to the efficacy of the vaccine in fully vaccinated persons and the ability to provide protection from serious illness to the recipient and as well to prevent spread from the recipient to others the CDC removed the need for quarantine for close contacts for fully vaccinated persons in early March 2021. <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>

Scenario: Extended absence from work

- Definition - extended absence is defined at more than 14 consecutive work days away from work.
- The expectation is for the employee to continue with daily screening on the Qualtrics app as a condition of their employment.

Recommendation: If a patient has an extended absence from work AND they have kept up with their daily screening throughout that time without a failed screening, they may return to work without testing. If the employee has not done daily screening or has failed a daily screening, they are to notify their supervisor and arrange for evaluation. A negative test and no symptoms are required prior to returning to work. This applies to all employees.

Scenario: Extended travel

- Multiple scenarios exist. Refer to the CN COVID-19 Travel SOP for detailed guidance. Guidance is different for fully vaccinated persons as compared to partially or non-vaccinated persons.

Recommendation:

- All persons who travel outside of the United States or travel on a cruise ship require 14 days off work in quarantine upon return home regardless of vaccination status or COVID-19 recovery status. These employees will also need a negative test in absence of symptoms prior to returning to work.
- Domestic travel (air, train or personal vehicle), while not encouraged for fully vaccinated persons, does not fail them if they return from travel and are asymptomatic. Any traveler who develops symptoms will continue to fail daily screening as a symptomatic person. For partially or non-vaccinated persons quarantine upon return home is required; a minimum of 5 days off of work in quarantine and a negative test on day 5 as well as negative symptoms must occur prior to returning to work. Alternatively, mission critical personnel can undergo daily testing for five days after date of exposure (don't test on weekends and days not at work) and may remain at work unless the test is positive or they become symptomatic. After fifth day of testing if he test is negative the employee is cleared to return to work.

Scenario: If a supervisor contacts the COVID Clinic regarding a positive employee and request testing for the entire department, or if the supervisor provides information that additional staff were close contacts and this information was not divulged by the employee to the Case Investigator.

Recommendation

- The supervisor will be placed in contact with the appropriate Case Investigator, either Heather Summers or Lela Luper to clarify or further investigate the contacts of the positive employees.
- Additional assessment and possibility for testing will be facilitated by the Case Investigator and collaboration with the COVID Clinic.
- Fully vaccinated persons within the department would not generally require testing for close contacts, however, this decision may be left up to the Case Investigator and Public Health Clinician or CMO.

Scenario: Mission Critical Healthcare Employee who fails screening due to symptoms not typical of COVID-19 infection.

- Example: A provider fails his screening due to a migraine and an associated episode of vomiting the night before starting their shift. They feel better, but they fail their screening because of reporting their symptoms and require evaluation and rule out of COVID-19 infection with testing appropriate for the situation. In the presence of a negative rapid test, resolution of symptoms

not typical of COVID-19 and no other reasons to fail their screening, this Mission Critical Healthcare Employee may resume their next shift.

Bottom Line: COVID-19 may present with many different symptoms, but there tends to be a consistent pattern to most presentations. An evaluation by an ECC or ED provider interprets these presentations in the appropriate context. If that context is not consistent with a COVID infection and there is a negative rapid test, the **Mission Critical Healthcare Employee** may work their next shift.

Scenario: CN employee is who is working within a CNDH facility is wondering where they need to get tested.

- Example: A CN security guard works at a CNDH facility. This security guard is treated as a CNDH employee with regards to testing and close contact investigation.
- Example: A CN employee from Health Engagement is staffing one of the COVID-19 Testing Tents and has no other work obligations other than the CNDH Testing Tent. This employee is treated as a CNDH employee with regards to testing and close contact investigation.
- Example: A CN employee works at a Department of Commerce (non-CNDH) site who does NOT work daily at a CNDH location and/or another site. This employee is NOT treated as a CNDH employee. They are treated as a CN employee with regards to testing and close contact investigation.

Bottom Line: When a CN employee is working at a CNDH facility exclusively, they will be designated for testing and contact tracing as if they were a CNDH employee. Testing occurs at a CNDH facility.

Chickasaw Nation Employee (non-CNDH)

Positive Test

Applies to vaccinated, partially vaccinated and non-vaccinated employees

- Off of work for 14 days from first positive test or symptom onset if not immunocompromised and if symptoms can be classified as either mild-moderate or no symptoms.
 - Mild-moderate symptoms are characterized as cough, fever, g.i. symptoms, loss of taste smell, and other known COVID-19 infection symptoms that do not warrant hospitalization or urgent ED evaluation.
- If immunocompromised or severe symptoms, then off of work for **20 days**.
 - Severe symptoms characterized as those leading to hospitalization or significant enough to warrant acute ED presentation, such as significant shortness of breath and hypoxia.
- Should have resolution of acute symptoms before returning to work.
- A negative COVID-19 test is required for an employee to return to work between 14-20 days.
- Testing should not be performed on persons who are in the active recovery period from COVID-19 (between 20-90 days)
 - The earliest an employee can return to work is 14 days AND negative test.
 - Employee can undergo one test between a 14 and 20 day period.
 - If they are off for 20 days they can return to work without a retest if asymptomatic.
 - The employee must have near or complete resolution of symptoms prior to returning to work.

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This only applies to non-vaccinated and partially vaccinated persons. Fully vaccinated persons no longer fail for close contacts if they are asymptomatic and can return to work immediately.

- Off of work for minimum of **5 days**.
 - Employee should remain quarantined for those 5 days and not at work.
- Can retest if no new symptoms and no new close contacts on day 5 with a Rapid Test.
 - If Rapid Test is negative, employee may return to work if they have no symptoms.
 - If symptoms persist, patient should be evaluated by Primary Care for other causes.
- If testing is refused by the employee or they are not needed back a work, they require quarantine for **14 days**. No retest is necessary to return to work after the 14 day if asymptomatic.
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- Regardless of vaccination status of therapeutic treatment status evaluate employee and rule out COVID-19 infection with testing appropriate for the situation (Rapid Test vs. Reference Test).
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- **For medium and large size gatherings without social distancing and masking, regardless of vaccination status.**
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RESCINDED