**Alameda County Public Health Department**

**COVID-19 Outbreak Management Checklist for Workplaces**

<table>
<thead>
<tr>
<th>Task</th>
<th>Details</th>
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</thead>
</table>
| Confirm that facility is a non-healthcare workplace. | - If it is a long-term care workplace, refer to the Long-Term Care Facility Outbreak Team. Forward the information by email to LTCFOutbreak@acgov.org with all supporting documentation. LTCF Team will then proceed with intake.  
- If it is a healthcare facility, refer to the SSOIT Healthcare Facilities (HCF) Outbreak Team by emailing the HCF Team Lead and cc’ing COVIDOB@acgov.org |
| Identify a facility Point of Contact (POC) and any other key informants. POC can be the operator or owner, manager, or director but should be frequently on-site and able to: | - Communicate regularly with OI  
- Provide information  
- Make decisions  
- Receive and implement our recommendations |
| Determine if the POC is aware of the case(s) | If POC is NOT aware, notify her/him that there has been a COVID-19 case reported at the location without breaching confidentiality or revealing the identity of the case(s). See SSOIT Confidentiality Guidance. |
| Complete Intake Summary form to the extent possible. This may be limited if POC is unaware of case(s). | |
| Confirm that OUTBREAK THRESHOLD is met: | Outbreak Investigation Threshold criteria:  
Three (3) or more cases of suspected, probable or confirmed COVID-19 in workers who reside in different households within a 14-day period. |
**Confirmed COVID-19:**  
Positive SARS CoV-2 PCR test in a person with or without COVID-19 symptoms.  
**Probable COVID-19:**  
- Meets clinical criteria **AND** epidemiologic evidence with no confirmatory laboratory testing performed for COVID-19.  
- Meets presumptive laboratory evidence **AND** either clinical criteria **OR** epidemiologic evidence.  
- Meets vital records criteria with no confirmatory laboratory testing performed for COVID-19.  
**Suspected COVID-19:** |
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<tr>
<th>At least one of the following symptoms: new or worsening cough, shortness of breath or difficulty breathing; OR at least two of the following symptoms: fever (measured or subjective), chills, rigors, myalgia, headache, sore throat, new or worsening congestion &amp; runny nose, new olfactory and taste disorder(s), nausea, vomiting or diarrhea.</th>
</tr>
</thead>
<tbody>
<tr>
<td>If the situation does NOT meet outbreak threshold:</td>
</tr>
<tr>
<td>☐ Request that 3+ cases from different households occurring within a 14 day period be reported by completing the COVID-19 Workplace Reporting Form: <a href="https://veoci.com/veoci/p/form/c4phekhj29yh#tab=entryForm">https://veoci.com/veoci/p/form/c4phekhj29yh#tab=entryForm</a>.</td>
</tr>
<tr>
<td>☐ Any email correspondence should be sent with encryption from <a href="mailto:COVIDOB@acgov.org">COVIDOB@acgov.org</a>. POC should be instructed to send return communications to ACPHD using secure methods.</td>
</tr>
<tr>
<td>Reinforce importance of prevention and early detection. Provide links to the following resources:</td>
</tr>
<tr>
<td>ACPHD:</td>
</tr>
<tr>
<td>○ Testing resources: <a href="https://covid19.acgov.org/testing.page">https://covid19.acgov.org/testing.page</a></td>
</tr>
<tr>
<td>CDPH:</td>
</tr>
<tr>
<td>○ Industry Guidance Reopening Your Business or Facility Safely <a href="https://covid19.ca.gov/industry-guidance/">https://covid19.ca.gov/industry-guidance/</a></td>
</tr>
<tr>
<td>○ AB 685 COVID-19 Workplace Outbreak Reporting Requirements <a href="https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/ab685.aspx#">https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/ab685.aspx#</a></td>
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# Alameda County Public Health Department

## COVID-19 Outbreak Management Checklist for Workplaces

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<td>□ Contact CI/CT to flag cases for priority and/or enhanced investigation</td>
</tr>
<tr>
<td>□ Consult with Team Lead to consider generating surveillance report tied to the Location Account. Epis will need to be consulted.</td>
</tr>
</tbody>
</table>

### If the situation DOES meet outbreak threshold:

- Finish completing the Intake Summary form. Elicit information about the workplace/facility including:
  - Business type
  - Amount of interface with the public
  - # of employees
  - Facility layout

- Make sure to identify date of first exposure based on 2 days prior either symptom onset or date of (+) test if asymptomatic.

- Make sure to identify date of last WP exposure to COVID-19 (+), probable, or suspected case.

### If the business is a retail food facility

- Department of Environmental Health (DEH) handles single cases and outbreaks involving less than 10 cases.

  - When < 10 cases are reported via VEOCI, the DEH Team routinely:
    - Sends out their informational packet
    - Provides telephonic guidance and confirm compliance with Site Specific Prevention Plan
    - Directs food facility operators to issue Health Officer Orders for Isolation and Quarantine
    - Reinforces importance of complying with work restrictions.
    - Please note that DEH does NOT advise facilities on case investigation/contact tracing process or responsibilities.

- If OI is assigned a case that was initially handled by DEH, it may be useful to contact their team to confirm interventions-to-date and for situational awareness. DEH is often very familiar with the facilities – their layout, workforce, and prior challenges.

  - When contacting DEH for consultation, email jackie.greenwood@acgov.org and antonio.dholar@acgov.org with cc to COVIDOB@acgov.org. In your email include the following:
    - Name and address of the business
    - Contact info for your point of contact
    - Short summary of the outbreak: total # of employees, # of confirmed and suspected positives/cases, specific areas in the workplace where cases work, first onset and most recent onset
    - Measures the employer has taken to mitigate the outbreak
    - Brief summary of the guidance and recommendations you have provided to the facility
    - Challenges you have identified
    - The information or assistance you are requesting
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<td>☐</td>
<td>For large or high risk outbreaks, DEH may be able to perform an on-site inspection. Consult with your Team Lead who can coordinate with DEH partners on a case-by-case basis.</td>
</tr>
<tr>
<td>☐</td>
<td><strong>Proceed with initial investigation building on information collected on Intake Form</strong></td>
</tr>
<tr>
<td>☐</td>
<td>Collect more detailed information utilizing VEOCI data and ACPHD line list spreadsheet format on each employee with confirmed, suspected, or probable COVID-19.</td>
</tr>
<tr>
<td>☐</td>
<td>Define the relevant population:</td>
</tr>
<tr>
<td></td>
<td>- Impacted worksite</td>
</tr>
<tr>
<td></td>
<td>- Departments/units</td>
</tr>
<tr>
<td></td>
<td>- Locations</td>
</tr>
<tr>
<td></td>
<td>- Shifts</td>
</tr>
<tr>
<td></td>
<td>- Job duties</td>
</tr>
<tr>
<td>☐</td>
<td>Based on this information, determine the extent of exposure throughout the facility, that is which workers are likely to have had overlap with the COVID-19 (+) cases and are potential close contacts.</td>
</tr>
<tr>
<td>☐</td>
<td>You will need to ask/learn enough about layout and how work is organized to understand the degree of overlap and close contact in different areas of the workplace.</td>
</tr>
<tr>
<td>☐</td>
<td>Workplace POC may need to do further preliminary contact tracing in order to define the relevant population. This would include reviewing work schedules, work assignments, break schedules.</td>
</tr>
<tr>
<td>☐</td>
<td>Based on this preliminary data, direct POC to do more in-depth, targeted CICT. That is, POC may need to perform follow-up interviews with cases and potential contacts.</td>
</tr>
<tr>
<td>☐</td>
<td>Advise POC to notify close contacts of possible exposure without revealing the identity of cases (maintain confidentiality). See SSOIT Confidentiality Guidance.</td>
</tr>
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</table>

**Note**: As of January 1, 2021 AB 685 requires employers notify all employees and employers of any subcontracted employees who were at the same worksite as the worker(s) diagnosed with COVID-19 during their infectious period. Notification requirements include the following:

- Possible exposure to COVID-19
- Information about benefits and options under federal, state, or local laws. This includes workers’ compensation, company sick leave, state-mandated leave, supplemental sick leave, negotiated leave, and anti-retaliation and anti-discrimination protections.
- Disinfection and safety plan.

Notification must be in writing and delivered by hand, email, or text message within 1 business day of receiving notification of potential exposure.

- Should be in both English and any other language understood by the majority of employees.
- Notification must also be provided to labor representatives within 1 business day.

CalOSHA can issue citations/fines for violations of notification requirements.

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<td>☐</td>
<td>Direct POC to issue work exclusions immediately to all cases and close contacts and to provide Health Officer Isolation and Quarantine Orders to all exposed close contacts <a href="https://covid-19.acgov.org/isolation-quarantine.page?#resources">https://covid-19.acgov.org/isolation-quarantine.page?#resources</a></td>
</tr>
<tr>
<td>☐</td>
<td>Review/share return-to-work protocols according to ACPHD guidance</td>
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### COVID-19 Outbreak Management Checklist for Workplaces

When there is a single case of COVID-19 identified in the workplace, CalOSHA requires that an employer offer COVID-19 testing at no cost during work hours to all employees who had a potential exposure in the workplace. [https://www.dir.ca.gov/OSHSB/documents/COVID-19-Prevention-Emergency-aprvdtxt.pdf](https://www.dir.ca.gov/OSHSB/documents/COVID-19-Prevention-Emergency-aprvdtxt.pdf)

Optimal time for testing is 4-10 days after last exposure.

Employer can refer to the following resources to organize workplace-wide testing: [https://testing.covid19.ca.gov/covid-19-testing-task-force-laboratory-list/](https://testing.covid19.ca.gov/covid-19-testing-task-force-laboratory-list/)

They may also refer workers to test at a community testing site during their usual working hours [https://covid-19.acgov.org/testing.page?#Community](https://covid-19.acgov.org/testing.page?#Community).

Sometimes employers ask whether they are permitted to require COVID-19 testing as a condition of working on site. The answer is YES. See [EEOC info on issues related to requiring testing for employees](https://www.dol.gov/agencies/eeoicompliance/forcesafety/coronavirus-testing).


Identify baseline preventive measures that the workplace has implemented prior to identifying any cases.

Identify enhanced measures that have been implemented since cases were identified.

Reinforce all recommended preventive measures:
- Universal masking
- Physical distancing
- Careful hand hygiene and respiratory etiquette
- Sanitizing disinfecting of shared space and frequently touched surfaces

Place extra emphasis on the following:
- Break rooms: wherever mask removal for eating/drinking is likely
- Restrooms
- Any other shared spaces
- Shared equipment
- Carpooling
- Arrangement of workstations

Provide and review industry specific recommendations


Send a follow up initial email to POC with a summary of everything discussed:
- Current status
- Results of testing and contact tracing
- Baseline and enhanced preventive measures in place
- Possible “hot spots” or transmission risks
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- Recommendations
- Send ACPHD Workplace Outbreak Control Recommendations
- Important links – general workplace and industry-specific guidance
- Request for information (see below)

Direct POC to send the following via SECURE email to you and cc COVIDOB@acgov.org:
- Site map/floor plan
- For CASES. Line list template with instructions.
  - Date of symptom onset
  - Date of (+) test
  - Shift worked while infectious
- A roster of potentially exposed workplace CONTACTS including:
  - Name
  - DOB
  - Phone and email contacts
  - Job titles
  - Job duties
  - Location in the workplace
- Outbreak Investigator and COVIDOB contact information
- Timeline for follow up check-in

Cal Connect actions
- Refer to SSOIT CalConnect workflow [pending]

- For confirmed cases with laboratory evidence of (+) test:
  - In CalConnect, link cases to Exposure Event
  - If not yet in CalConnect, contact Data Entry Staff (DES): COVIDreport@acgov.org and cc: Karen.Pon@acgov.org to request entry into CalREDIE and export to CalConnect.

- For cases with no laboratory evidence of (+) test, follow Hearsay Case Protocol. Cases will be entered by DES into CalConnect. Ownership is then retained by DES rather than enter the CICT queue. Follow the SSOIT CalConnect workflow (pending).

- Link all close workplace contacts to the Exposure Event

- If there are ≤ 5 cases/contacts: you may:
  - Enter the information into CalConnect yourself so that CI/CT interviews can proceed.
  - Cases/contacts will enter the Unassigned queue as the default. If you require the case be assigned to a specific investigator/tracer or if you have specific interview questions, email CICT Lead: Andrew.Jasper@acgov.org

- If there are 5-19 cases/contacts, email an SSOIT Epi to request that a Data Entry Staff (DES) assist with entry.

- If there are 20+ cases contact an SSOIT Epi to request a batch upload of your list to CalConnect

- Enter CalREDIE Outbreak Incident ID

- Complete documentation in Cal Connect per SSOIT Documentation Guide
### COVID-19 Outbreak Management Checklist for Workplaces

- Enter a note for each action or communication. If there was significant back-and-forth, summarize and record the outcome and plan/next steps. Make sure to include your name and date/time with each entry.
- Upload important documents including email threads that included recommendations, conveyed key decisions, or confirmed outbreak related data. Speak with your team lead if uncertain of what should be uploaded to the system.
- It is particularly important to upload correspondence when a POC is unresponsive or resistant to integrating ACPHD recommendations.
- Update key data fields in order to keep outbreak data current (# cases, exposed, etc.).

Consult with Team Lead to consider generating a CalConnect report to identify other confirmed cases linked to that location. This is particularly important if facility POC is:
- Unaware of index case identity
- Uncooperative or unreliable
- Uninformed about possible contacts or exposures

Generate an updated report weekly until outbreak has resolved and case closed.

Follow-up by phone in the next 1-2 days to confirm receipt of email and review contents. Make sure to:
- Review recommendations
- Follow up on testing plans
- Encourage implementation
- Identify any new suspect/confirmed cases
- Identify resource needs
- Answer questions and review guidance

Follow-up at regular intervals:
- **Uncontained outbreak** (new reports within the past 1 week, in the process of implementing recommendations): more frequent contact at 2x/week intervals
- **Contained outbreaks** (no new reports, recommendations have been implemented): contact may be reduced to 1x per week.

Continue surveillance for 2 incubation periods (28 days) from last suspect/confirm case.

Follow case closure protocol once outbreak has resolved and surveillance complete. Be sure to complete all required fields in Cal Connect and send a summary/closure email to POC.

### RESOURCES

- NIOSH’s “Hierarchy of Controls”: [https://www.cdc.gov/niosh/topics/hierarchy/default.html](https://www.cdc.gov/niosh/topics/hierarchy/default.html)
SAMPLE EMAIL

LINKS TO SHAREPOINT PROTOCOLS

COVID Workplace Team auto email:

WORKPLACE AUTOMATIC RESPONSE

Greetings,

Thank you for contacting the COVID-19 Workplace Response Team. Your health and safety concerns are important to us. Due to the high volume of emails during time, please allow up to three business days for a response. In the interim, please see the links below for resources that address frequent concerns about COVID-19 in the workplace.

Reporting a Positive Employee

To report a confirmed or suspected case of COVID-19 in the workplace, please complete the Workplace Case and Contacts Reporting Form. If reporting a case of COVID-19 related to a child/youth congregate setting (e.g., school, daycare, camp, etc.), please complete the Safe Learning Case and Contacts Reporting Form instead. Please email SafeLearning@acgov.org with questions related to child/youth congregate settings.

Suspected or Confirmed Case of COVID-19 in the Workplace

COVID-19 Isolation Health Order and Instructions

Recording and Reporting Confirmed or Suspected Cases of COVID-19 in the Workplace

Potential COVID-19 Exposure in the Workplace

COVID-19 Quarantine Health Order and Instructions

COVID-19 Testing Locations

Returning to Work After COVID-19

When to Self-Release from Isolation for COVID-19

Criteria for Returning to Work after Isolation or Quarantine for COVID-19: English | Spanish
Preventing COVID-19 in the Workplace

Screening Guidance for Business and Organizations: [English] | [Spanish]
Self-Assessment Guidance for Personnel: [English] | [Spanish]
Face Coverings in the Workplace
Cleaning and Disinfecting the Workplace (CDC)
Protecting Staff from COVID-19 (Cal/OSHA)

Alameda County Worker Protection Information

Alameda County Worker Protection Information: [English] | [Spanish]
Alameda County COVID-19 Recovery Resources for the Workplace: [English] | [Spanish]
Filing Complaints Against Employers: [English] | [Spanish]
COVID-19 Site-Specific Protection Plan Guidance & Template [English] | [Spanish]
Small Construction Project Safety Protocol: [English] | [Spanish]
Large Construction Project Safety Protocol: [English] | [Spanish]
Worker Safety and Support during COVID-19 (CDC)

Additional Resources for Alameda County Businesses

Alameda County Department of Environmental Health COVID-19 Page (ACDEH)
Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19 (CDC)
Public Works Safety Protocol During COVID-19 (AC-PWA)
Resource Toolkit for Businesses, Workers, and Job Seekers Impacted by COVID-19 (ACWD)
Small Business Resource List (ACPHD)

Workplace Outbreak Employer Guidance (CDPH)

Thanks again for reaching out to us for workplace-related guidance. We appreciate your time, support, and patience.
VIOCI AUTOMATIC RESPONSE

Thank you for completing the COVID-19 Workplace Case and Contact Reporting Form.

The information you provided will support Alameda County workplace infection prevention and control measures. In accordance with HIPAA Privacy and Security Rules, all information provided will remain confidential; the information you provided will not impact immigration status. Your health and safety concerns are important to us. If your completed form included additional information or inquiries that require follow-up, please allow up to three business days for a response. In the interim, below are links to resources that address frequent concerns about COVID-19 in the workplace.

Suspected or Confirmed Case of COVID-19 in the Workplace
- COVID-19 Isolation Health Order and Instructions
- Recording and Reporting Confirmed or Suspected Cases of COVID-19 in the Workplace

Potential COVID-19 Exposure in the Workplace
- COVID-19 Quarantine Health Order and Instructions
- COVID-19 Testing Locations

Returning to Work After COVID-19
- When to Self-Release from Isolation for COVID-19
- Criteria for Returning to Work after Isolation or Quarantine for COVID-19: English | Spanish

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Small Business Resource List (ACPHD)
Workplace Outbreak Employer Guidance (CDPH)

Thanks again for reporting the suspected or confirmed case of COVID-19 in the workplace. If you have additional questions or concerns, please email the COVID-19 Business and Workplace Response Team.