



UPDATED INTERIM GUIDANCE FOR EMPLOYERS AND BUSINESSES ON MANAGEMENT OF CRITICAL INFRASTRUCTURE WORKERS WITH POSSIBLE EXPOSURE TO COVID-19

Effective April 8, 2020, CDC has issued [new guidance](#) for the management of critical infrastructure workers who may have been exposed to COVID-19. The new guidance allows critical infrastructure workers to continue working after a potential exposure to COVID-19, provided they remain asymptomatic and additional precautions are implemented to protect them and the community. Maryland Department of Health (MDH) is updating its guidance to Maryland employers to reflect the new recommendations.

Which businesses does this Guidance affect?

The updated Guidance applies to critical infrastructure workers (see guidance from the Federal [Cybersecurity and Infrastructure Security Agency](#), [Governor's Executive Orders](#), and [Interpretive Guidance](#)). Note that there are separate guidelines in place specifically for health care workers and child care workers, and this Guidance does not supersede or affect them.

What does the new Guidance do?

The new Guidance allows critical infrastructure workers to continue working following potential exposure to COVID-19, provided they remain asymptomatic (symptom-free) and additional precautions are implemented to protect them and the community.

What is a "potential exposure to COVID-19"?

A potential exposure means being a household contact or having close contact within 6 feet of an individual with confirmed or suspected COVID-19. The timeframe for having contact with an individual includes the period of time of 48 hours before the individual became symptomatic.

What does the Employer have to do if a critical infrastructure worker is to continue working?

- **Pre-Screen:** Employers should measure the employee's temperature and assess symptoms prior to them starting work. Ideally, temperature checks should happen before the individual enters the facility.
- **Disinfect and Clean Work Spaces:** Clean and disinfect all areas such as offices, bathrooms, common areas, shared electronic equipment routinely.

What does an Employee with a potential exposure to COVID-19 have to do to continue working?

- **Regular Monitoring:** As long as the employee doesn't have a temperature or symptoms, they should self-monitor under the supervision of the employer's occupational health program.

- **Wear a Mask:** The employee should wear a face mask covering both the nose and mouth at all times while in the workplace for 14 days after last exposure. Employers can issue facemasks or can approve employees' supplied cloth face coverings in the event of shortages.
- **Social Distance:** The employee should maintain 6 feet and practice social distancing as work duties permit in the workplace.

What happens if the Employee becomes sick at work during the 14 days from last exposure?

If the employee becomes sick during the day, they should be [sent home immediately](#). Surfaces in their workspace should be [cleaned and disinfected](#). Information on persons who had contact with the ill employee during the time the employee had symptoms and 2 days prior to symptoms should be compiled. Others at the facility with close contact within 6 feet of the employee during this time would be considered exposed and should be advised accordingly.

What else should the Employer be doing at this time?

Employers who are operating should continue to follow all of the Executive Orders and guidance that has already been issued and is posted on the State [Coronavirus website](#) and on [Maryland Business Express](#).

Is the Employer required to report on COVID-19 related employee illness to a public health agency under this Guidance?

Reporting to local or State health authorities is generally not required under this Guidance for most non-health care-related employers. Employers should check on the [U.S. Occupational Safety and Health website](#) and the [Maryland Occupational Safety Health \(MOSH\) website](#) regarding any updates on occupational health and safety reporting requirements. Employers who are regulated by other government agencies should also check with those agencies regarding additional requirements or guidance. Employers who have questions about the Guidance, or about preventing or responding to COVID-19 cases in their workplace, are encouraged to contact their local health department.