

COVID-19 Employee Has COVID-19 Symptoms

Prepared for Sykes & Co.
by
Brown & Fortunato, P.C.

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Brown & Fortunato, P.C.

A LAW FIRM

Sykes & Co. is committed to providing important updates to its pharmacy clients as they face the COVID-19 pandemic. One of the steps that Sykes & Co. has taken is to team up with the Health Care Group of Brown & Fortunato (“B&F”), a law firm that specializes in representing pharmacies. B&F has prepared this whitepaper for Sykes & Co. to share with its pharmacy clients.

What if My Employee has COVID-19 Symptoms?

If an employee exhibits COVID-19 symptoms, the pharmacy should take the following steps:

1. There is no requirement to close the pharmacy if an employee is exhibiting symptoms or tests positive for COVID-19. Instead, the employee should self-quarantine for 14 days or until he/she tests negative for COVID-19. It will be a best practice to notify employees immediately if an employee tests positive for COVID-19 or if he/she is exhibiting symptoms consistent with COVID-19.

2. However, this notification should be reasonably limited. We suggest that notification to those working closely with the individual should include more information than an announcement to those who may have had distant contact. Further, for larger or multi-location pharmacies there may be no need to notify those who had no contact with the employee.

3. A pharmacy should perform enhanced cleaning and disinfection after an employee is suspected/confirmed to have COVID-19 and continue to routinely clean and sanitize all frequently touched surfaces in the pharmacy, such as workstations, keyboards, telephones, countertops, restrooms, shared spaces, doorknobs, etc. The pharmacy should have a sufficient stock of soap, hand sanitizer, and other supplies for employees to regularly sterilize throughout the day.

4. A pharmacy should prepare now for a scenario in which a key employee is quarantined. Specifically, the pharmacy should identify alternate key employee(s) to run essential business functions and maintain critical operations. The pharmacy should ensure that the employee is familiar and understands the pharmacy’s policies and procedures, especially with respect to COVID-19 issues. The employee (i) will need to monitor ongoing public health recommendations and make sure the pharmacy’s policies and practices are consistent with the recommendations; (ii) should stay in contact (*via* video or telephone conference) with the key employee to keep him/her updated on operations; and (iii) will need to educate employees about how they can reduce the spread of COVID-19.

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