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To: ["Nikki Javurek"](#)
Subject: More information on Employers Rights to Verify
Date: Monday, July 27, 2020 5:29:16 PM

Hi Nikki,

Our epidemiologist shared that we are delayed in contacting positives, it usually is 24-48 hours upon test results but if it happens over the weekend, it may take us longer. The state is backlogged for some close contacts as far back as 7/20. In order to address this backlog from the state, we have asked case investigators to tell their contacts they should be in quarantine, but then that would require employers to take their employees' word until/if we're able to send them an exclusion letter. Obviously that system is open to abuse.

Responses to your questions below:

What rights does an employer have to verify an employee that says that they tested positive or are a close contact and are required to quarantine?

Example situations:

- An employee stated that they were taking care of their child who tested positive and would be off of work for five weeks. What questions can the employer ask and what verification can the employer request?
We have a letter that we can provide individuals who need to take time off of work to care for someone with covid. That should be offered by PHMDC during follow-up with a case who need care (e.g. a minor). The case could call the case investigator for this letter if it turns out they need it after their initial interview.
- An employee tested positive and shared with employer, then three other employees stated that they were close contacts and quarantining (no one from PHMDC contacted this employer). Does the employer have any way of verifying this information? We only contact employers if the person worked while infectious, so if they had contact outside of work but the case didn't work while infectious, we wouldn't necessarily contact the employer. If they are close contacts, they would be eligible for an exclusion letter, but as I stated above, providing that letter is not currently very timely.
- During our PHMDC investigation, the positive person stated they had no close contacts at work, but later workers state that they did have close contact with this person during the infectious time and are requesting quarantining. This comes up, we've decided as a team that in most situations, we consider only people actually named by the case as close contacts. Some exceptions would be if the case refused to name any contacts or was unable to name any due to illness severity, or if we couldn't get in touch with the case but knew the employer. Then we would ask the employer to identify close contacts. When we were asking employers to name contacts we found that they greatly overestimated people's level of contact.

Questions:

1. What rights do business owners have to verify that these employees are giving accurate information? Not sure about rights, but we don't have the capacity to take phone calls from all of these employers. We have been advised that we can't address these rumors when these calls do come in.
2. Can an employer ask for the positive test results or medical verification?
3. Does PHMDC send letters to employers for positive persons when no exposure has taken