EMPLOYER RESOURCE GUIDE
Rapid COVID-19 Testing

BRAND GLOBAL
HR CONSULTING DIVISION

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Rapid COVID-19 Testing

Overview:

COVID-19 cases and hospitalizations are surging daily, you're no doubt doing everything you can to keep your doors open and your employees and customers safe. Testing has as big part to play, but legal (and logistical) questions often stand in the way.

Here's everything you need to know about mandating workplace testing and temperature checks.

Can an Employer Require a COVID Test?

The good news is, making testing mandatory is legal. In normal times, employers are restricted in how they interact regarding an employee's health but as the pandemic poses a "**direct threat**" to workplace safety, different rules apply.

The Equal Employment Opportunity Commission have issued guidance clarifying that it is acceptable to require a negative test as a condition of entering the workplace, provided testing is carried out in a proper way:

- Employers must ensure tests are accurate and reliable and consult FDA advice on testing. (Poor quality testing, producing incorrect results, will do more harm than good)
- Tests should be administered by a third-party medical professional or by trained personnel
- Tests results should be treated by employers as confidential medical records

When it comes to hiring employees, businesses need to be particularly careful. An employer may test applicants for COVID-19 but only after making a conditional job offer and only if it is standard policy for all employees beginning this type of job.

Creating a Testing Policy.

It has been proven that a comprehensive workplace testing regime can really work. So creating a workplace bubble and implementing rigorous testing can help stop the spread of the virus.

Before creating a testing policy, you first need to research what tests are available to you as a business. Is it possible for you to initiate testing at your work facility, or will you be relying on off-site testing? How much testing capacity can you realistically afford to implement?

These questions are highly industry specific. If you work in any service based business, your risk levels are far higher, and so your testing regime will need to be much more stringent.

For other businesses, you need to decide whether to require testing of all employees, those who been in high-risk situations or those who are showing symptoms.

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Employee Safety:

Rates of Covid-19 are rising across the country, and no matter where you are, you need to have a plan in place for if and when an employee gets sick or tests positive. Below you'll find a step-by-step guide on how your company should proceed if one of your employees tests positive for Coronavirus, based on the latest guidance from the CDC.

An Employee Tests Positive For COVID-19?

Steps to take with an Positive Test:

1. Offer Support

We're all moving fast in this new world and it can feel like we're flying blind, so this is just a reminder of what you already know: if an employee lets you know they've tested positive for COVID-19, take a moment to be there for them. As a leader of your company, there are of course professional limitations of what "being there" means—you won't be able to offer health advice, that's for sure—but still, HR is often on the frontlines of tough conversations, and you know from experience to lead with emotional intelligence.

2. Explain Your Company's Policy

A. - Ask them to quarantine –meaning self-isolation, not coming into work or working remotely if possible—for at least 10 days

B. - Inform them of available PTO and sick leave options, most importantly the enhanced paid sick leave offered by the Families First Coronavirus Response Act. If the employee can work remotely, they may not require sick leave.

C. - Explain ADA privacy rules: you will not reveal the fact they tested positive to their colleagues, unless instructed to. You should ask them whether their manager/supervisor can know—if not, they should only be told that the employee is on a leave of absence.

3. Assess Risk

Ask the employee about their activity in the 14 days prior to testing positive. Identify the areas of the workplace (or workplaces) the employee spent most of their time and with what colleagues they had close contact. You should also establish what clients, vendors or third-parties the employee was in close contact with in the 14 days prior to testing positive. These individuals should be contacted to provide risk mitigation and liability.

4. Take Action

A. - Deep clean any area of the workplace in which the employee spent time
B. - Instruct those who were in close contact with the employee to self-isolate for 14 days
C. - Inform the rest of your organization (or at least those based in the same workplace)
D. - If you believe the employee contracted the virus at work, notify the HR.

5. Inform At-Risk Employees or Customers

Inform employees or customers who were in close contact with the employee that you have reason to believe that they were in contact with someone who has since tested positive for COVID-19, without mentioning the affected employee's name.

6. Inform All Employees

Let employees know what action will be taken and reassure them all that you and the company are doing everything possible to ensure their safety. Encourage everyone to inform HR of any question or concerns they may have.

Creating your Company's Plan

Testing Schedule

Your company needs to develop a consistent testing schedule for all At-Risk Employees. This includes any employee who may have regular direct contact with others in either the work environment or in the field. It is recommended to reduce your company's risk factors for exposure you employ a 10 or 14 day testing schedule.

This would include conducting regular tests on employees to ensure a proactive approach to risk mitigation, in addition to providing piece of mind for your entire employee and client population.

This schedule would also identify the procedure to address any positive results, and the next steps to take to control and inform.

Testing Model

This is how and where you will define your policies and procedures on addressing testing using a rapid test solution from Brand Global that can provide results in a timely and efficient manner. Your testing model is an investment in your company's overall health and a commitment to your employees and customers safety.

Early adoption of a testing model that is functional and affordable is key to the continued operation and success of your business.

COVID-19 IgG/IgM Rapid Test Cassette

The Rapid Test Kit contains a solid phase immunochromatographic assay for the rapid, qualitative and differential detection of IgG and IgM antibodies to 2019 Novel Coronavirus in human whole blood, serum or plasma.

What is the difference between an IgM and IgG antibody?

This rapid test screens for both the IgM and IgG antibodies.

The IgM antibody are usually the first antibodies produced in the immune system upon an initial infection. A positive IgM test results reading indicates that the patient has a high chance of a current infection and that the immune system has begun its initial response to the virus.

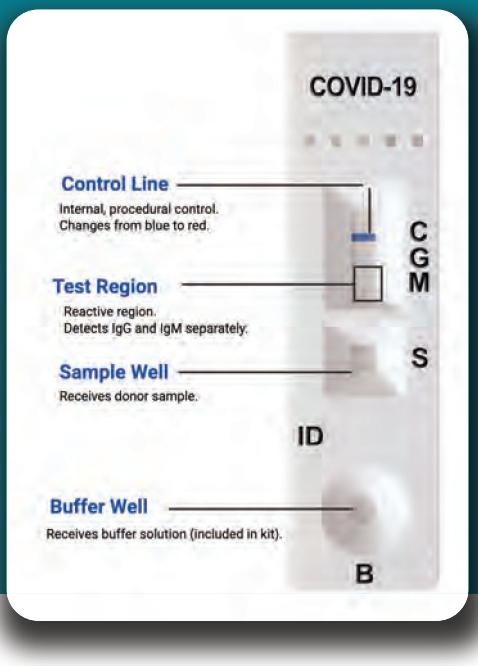
The IgG antibody typically develops in most patients around seven to 10 days after the initial onset of symptoms for COVID-19. Unlike IgM antibodies, IgG antibodies remain in the blood after the the immune system has effectively fought off the viral infection. A positive result reading for the IgG antibody indicates that the patient may have had recent exposure and response to COVID-19.

Currently for the COVID-19 virus, it is unknown how long these antibodies remain in our systems and how much protection they might provide against reinfection.

Rapid Testing

COVID-19 IgG/IgM

- Results in 10 minutes
- Simple Self-Testing
- 95% Accuracy
- FDA EUA Approved



The COVID-19 IgG/IgM (Whole Blood/Serum/Plasma) Rapid Test Device utilizes lateral flow technology for the qualitative, differential detection of both anti-SARS-CoV-2 IgM and IgG antibodies. In general, antibodies can be detected 1-3 weeks after infection. This test is intended to screen for SARS-CoV-2 antibodies.

Rapid COVID-19 IgG/IgM Antibody Blood Test Kits

Each kit includes:

- Testing Cassette
- Lancet
- Buffer Solution
- Alcohol Prep Pad
- Sterile Bandage
- Pair of Gloves
- Easy to Read Instructions

FOR MORE INFORMATION

A Rapid Testing Program

B Sales & Pricing

C Results Tracking

BRAND GLOBAL
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COVID RESPONSE TEAM

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Product Pricing				Tax and Shipping Additional
1 - 5	6 - 20	21 - 40	41 - 60	61+
$85.00 ea.	$75.00 ea.	$65.00 ea.	$55.00 ea.	$45.00 ea.

PAYMENT METHODS:

VISA / MASTERCARD / DISCOVER / AMERICAN EXPRESS

SHIPPING VIA UPS:

Next Day Air $42.00

2nd Day Air $24.00

3 Day Select $16.00

Disclaimer:

- This test has been authorized by FDA under an EUA for use by authorized laboratories
- This test has not been FDA cleared or approved
- This test has been authorized only for the presence of IgM and IgG antibodies against SARS-CoV-2, not for any other viruses or pathogens
- This test is only authorized for the duration of the declaration that circumstances exist justifying the authorization of emergency use of in vitro diagnostics for detection and/or diagnosis of COVID-19 under Section 564(b)(1) of the Act, 21 U.S.C. § 360bbb-3(b)(1), unless the authorization is terminated or revoked sooner.
- Positive results may be due to past or present infection with non-SARS-CoV-2 coronavirus strains, such as coronavirus HKU1, NL63, OC43, or 229E.
- Not for the screening of donated blood.
- Results from antibody testing should not be used as the sole basis to diagnose or exclude SARS-CoV-2 infection or to inform infection status.