



C O V I D - 1 9

Screen, Test, Trace & Immunize

G U I D E F O R E M P L O Y E R S

Spring 2021



A safe return to the workplace is a top-of-mind challenge for employers of all sizes & industries.

As the pandemic continues and organizations adapt to coexisting with COVID-19, employers are increasingly faced with the challenge of keeping their workforce safe. Employers must comply with state and local guidance on non-pharmaceutical measures to control COVID-19 (e.g., masks and social distancing), and develop and implement protocols to return their employees to the workplace safely.

In response, there has been an explosion of innovative solutions ranging from digital symptom checker apps to virus/antibody testing services and contact tracing courses/services, and technologies. This document provides an overview of COVID-19 control strategies, resources, and the solution market-place for screening, testing, contract tracing and immunizing.

Please note that information about COVID-19 immunizations and other solutions change frequently. Check with your Brown & Brown representative for the most recent version of this document and other COVID-19 employer resources.

Guidance for Employers

Federal, State, and Local Guidance



**COVID-19 STRATEGIES AND
RECOMMENDATIONS
FOR GENERAL BUSINESSES**
(CDC)

[Click for more information](#)



**EMPLOYER
VACCINATION GUIDANCE**
(CDC)

[Click for more information](#)



**STATE-BY-STATE LIST OF COVID-19
SCREENING AND TEMPERATURE
CHECK LAWS AND EXECUTIVE ORDERS**
(LITTLER)

[Click for more information](#)



**OVERVIEW OF CURRENT MASK RE-
QUIREMENTS BY STATE**
(LITTLER)

[Click for more information](#)

CDC Guidance

The CDC issues guidance, strategies, and recommendations for employers responding to COVID-19, including:

- Conducting daily health checks
- Conducting a hazard assessment of the workplace
- Encouraging employees to wear cloth face coverings in the workplace, if appropriate
- Implementing policies and practices for social distancing
- Posting CDC signage (“Stop the Spread”)
- Training personnel on new protocols
- Improving building ventilation
- Disinfecting the work environment

State & Local Guidance

The CDC offers guidance for screening & testing, but decisions about testing are made by state and local health departments or healthcare providers and employers.

For example, some states require daily screening of employees and essential visitors. Employers should remember that guidance from public health authorities is likely to change as the COVID-19 pandemic evolves. Therefore, employers should continue to follow the most current information on maintaining workplace safety.

Check your state and county websites for current requirements.

COVID-19 Screening Apps

Daily screening of employees with digital return-to-worksite “pass” or guidance for follow-up.



How It Works

- Employees complete daily online survey app before returning to worksite
- Receive digital “pass” to return to worksite or guidance (per CDC) to quarantine, test and/or seek care
- Employers receive real-time employee return to work status and risk levels for their employee population

Considerations

- Costs
- Minimum employer size and contract durations
- Guidance and navigation to resources and next steps
- Customized, employer-specific instructions
- Reporting and analytics for the employer/administrator
- Custom support for screening strategy and planning
- Implementation process and duration
- Captures employee names for contact tracing

COVID-19 Testing for Employers

Employers engage vendors to test employees for COVID-19.



How It Works

- Employer includes employee COVID-19 virus testing criteria in their return-to-workplace protocols (to provide a safe work environment and meet state & local guidelines)
- Employer determines population to be tested (e.g., employees required to be at worksite) and eligibility for testing (e.g., symptomatic, exposure/risk of exposure, to confirm recovery)
- Employer engages vendor to administer virus testing at appropriate location (e.g., worksite, pharmacy, home) and/or provides employee with [local test site information](#)
- Employees provide test samples (nasal swab or saliva) and typically receive results (in 2-4 days for PCR test and 5 to 15 minutes for rapid antigen)

Considerations

- Type of test (PCR, rapid point-of-care antigen)
- Turnaround time for test results
- Cost of test and administration
- Accuracy of test (e.g., detecting positive cases (sensitivity) and negative cases (specificity))
- Location of testing (e.g., worksite, home, pharmacy)
- Appointment scheduling (online)
- Reporting to employer (alerts/dashboard) and health departments
- Minimum volume requirements
- Lead time to implement employer sponsored testing
- Support for testing strategy, planning and communications

Outsourcing Contact Tracing

Contact tracing is the process of contacting people who may have been exposed to someone with COVID-19.



How It Works

- Used by health departments to slow or stop spread of infectious diseases
- Contact tracing slows the spread of COVID-19 by:
 - Letting people know they may have been exposed to COVID-19 and should monitor their health for signs and symptoms of COVID-19
 - Helping those who may have been exposed to COVID-19 get tested
 - Asking people to self-isolate¹ if they have COVID-19 or self-quarantine² if they are a close contact of someone with COVID-19
- Some employers elect to provide contract tracing with their own staff

Considerations

- Type of calls/outreach to identified employees
 - App to identify exposed employees
- Methods/channels to report symptomatic/infected employees
- Extent of coaching and clinical guidance provided
- Minimum employer size
- Is tracing offered on a stand-alone basis from other services?
- Is tracing offered to family members?

¹Isolation keeps someone who is infected with the virus away from others, even in their home.

²Quarantine keeps someone who might have been exposed to the virus away from others.

Vaccine Landscape

Since vaccine eligibility has been expanded to 16 years of age and older, federal efforts have shifted to encourage employers to address vaccine barriers and hesitancy among the working population.

Employers are considering how best to prepare and support their employees from health and safety, educational, and legal perspectives. It will be important to proactively identify and align resources within their organization. To ensure the best possible outcome for their workforce, they will need to build the infrastructure required to tackle the associated operational, financial, compliance, and Human Resource issues.

Approaches to managing vaccination preparation may vary from providing educational material to partnering with vendors or other community partners to hosting on-site clinics. Employer vaccination strategies and options will likely differ based on employer size, employee distribution, and each state's specific plans for distribution/ allocation and authorized providers. Most employers will want to tailor communications to their specific populations to supplement the guidance being provided by federal, state, and local government resources.

In preparation for widespread vaccine distribution, employers should proactively be planning their internal communication strategies and coordination with key vendor partners (health plans, PBMs, on-site resources).

Vendor Landscape: Vaccine Strategy

- Determine who will be included: All employees, all benefit plan members, etc.
- Survey your vaccine eligible population to determine needs.
- Determine whether you will offer private on-site/ near-site vaccination clinics to your employees.
- Complete the contracting process and vaccine procurement.

Vendor Landscape: Vendor Features to Consider

- Vaccine Clinic Implementation Experience
- Program Fees: Implementation, Administration, Add-on Services
- Vaccine Procurement Process
- Scheduling and Tracking
- Billing and Reporting
- Communication Support

Considerations

- Evaluate establishing a cross-functional work stream vaccination team within your organization.
- Build trust and vaccine confidence to reduce vaccine hesitancy.
- Determine if the vaccine will be required, encouraged, or incentivized for your workforce.
- Leverage your vendor and health plan partnerships.
- Plan for vaccine costs and paid sick time (e.g, leverage federal tax credits).
- Develop a communication and engagement strategy leveraging CDC and other resources.
- Determine if your organization will provide/or pay for the vaccine for employees and family members not on the plan, and others including contractors.
- Promote and enforce ongoing precautions against the spread.

A photograph of a construction site featuring extensive scaffolding and a yellow tower crane. Two workers in safety gear are visible in the foreground, looking towards the structure. The scene is set against a clear sky with some light flare on the left side.

Additional Information & Resources

Helpful Links

Links to Test & Vaccine Site Locations:

[State Health Departments](#)

[County Health Departments](#)

[Evive Site Locator](#)

[CVSHealth](#)

[Walgreens](#)

[Kroger](#)

[RiteAid](#)

Links Related to Contact Tracing:

[COVID-19 Contact Tracing Online Course](#)
(offered by Johns Hopkins University)

Vaccine Information:

[CDC Frequently Asked Questions
about COVID-19 Vaccination](#)

[CDC Workplace Vaccine Program Guidance](#)



COVID-19 Vendor Inventory

Ask Your Brown & Brown Service Team for detailed information about the solution marketplace for screening, testing, contact tracing, and vaccine vendor inventory.

Vaccine Landscape

Brown & Brown COVID-19 Vendor Inventory

Vaccine Vendors (as of April 2021)

[Click a vendor name to learn more.](#)

	CVS	GMR	Harmess Health	HCA CareNow
Provider Type	Retailer	Vendor	Local	Local
Covered Location*	National (Retailer Vendors by Client Location)	National (Employment & Quantitative Director for Support Occupational Health/Project On-Site Medical Services, with limited regions for various Manufacturing, Mining, Transportation and Energy/Infrastructure Industries)	OH, VT, PA, NJ, DC, VA, SC, NC, FL	Selected Clinics in: HI, DC, IL, MI, TN, TX, LA, VA, WA, GA, FL
Process Access on Client's Behalf	No	No	No	No
Vaccine Administration Setting	Employee On-Site	Employee On-Site, Drive Through	Employee On-Site, Harmess Health Clinic	Employee On-Site, CareNow Urgent Care locations
Minimum Vaccine Quantity/Volume	1000	500	500	No Minimum
Implementation Lead Time	Approx. 14 days	14 days	Dependent on Type of Employment and Site	7-14 Days
Administration Billing Method	Direct to Employer or Insurance Claim	Direct to Employer or Insurance Claim	Direct to Employer or Insurance Claim	Direct to Employer or Insurance Claim
Pricing	Market by Client	Market Benchmarking or Project/Scope	Organizational Specific and Varies by Client Needs	No Standard Pricing Model, Willing to Negotiate with Client
Contact For More Information	Requestor Health Team Brown & Brown	Requestor Health Team Julius.Berth@bnc.com	Call Brown Brown@harmess.com	Call Local Elinor@hca.com Elinor@carenow.com

*Provider and location(s) and/or dates or other similar is a regional cluster process. Not all locations are available. Includes tiered and supplemental contracting processes. Availability for contracting and testing is based on capacity. Some resources may be available for certain geographic areas or sites. All information is subject to change including availability of staff, pricing and lead times. Please contact vendor for most current information. EMPLOYER GUIDE: SCREEN, TEST, TRACE & IMMUNIZE | 8

Don't have a Brown & Brown Service Team?



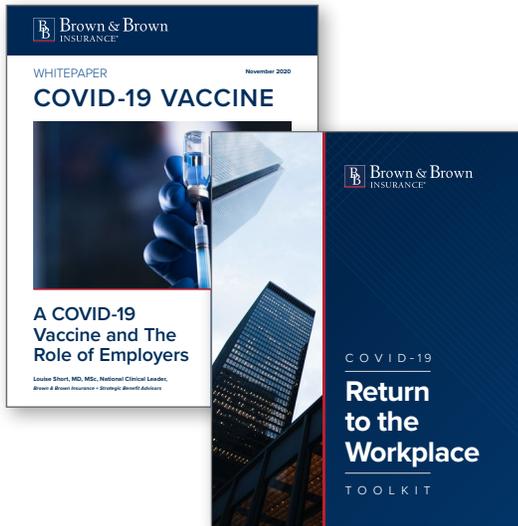
CLICK HERE to request more information on COVID-19 resources and vendors providing these services to employers.

Vendor Inventories

- Inventories of employer screening, testing and tracing vendors
- Access to Brown & Brown preferred pricing* for Buoy Health's symptom checker/screening app
- Vaccine Vendor Inventory

Other Employer Resources

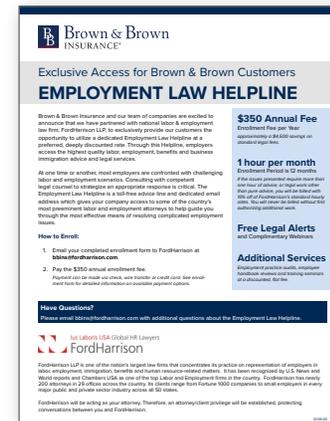
Ask Your Brown & Brown Service Team for the most recent resources.



Toolkits & FAQs

Guidance, resources, and FAQs for:

- Maintaining a safe work environment
- Managing well-being at home



Employment Law Helpline

- Dedicated Employment Law Helpline with National labor & employment law firm, FordHarrison, LLP
- Preferred, deeply discounted rates for Brown & Brown customers: \$350 per year (approximately \$4,500 savings off standard rates)
- 1 hour per month of legal advice
- Offer extended through 7/31/21

Please be advised that we are not offering medical or legal advice on appropriate testing measures or other related medical information. We are not recommending any specific types of testing or any particular vendor(s). Employers should review any protocol, testing, or employment decisions made related to COVID-19 with your employment law counsel. Any and all information, comments, analysis, and/or recommendations set forth within relative to the possible impact of COVID-19 on potential insurance coverage or other policy implications are intended solely for informational purposes and should not be relied upon as legal or medical advice. As an insurance broker, we have no authority to make coverage decisions as that ability rests solely with the issuing carrier. Therefore, all claims should be submitted to the carrier for evaluation. The positions expressed herein are opinions only and are not to be construed as any form of guarantee or warranty. Finally, given the extremely dynamic and rapidly evolving COVID-19 situation, comments above do not take into account any applicable pending or future legislation introduced with the intent to override, alter or amend current policy language.



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