

Frequently Asked Questions

Employee Screening Process

1. What happens if I answer “yes” to a question from the Employee Health Screen?

If you answer affirmatively, you will be sent home and told to contact a healthcare provider. If you are tested and diagnosed with COVID-19 you will be asked to stay out of work until you no longer have a fever (100.4° F [38.0° C] or greater using an oral thermometer), signs of a fever, and any other symptoms, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants) AND have received medical clearance to return to work.

If you have a non-confirmed case you will be asked to stay out of work until you have been fever free for at least 72 hours, without the use of fever reducing medicine, all other symptoms (cough, shortness of breath) have subsided, AND at least 7 days have passed since your symptoms first appeared. (4/1/2020)

2. What happens if I refuse to participate in the Employee Health Screen?

We have protocols consistent with CDC and WHO recommendations for self-reporting, and in some areas health screening so we can get the employee the medical care they need and policies for them to be away from work. We also have an Exposure and Action Matrix that matches the recommendations from the CDC. Not every exposure is the same, so we have options for all levels of risks. However, all of this is dependent on our employees partnering with Sonoco to combat the spread of COVID-19. The Employee Health Screening that Sonoco is using does not violate current employment or privacy laws. Any employee who opts not to answer the questions will be asked to leave the site and will not be paid. Attendance points in line with the site policy will accrue and discipline will be applied. An employee may not return to work until he or she chooses to complete the Employee Health Screen. (3/18/2020)

3. Do temporary employees have to participate in the Employee Screening process?

Contractors on site and reporting to work are to be included in the employee screening process. Sonoco will determine if you must leave and when you can return to work; it will be up to your contract agency to handle your pay. Broadleaf and other staffing resources have been given our visitor screening procedures and are aware and in alignment with how we are handling the screenings for temporary employees. (3/18/2020)