

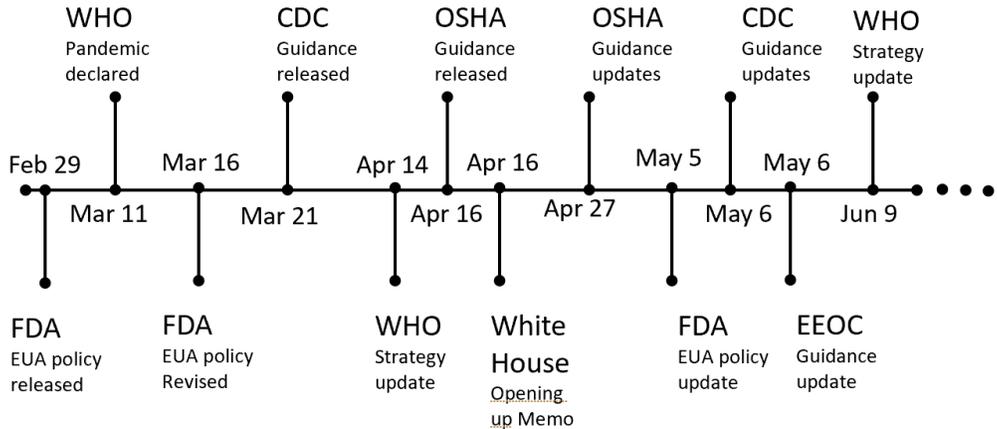
# TESTING GUIDELINES ARE EVOLVING

Many business leaders are confused amid multiple regimens with constantly moving targets.

A scan of recent policies shows no shortage of updates and guidelines in response to the recent pandemic.

The challenge is that there are multiple guidelines to follow at the local, state, national, and international levels, and they continually evolve. Since the World Health Organization declared a pandemic on

Figure 1 Large number of polices with frequent updates.

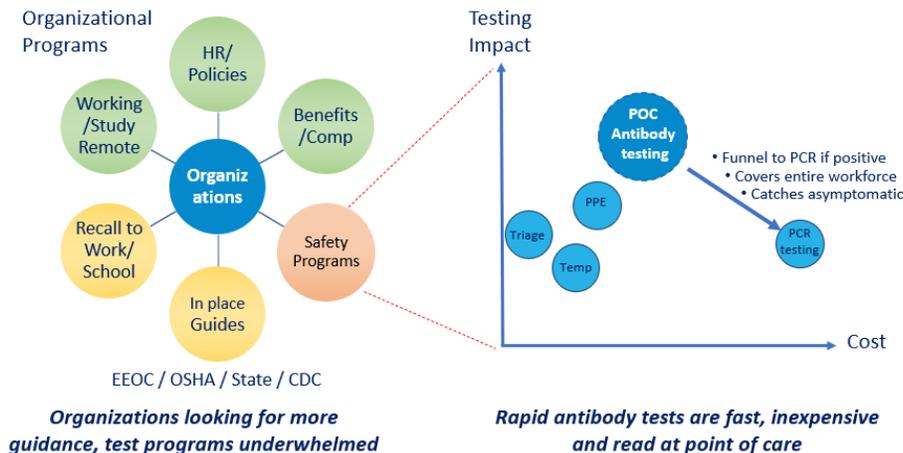


March 11, several organizations have responded with initial proposals that have been updated as researchers learn about the disease, its prevalence, and its progression (Figure 4).

While most of the focus has been on stopping the virus, employers are left unsure about what to do. Employers' most common questions include:

- What exactly is social distancing, and how can my workplace do that?
- What should I do with an essential employee who has been exposed but has no symptoms?
- What if an employee refuses to come to work for fear of infection?
- Should I allow critical infrastructure employees to work if they have been exposed?
- Should I perform testing? And if so, what type of testing?

Figure 2 Organizational preparedness and role of antibody testing.



Employers need to determine what guidelines there are, what works, what does not, and what risks accompany the various approaches. As Figure 5 shows, some of the traditional programs like working remote, updating HR policies, and updating benefits are in place are well understood, while others are less clear. Details about phasing in transitions to work or school, and what guidelines to follow once they are established, are often

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unclear given the evolving guidance at the national and local levels. Safety programs leave the most opportunity for improvement and, as clinical evidence comes in, some of the recommendations have changed or have proven less than effective (e.g., temperature checks). The current or baseline prevalence of an organization with respect to the local data is unknown, as are any changes to prevalence over time as the population approaches herd immunity. Testing focused exclusively on symptomatic PCR will miss the value that antibody data provides. Each safety precaution adds another layer of protection and information in combating this pandemic. All have costs and provide value, but when looking at the potential impact of the method versus cost, antibody testing has been underutilized to date.

## **|| The path forward needs to be clarified.**