



## County Risk Sharing Authority

*a service program of the County Commissioners Association of Ohio*

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## RISK CONTROL SERVICE BULLETIN

### *EMPLOYEE TEMPERATURES*

**The following advice is from a Risk Management perspective and should not be construed as legal or medical advice.**

This and the attachments are not nor should they be construed as a substitute for a County's performance of an exhaustive review and analysis regarding this matter. Please consult your Prosecuting Attorney or legal advisor prior to implementing the risk management measures discussed in this bulletin.

Yesterday, Governor DeWine asked that employers take employees' temperature each day before an employee is permitted to work and that employees with a temperature of 100.4 degrees or higher be sent home. Also, the EEOC issued guidance yesterday that provides, in part, "Because the CDC and state/local health authorities have acknowledged community spread of COVID-19 and issued attendant precautions, employers may measure an employees' body temperature." [https://www.eeoc.gov/eeoc/newsroom/wysk/wysk\\_ada\\_rehabilitaion\\_act\\_coronavirus.cfm](https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm)

Several CORSA members have asked may we take an employee's temperature each day before permitting them to work? Yes, this is a good risk management practice to protect employees, members of the public, and to prevent the spread of COVID-19. We suggest that you ask for employee consent and take temperatures consistent with your local health department and/or CDC guidelines, use a no contact inferred thermometer, maintain appropriate distance and take appropriate sanitary measures, and keep employee temperatures confidential. Again, only implement and administer this practice upon advice of your Prosecutor or legal advisor.

CORSA member counties have also asked that if advised not to take employee temperatures, are there risk management measures that can be taken to protect safety and prevent the spread of COVID-19? Should your legal counsel advise not take employee temperatures, you may consider a policy that requires employees to take their own temperature daily and not report to work if they have a temperature or exhibit other symptoms of COVID-19. You may consider the following: "Employees that have a temperature of \_\_\_\_\_ degrees or higher or and/or exhibits any symptoms of an acute respiratory illness (fever, cough, or shortness of breath, or other flu-like symptoms) during the current period of national and state emergency due to the COVID-19

pandemic are prohibited from reporting to work. Employees are strongly encouraged to take their temperature immediately before reporting to work to ensure their safety and prevent the spread of COVID-19. Employees with a temperature of \_\_\_\_\_ degrees or higher and/or exhibiting the above symptoms must report off work by their normal call off procedure.”

Should you have questions regarding this Bulletin or CORSA Risk Management services please contact Frank Hatfield, CORSA Risk Control Manager, at (614) 560-1474 or [fhatfield@ccao.org](mailto:fhatfield@ccao.org)