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**To:** [CM - All Department Heads](#)  
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**Subject:** Guidance on Employee Temperature Checks  
**Date:** Thursday, March 19, 2020 12:56:00 PM  
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Greetings -

Today, U.S. Equal Employment Opportunity Commission (EEOC) amended their 2009 publication *Pandemic Preparedness in the Workplace and the Americans with Disabilities Act* to specifically address COVID-19. Per EEOC guidance, **employers may take employee temperatures to determine if they have a fever during the current widespread pandemic of COVID-19.** This practice is being permitted because the CDC and state/local health authorities have acknowledged community spread of COVID-19, and issued precautions as of March 2020. Absent of a declared influenza pandemic, measuring an employee's body temperature would be considered a medical examination that should not be administered at worksites.

Please remain aware that some people with COVID-19 will not have a fever. If an employee displays symptoms of influenza-like illness at work, they should leave the workplace. Sending an employee home with COVID-19 or symptoms associated with the illness is permissible due to the declared pandemic. When asking employees about potential illness, you may ask if they are experiencing influenza-like symptoms, such as fever or chills and a cough or sore throat. If an employee states yes, advise them to go home since the illness could pose a direct threat.

As with all medical information, the fact that an employee had a fever or other symptoms would be subject to ADA confidentiality requirements. Please continue to maintain all information about employee illness as a confidential medical record in compliance with the ADA.

**Please consult with the Human Resources Department Deputy HR Director, Fred Verdugo ([Fred.Verdugo@longbeach.gov](mailto:Fred.Verdugo@longbeach.gov) or 562-570-5045), prior to implementing any changes, such as taking employee body temperatures at work sites.** If you have any questions regarding this EEOC guidance please contact me at [Khristina.coston@longbeach.gov](mailto:Khristina.coston@longbeach.gov), or 562-570-6640.

Reference: [https://www.eeoc.gov/facts/pandemic\\_flu.html](https://www.eeoc.gov/facts/pandemic_flu.html)

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