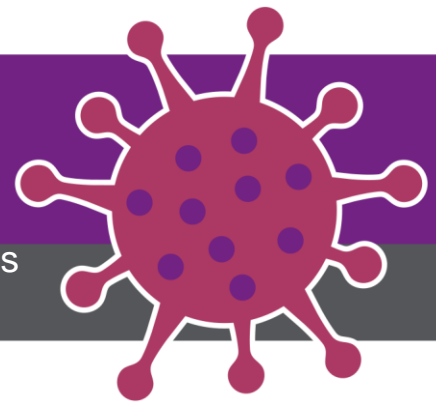


CORONAVIRUS DISEASE 2019 (COVID-19)

COVID-19 Voluntary Antibody Serology Testing for Colleagues Q & A



Audience: Colleagues

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1. What is serology testing?

The Food & Drug Administration (FDA) has approved serology testing, also known as an "antibody test," for SARS-CoV-2, the virus that causes COVID-19. This antibody test may determine if someone has been infected with SARS-CoV-2 because antibodies develop several weeks after infection and can remain for weeks or months after a person has recovered from illness caused by SARS-CoV-2.

Important: It is not yet known if antibodies that result from SARS-CoV-2 infection will provide someone with immunity from a future infection with SARS-CoV-2.

2. Why is Trinity Health offering serology testing?

Through the COVID-19 global health crisis, Trinity Health colleagues answered the call to serve our Mission in our communities' time of need. Colleagues may want to know if they developed antibodies that *might* provide a level of immunity from COVID-19 infection in the future. It is still unknown if antibodies provide protection from future infection (immunity) and for how long.

Trinity Health is committed to our colleagues' health and well-being. **We are offering voluntary serology testing performed at a Trinity Health testing location at no cost to you to make it convenient for you to get the test done, if you'd like to have it.** Trinity Health colleagues can have one test done for free now through as late as Dec. 31, 2020. The end of the no-cost period could be earlier due to IRS regulation. Colleagues enrolled in a Trinity Health medical plan can have one or more tests covered in full.

3. How does it work?

An antibody test requires a blood draw; a Trinity Health laboratory will look for antibodies in your blood sample and provide you the results.

4. What will the test results tell me?

The test results will tell you if you have SARS-CoV-2 antibodies in your blood or not:

- A **positive** test result shows you have COVID-19 antibodies in your blood. This means you might have some immunity or protection from being re-infected. However, the degree to which those antibodies protect you and how long they last is currently unknown. Scientists are still in the process of studying and understanding COVID-19 immunity. We will share more information with you about immunity as it becomes available.

- A **negative** test result shows you did not have any COVID-19 antibodies. If you were in contact with confirmed COVID-19 individuals, this may mean your personal protective equipment (PPE) protected you or you have not developed antibodies. In very few cases, individuals who have been diagnosed and tested positive for COVID-19 illness still have not developed antibodies to the virus.

The results are only valid at the point in time in which your blood sample was taken.

Remember, the presence of antibodies does not mean that you are immune from COVID-19. Today, we do not yet know if antibodies will provide you enough immunity to prevent a future infection. CDC scientists are studying this to understand the level of antibodies needed for protection, how long that protection may last and how a person develops antibodies. **You could still become infected and must follow CDC guidelines and all infection control and work requirements including PPE recommendations set by Trinity Health, your employer.**

5. Can the test be used to determine if I currently have COVID-19?

No, serology testing only assesses the presence of antibodies *after* infection, so it is not used for COVID-19 diagnosis testing.

6. Will the test give me a simple yes or no answer to whether I've had COVID-19?

Antibody testing will not provide a clear yes or no. There is a chance of a false positive result.

7. What does a positive serology test result mean exactly?

Positive serology test results usually mean a past or recent infection. When antibodies are found (a positive test result), it indicates that a person was infected with SARS-CoV-2 and their body's immune system responded to the virus at some point in the past. People develop antibodies when their body's immune system responds to an infection. These antibodies can be found in the blood of people previously infected regardless if they showed signs or symptoms of illness.

Note: It can take 1–2 weeks after the first symptoms appear for antibodies to develop in the body. Since it often takes about a week for symptoms to appear after getting infected with SARS-CoV-2, antibodies could develop about 2-3 weeks after infection. This means serology tests may not detect current SARS-CoV-2 infections and should not be used to diagnose current COVID-19. While it is uncertain how long antibodies remain, it is likely to be for weeks or months.

8. What does a negative serology test result mean?

When a serology test does not find antibodies (the result is negative), there are several possible meanings, so interpreting how someone acts on these results is critical. A negative serology result can mean:

- That the person was not infected.
- That the person was infected, but how the body's immune system response was not strong enough to make enough antibodies.
- That the person was infected, but there has not been enough time for antibodies to develop (which can take 1–2 weeks after someone is infected to develop in the body).

9. If I test positive for COVID-19 antibodies, does that mean I'm immune to it for the rest of my life?

We do not know enough about COVID-19 to know whether the presence of antibodies means that you are immune from COVID-19. CDC scientists are studying this to understand the level of antibodies needed for protection, how long that protection may last and how a person develops antibodies.

There is not enough information about COVID-19 at this time to determine short-term or long-term immunity.

10. If I do have antibodies, can I wear a mask or other personal protective equipment (PPE) less frequently?

No, a positive SARS-CoV-2 antibody result does not confirm or guarantee any level of protective immunity. So, with or without antibodies, it is crucial you follow the instructions, which align with CDC guidance:

- Wear PPE: There should be no change to the PPE you wear at work and in other public places.
- Maintain social distance of six feet at work and in public.
- Stay home when you're feeling ill.
- Practice hand hygiene: Regular washing with soap and water for at least 20 seconds or use of an alcohol-based hand sanitizer can help keep you safe.
- Avoid touching your face especially your eyes, nose and mouth.

Colleagues must continue to comply with infection prevention and control measures and policies of Trinity Health, practice physical distancing and follow universal masking and hygiene protocols.

11. Do I have to have the test done?

No, antibody testing is completely voluntary.

12. Will the test cost me anything?

You can get one test done at no cost at a Trinity Health testing location now through as late as Dec. 31, 2020. You can get tested at another provider under your Trinity Health medical plan. The end of the no-cost period could be earlier due to IRS regulation. If you are enrolled in a non-Trinity Health medical plan, testing may be available, according to your medical plan provisions.

13. Can I get the test done more than once?

You can get testing done through your Trinity Health medical plan or one test done through a Trinity Health testing location now through as late as Dec. 31, 2020.

14. If I get the test done through my non-Trinity Health medical plan or at a non-Trinity Health testing location, will I be reimbursed for any out-of-pocket costs incurred?

No, reimbursement is unavailable.

15. Can my family get the test done, too?

Yes. However, an order from a health care provider is required for Trinity Health colleagues' spouses, children and others who get the test done. If they are covered on your Trinity Health medical plan, there will be no cost for testing now through as late as Dec. 31, 2020. The end of the no-cost period could be earlier due to IRS regulation.

16. Do I need a physician order for the test?

Trinity Health is providing the required order for colleagues who wish to have the test done through a Health Ministry.

17. Can I get the test done somewhere other than a Trinity Health location?

Yes, you can get the test done at other providers in the community in accordance with the requirements of your medical plan. However, that provider may require that you first obtain a health care provider order.

18. Are affiliated physicians able to get tested, just as colleagues are?

Trinity Health-employed physicians and medical staff can get tested, just like other colleagues. Affiliated physicians who are not Trinity Health-employed and other affiliated individuals can be tested with a PCP order at a Trinity Health or other testing location in accordance with their health plan. Affiliated but non-Trinity Health-employed colleagues are not eligible for this offering.

19. What if I don't live close to a Trinity Health testing location?

You can get the test done through another testing provider in your community in accordance with your medical plan requirements.

20. What if I don't have insurance?

You can get one test done at a Trinity Health testing location. If you do not live near a Trinity Health testing location, you should refer to community resources for testing in your community.

21. Will I be paid for time needed to get the test done?

No, serology testing is completely voluntary. Therefore, colleagues will get the testing done on their personal time if they desire to have it done.

22. Is fasting required for the test?

No, fasting is not required.

23. How do I get my results?

You will use the Health Ministry's electronic medical record patient portal to receive your test results. If you do not already have a patient portal account set up, you can set one up prior to the test in order to receive the test results. The Health Ministry will provide instructions when you schedule your testing appointment or arrive for testing.

24. How accurate is the test?

There may be false positive antibody results. The antibody test may show a positive antibody result even though you do not actually have antibodies. This could be due to previous exposure to another coronavirus (non-SARS-CoV-2) or cross-reacting antibodies. There may also be false negative results (i.e., person is infected with SARS-CoV-2 but has not yet developed antibodies to SARS-CoV-2).

Therefore, it is very important not to use your test result to guide your actions related to your health or the health of others.

25. What do I do if I test positive for antibodies?

Your primary care physician is best your point of contact for questions about your specific results.

26. Who do I contact if I have questions about my test results?

Your primary care physician is best your point of contact for questions about your specific results.

27. What will Trinity Health do with my test results?

Your results will be shared with you via the electronic health record patient portal. Note that your authorized providers and proxies will be able to see your test results in the patient portal. Your results will have no impact on your employment or affiliation with Trinity Health. Your results will not be used for employment matters.

28. Will you use my results to determine future work assignments?

No, your test results are confidential. Your results will not be used for employment matters.

29. Will my results be stored in my employee health record or personnel/human resources file?

No, your results will not be stored in your employee health record because it is not a requirement as a condition of employment, such as the annual flu vaccination. Your results will not go into your employee health record or personnel/HR file.

30. What do I need to bring with me to the test?

Follow the Health Ministry's instructions. You should bring your Workday employee ID number to verify that you are a Trinity Health colleague. You will find the number beside your name when you log into Workday.

31. How long will it take to get my results?

Timing for results will vary by Health Ministry process

32. Where do I learn more about the test?

See the [Serology Testing for COVID-19 page](#) on the CDC website.