

COVID-19 Medical Screening Requests from Third Parties

During the course of your employment and the COVID-19 pandemic, an outside entity (for example, a contractor or material supplier) might ask you to complete a medical questionnaire or medical screening tool. This fact sheet provides guidance from MnDOT's Office of Chief Counsel on these types of requests. This guidance will be in effect for the duration of the COVID-19 peacetime emergency or the World Health Organization pandemic status, whichever is later.

Should I comply with medical screening requests from third parties?

A third party might require medical screening before granting you access to a location you must access as part of your job. If this happens, there are some types of medical screening questions you are required to answer as part of your employment and other questions you are not required to answer.

What is required?

- You are required to answer questions about:
 - Whether you have tested positive for COVID-19;
 - Whether or not you have a fever, chills, cough, shortness of breath or difficulty breathing, sore throat, muscle pain, or new loss of taste or smell;
 - Whether you have travelled through a COVID-19 affected region in the last 14 days;
 - Whether you have been in contact, in the last 14 days, with an individual who has tested positive for COVID-19
- You are required to submit to temperature screening if it is requested.

What is not required?

- You are not required to disclose any disabilities or underlying medical conditions.
- You are not required to submit to other examinations beyond a temperature screen. If you are requested to submit to a swab or blood sample test, please contact your supervisor.
- You are not required to answer questions other than those listed above. If you choose to answer questions or submit to examinations other than those listed in the "What is required?" section, you do so voluntarily and at your own discretion.

Should MnDOT collect or store these forms?

MnDOT is not collecting this data. MnDOT employees may retain the forms for their own records, but MnDOT supervisors should not collect or store these forms, as they contain private medical information. If the contractor or supplier collects the forms, they will be responsible for complying with applicable privacy laws.

What if a MnDOT employee is denied access?

If you are denied access that you need to perform your job, contact your supervisor.

What if I have questions or concerns?

Contact your supervisor or Jim Cownie, Deputy Chief Counsel – Construction & Contract Management.