

## Returning to work after COVID-19 exposure or illness

As we have employees who must stay away from work because they have been exposed to persons who have COVID-19 or who become ill themselves, we also need to manage their eventual return to work. The information below is based on the current guidelines from CDC. When managing an employee's return to work, please consult with [Jodi Rosenbaum](#), concerning leave status, medical clearances, or other details.

### For employees who are exposed to someone with confirmed or presumed COVID-19:

Quarantine is used to keep someone who might have been exposed to COVID-19 away from others. Quarantine helps prevent spread of disease that can occur before a person knows they are sick or if they are infected with the virus without feeling symptoms. People in quarantine should stay home, separate themselves from others, monitor their health, and follow directions from their state or local health department.

#### Who needs to quarantine?

- Anyone who has been in close contact with someone who has COVID-19
- This includes people who previously had COVID-19 and people who have taken a serologic (antibody) test and have antibodies to the virus

#### What counts as close contact?

- You were within 6 feet of someone who has COVID-19 for at least 15 minutes
- You provided care at home to someone who is sick with COVID-19
- You had direct physical contact with the person (hugged or kissed them)
- You shared eating or drinking utensils
- They sneezed, coughed, or somehow got respiratory droplets on you

#### Steps to take – Stay Home and Monitor Your Health

- Stay home for **14 days** after your last contact with a person who has COVID-19
- Watch for fever (100.4°F), cough, shortness of breath, or other [symptoms of COVID-19](#)
- If possible, stay away from others, especially people who are at higher risk for getting very sick from COVID-19

See: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine.html> for more information.

### For employees who test positive or are presumed to have COVID-19 illness:

If you have or think you might have COVID-19, it is important to stay home and away from other people. Staying away from others helps stop the spread of COVID-19. Some people with COVID-19 may have no symptoms, some may have mild or moderate symptoms for a few days, and some may have severe symptoms. When you can return to work can depend on how severe the illness was.

#### General guidance from CDC:

If you think or know you had COVID-19, and had symptoms, you can be around others (or return to work) after:

- **10 days** since symptoms first appeared and
- **24 hours with no fever** without the use of fever-reducing medications and
- COVID-19 **symptoms have improved** (for example, cough, shortness of breath)

If you test positive for COVID-19 but had no symptoms, and continue to have no symptoms, you can be with others or return to work after:

- **10 days** have passed since you had a positive viral test for COVID-19.
- Most people do not require testing to decide when they can be around others; however, if your healthcare provider recommends testing, they will let you know when you can resume being around others based on your test results.

CDC Guidance for people with severe COVID-19 illness:

- People who are severely ill (or hospitalized) with COVID-19 might need to stay home longer than 10 days and up to 20 days after symptoms first appeared.
- Persons who are severely immunocompromised may require testing to determine when they can be around others. Talk to your healthcare provider for more information.
- UC ANR will request a clearance from your doctor before returning to work.

***For more information***

See: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/end-home-isolation.html> and <https://covid19.ca.gov/testing-and-treatment> for more information