When employees have been exposed to persons who have COVID-19 or have become ill themselves, they must stay away from work for a period of time to avoid spreading illness to others. In these cases, we need to manage their return to work, based on the details of their exposure, illness, symptoms, and vaccination status. The information below is based on the most current guidance from CDC, CDPH, and Cal/OSHA. When managing an employee’s return to work, please consult with Jodi Rosenbaum, concerning leave status, medical clearances, or other details.

What Is Isolation vs. Quarantine?

**Isolation**: separates someone who is infected with a contagious disease from people who are not infected.

**Quarantine**: restricts the movement of someone who was exposed to a contagious disease in case they become infected.

Quarantine and Isolation are proven public health interventions fundamental to reducing the spread of COVID-19. The quarantine and isolation processes outlined in this document are used to manage any cases involving UC ANR employees who experience COVID-19 exposures or illness, and are developed to keep our workplaces safe and comply with safety standards.

**For employees who test positive or are diagnosed with COVID-19:**

If you have or think you might have COVID-19, it is important to isolate yourself by staying home and keeping away from others who are not infected. Isolation 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 may depend on how severe the illness was. The chart below provides general guidance for returning to work after testing positive for COVID-19.

<table>
<thead>
<tr>
<th>If you Test Positive for COVID-19</th>
<th>Isolation Actions and Return to Work Timelines</th>
</tr>
</thead>
</table>
| Everyone who tests positive or is diagnosed with COVID-19, regardless of vaccination status, previous infection or lack of symptoms must follow these steps before returning to work. | • Stay home for **at least 10 days**.  
• Isolation may be reduced and employee may return to work after **day 5 only** if the following occurs:  
  o **symptoms** are not present or are resolving; and  
  o a diagnostic specimen (antigen or PCR test) collected on **day 5** or later tests **negative**. Test must be performed by a lab or clinic or observed by medical personnel. See Find Testing for more information.  
• If unable to test or choosing not to test, and symptoms are not present or are resolving, may return to work after **day 10**.  
• If fever is present, isolation must continue until **fever resolves**.  
• If symptoms, other than fever, are not resolving continue to isolate until symptoms are resolving or until after **day 10**.  
• Wear a well-fitting mask² around others for a total of 10 days. |

**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 after symptoms first appeared. In these cases, follow the advice of your healthcare provider.
- 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 may request a medical clearance from your doctor before returning to work, in order to verify that you are recovered enough to return and to determine if you have any work limitations that need accommodation.
For employees who are exposed to someone with confirmed or presumed COVID-19:

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 must not come to work, and should stay home, separate themselves from others, monitor their health, and follow directions from their local health department or medical provider.

Who needs to quarantine?
If you have been in close contact with someone who has COVID-19, you may need to quarantine, according to the chart below.

*Close Contact definition: Close Contact occurs through proximity and duration of exposure. Someone who was less than 6 feet away from an infected person for a cumulative total of 15 minutes or more over a 24-hour period (for example, three individual 5-minute exposures for a total of 15 minutes) is considered a Close Contact. An infected person can spread SARS-CoV-2 starting from 2 days before they have any symptoms (or, for asymptomatic people, 2 days before the positive specimen collection date), until they meet the criteria for ending isolation.*

Close contact may include:
- Working closely with someone who is later diagnosed with COVID-19
- Providing care at home to someone who is sick with COVID-19
- Having direct physical contact with someone who has COVID-19 (hugged or kissed them)

<table>
<thead>
<tr>
<th>If you had Close Contact with Someone who has COVID-19</th>
<th>Quarantine Actions and Return to Work Timelines</th>
</tr>
</thead>
</table>
| and are Boosted\(^1\); OR Vaccinated\(^1\), but not yet booster-eligible. | **Quarantine Not Required**  
- Get Tested on **day 5** – see [Find Testing](https://www.cdc.gov/coronavirus/2019-ncov/php/contact-tracing/contact-tracing-plan/appendix.html#contact) for more information.  
- Wear a well-fitting mask\(^2\) around others (at your worksite, indoors, in vehicles, in the field when working near others, etc.) for **at least 10 days** after exposure.  
- If symptoms develop, test and stay home.  
- If you test positive, follow isolation steps below. |
| and you are:  
Unvaccinated\(^1\); OR Vaccinated and booster-eligible\(^1\) but have not yet received a booster dose; OR Previously infected with SARS-CoV-2 (COVID-19), including within the last 90 days. |  
- **Stay home for 10 days** after your last contact with a person who has COVID.  
- Quarantine may be reduced and employee may return to work **after day 5** only if the following occurs:  
  - symptoms are not present; and  
  - a diagnostic specimen (antigen or PCR test) collected on **day 5** or later tests **negative**. Test must be performed by a lab or clinic or observed by medical personnel. See [Find Testing](https://www.cdc.gov/coronavirus/2019-ncov/php/contact-tracing/contact-tracing-plan/appendix.html#contact) for more information.  
  - If unable to test or choosing not to test, and symptoms are not present, quarantine can end **after day 10**.  
  - Wear a well-fitting mask\(^2\) around others (at your worksite, indoors, in vehicles, in the field when working near others, etc.) for **at least 10 days** after exposure.  
  - If symptoms develop, test and stay home.  
  - If you test positive, follow isolation steps below. |

All exposed persons, even those who were fully vaccinated or previously infected, should self-monitor for COVID-19 symptoms and strictly adhere to [all recommended non-pharmaceutical interventions](https://www.cdc.gov/coronavirus/2019-ncov/php/contact-tracing/contact-tracing-plan/appendix.html#contact) (e.g., wearing a mask, maintaining a distance of at least 6 feet from non-household members, frequently washing hands or using hand sanitizer, avoiding crowds and poorly ventilated indoor spaces) for at least **10 days** following the last date of exposure.
Quarantine, Isolation, and Return to Work after COVID-19 Exposure or Illness

If you had **Close Contact** with Someone who has COVID-19

<table>
<thead>
<tr>
<th>Quarantine Actions and Return to Work Timelines</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. See California COVID-19 Vaccines Booster Recommendations chart below for vaccination and booster criteria.</td>
</tr>
<tr>
<td>2. See <a href="http://ucanr.edu/covid19">CDPH Get the Most Out of Masking</a> and <a href="http://ucanr.edu/covid19">UC ANR Mask Protocol</a> for additional information.</td>
</tr>
</tbody>
</table>

**During Quarantine or Isolation**

The following are **general steps** for people suspected or confirmed to have COVID-19 who need to self-isolate and for their exposed close contacts who need to self-quarantine, to prevent spread to others in homes and communities.

- Stay at home except to get medical care.
- Separate yourself from other people in your home. Do not have any visitors.
- Wear a mask over your nose and mouth in indoor settings, including at home, especially if immunocompromised or around those who are immunocompromised, unvaccinated, or at risk for severe disease.
- Avoid sharing rooms/spaces with others; if not possible, open windows to outdoor air (if safe to do so) to improve ventilation or use portable air cleaners and exhaust fans.
- Avoid using the same bathroom as others; if not possible, clean and disinfect after use.
- Cover your coughs and sneezes.
- Wash your hands often with soap and water for at least 20 seconds, or if you can't wash your hands, use an alcohol-based hand sanitizer with at least 60% alcohol.
- Clean or disinfect "high-touch" surfaces.
- Monitor your symptoms.
- If you have symptoms or are sick, you should stay away from others even if they have some protection by having been previously infected in the past 3 months or by being fully vaccinated.

**When to Seek Care**

Persons in self-isolation or self-quarantine should seek medical assistance:

- If they are at risk for severe illness or disease to determine any treatment options.
- If their symptoms worsen.
- Any one of the following emergency warning signs signal a need to call 911 and get medical attention immediately:
  - Trouble breathing.
  - Bluish lips or face.
  - Persistent pain or pressure in the chest.
  - New confusion or inability to arouse.
  - New numbness or tingling in the extremities.
  - Other serious symptoms.

**Quarantine or Isolation Orders**

CDC and CDPH continue to update guidance as more is learned about transmission of COVID-19. This has reduced the quarantine and isolation periods in most cases. However, local public health department may require a longer or shorter quarantine/isolation, depending on the specific conditions of the case or local disease transmission. If a local or state health official issues an order to quarantine or isolate an employee, the employee may not return to work until the period of isolation or quarantine is completed or the order is lifted. If no time period was specified, or if the health department has not provided recommendations for your specific exposure, use the guidance in this document.
Appendix: California COVID-19 Vaccines Booster Recommendations

<table>
<thead>
<tr>
<th>COVID-19 vaccine</th>
<th>Primary vaccination series</th>
<th>When does a person becomes booster-eligible</th>
<th>Which vaccine booster dose to receive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderna or Pfizer-BioNTech</td>
<td>1st and 2nd doses</td>
<td>6 months after 2nd dose</td>
<td>Any of the COVID-19 vaccines authorized in the United States may be used for the booster dose, but either Moderna or Pfizer-BioNTech are preferred.</td>
</tr>
<tr>
<td>Johnson and Johnson [J&amp;J]/Janssen</td>
<td>1st dose</td>
<td>2 months after 1st dose</td>
<td>Any of the COVID-19 vaccines authorized in the United States may be used for the booster dose, but either Moderna or Pfizer-BioNTech are preferred.</td>
</tr>
<tr>
<td>World Health Organization (WHO) emergency use listing COVID-19 vaccine</td>
<td>All recommended doses</td>
<td>6 months after getting all recommended doses</td>
<td>Single booster dose of Pfizer-BioNTech COVID-19 vaccine</td>
</tr>
<tr>
<td>A mix and match series composed of any combination of FDA-approved, FDA-authorized, or WHO-EUL COVID-19 vaccines</td>
<td>All recommended doses</td>
<td>6 months after getting all recommended doses</td>
<td>Single booster dose of Pfizer-BioNTech COVID-19 vaccine</td>
</tr>
</tbody>
</table>

For more information
- [https://www.cdc.gov/media/releases/2021/s1227-isolation-quarantine-guidance.html](https://www.cdc.gov/media/releases/2021/s1227-isolation-quarantine-guidance.html)
- [https://covid19.ca.gov/testing-and-treatment](https://covid19.ca.gov/testing-and-treatment)
- [https://www.dir.ca.gov/title8/3205.html](https://www.dir.ca.gov/title8/3205.html)
- [https://www.dir.ca.gov/dosh/dosh_publications/COVIDOnePageFS.pdf](https://www.dir.ca.gov/dosh/dosh_publications/COVIDOnePageFS.pdf)