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 Thang Martin in UCANR Human Resources 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 <strong>Test Positive</strong> 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 improving; and  
  o **no fever** for 24 hours without taking fever-reducing medication; and  
  o a diagnostic test (antigen or PCR test) collected on **day 5** or later tests **negative**. Test results must have the individual’s name and test date. If using an at-home test, must be documented with a photo including name and date. See [Find Testing](#) for more information.  
• If unable to test or choosing not to test, and symptoms are not present or are improving, may return to work after **day 10**.  
• If fever is present, isolation must continue until **fever resolves**.  
• If symptoms (other than fever) are not improving, continue to isolate until symptoms improve or until after day 10.  
• Wear a well-fitting mask² around others through **day 10** after start of symptoms. |

**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.
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. The latest public health guidance recommends precautions, but does not require quarantine for most people exposed to someone who has COVID-19.

If you have been in close contact with someone who has COVID-19, take the following precautions to monitor yourself and protect others, according to the chart below.

Close Contact definition: Close Contact occurs through proximity and duration of exposure. Someone who shared the same indoor airspace with 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 or in the same office space 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>Precautions and Recommended Actions</th>
</tr>
</thead>
</table>
| Everyone, regardless of vaccination status, who is exposed or has close contact with someone who has COVID-19 must follow these steps. | **Quarantine Is Not Required**
- Wear a well-fitting mask or respirator around others (at your worksite, indoors, in vehicles, in the field when working near others, etc.) for at least 10 days after exposure.
- Monitor yourself for COVID-19 symptoms. If symptoms develop, get tested immediately and stay home.
- Get Tested 3 to 5 days after last exposure – see Find Testing for more information.
- If you test positive, follow the isolation steps in the left column. |

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 (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.

1. See California COVID-19 Vaccines Booster Recommendations chart below for vaccination and booster criteria.
2. See CDPH Get the Most Out of Masking and UC ANR Mask Protocol for additional information.

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 persons who are advised 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 immuno-compromised 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:
  o Trouble breathing.
  o Bluish lips or face.
  o Persistent pain or pressure in the chest.
  o New confusion or inability to arouse.
  o New numbness or tingling in the extremities.
  o 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.
For more information
and https://www.cdc.gov/coronavirus/2019-ncov/your-health/if-you-were-exposed.html
https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/What-to-Do-If-You-Are-Exposed-to-
COVID-19.aspx
CalOSHA Fact Sheet (5/6/2022): https://www.dir.ca.gov/dosh/dosh_publications/Isolation-and-Quarantine-
fs.pdf
Additional resources:
https://covid19.ca.gov/testing-and-treatment
https://www.dir.ca.gov/title8/3205.html
https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/COVID-19-Vaccine-
Boosters.aspx#:~:text=Based%20on%20the%20continued%20effectiveness,Johnson%20vaccine%20for%20t
heir%20primary
https://eziz.org/assets/docs/COVID19/IMM1396.pdf

Appendix: California COVID-19 Vaccines Booster Recommendations

COVID-19 Vaccine Timing by Age

<table>
<thead>
<tr>
<th>Routine Schedule</th>
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</thead>
<tbody>
<tr>
<td><strong>Age</strong></td>
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<tr>
<td>----------------</td>
</tr>
<tr>
<td>5-11</td>
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<tr>
<td>12+</td>
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<tr>
<td>18+</td>
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</tbody>
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^ An 8-week interval may be preferable for some people, especially for males 12-39 years.
* Although use of mRNA COVID-19 vaccines is preferred, the Janssen vaccine may be offered in some situations.
View Interim Clinical Considerations for Use of COVID-19 Vaccines for details. Schedule is subject to change.