

When employees have been exposed to persons who have COVID-19 or have become ill themselves, they must take precautions or stay away from work for a period of time to avoid spreading the illness to others. In these cases, we need to manage their return to work, based on the details of their exposure, illness, and symptoms. The information below is based on the most current guidance from the 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 that have been used to reduce 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 severity of your illness. The chart below provides general guidance for returning to work after testing positive for COVID-19.

If you Test Positive for COVID-19	Isolation Actions and Return to Work Timelines
<p>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.</p>	<ul style="list-style-type: none"> ● Stay home if you have COVID-19 symptoms. ● You may return to working in-person if more than 24 hours have passed since the onset of symptoms, <u>and</u> you have no fever without the use of fever-reducing medications, <u>and</u> symptoms are mild and improving. ● If you have symptoms other than fever, you may voluntarily isolate until symptoms improve or until after Day 10. ● If symptoms are severe, if you are at high risk of serious disease, or have questions concerning care, contact your healthcare provider. ● Wear a well-fitting mask² around others through Day 10 after the start of symptoms or testing positive. Day 0 is symptom onset or positive test day. You may remove your mask sooner than 10 days if you have two sequential negative tests at least one day apart.

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 5-10 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, to verify that you can return, or 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 the 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. Spaces that are separated by floor-to-ceiling walls (e.g., offices, suites, rooms, waiting areas, bathrooms, or break or eating areas that are separated by floor-to-ceiling walls) must be considered distinct indoor airspaces.*

In large indoor spaces greater than 400,000 cubic feet per floor (such as open-floor-plan offices, arenas or large meeting spaces, warehouses, large retail stores, or manufacturing/processing facilities), close contact is defined as being within 6 feet of the infected person for a cumulative total of 15 minutes or more over a 24-hour period during the confirmed case's infectious period.

An infected person can spread SARS-CoV-2 to close contacts 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)
- See <https://www.cdc.gov/coronavirus/2019-ncov/php/contact-tracing/contact-tracing-plan/appendix.html#contact> for more details on close contact.

If you had Close Contact with Someone who has COVID-19	Precautions and Recommended Actions
Everyone, regardless of vaccination status, who is exposed or has close contact with someone who has COVID-19 must follow these steps.	<p><u>Quarantine Is Not Required</u></p> <ul style="list-style-type: none"> • Wear a well-fitting mask or respirator² 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 you develop new symptoms, testing is recommended. • If you are at a higher risk of severe disease or if you've had contact with someone at higher risk of severe disease, testing is recommended. • You may still voluntarily get tested after the exposure. • If you test positive, follow the isolation steps in the left column.
	<ol style="list-style-type: none"> 1. See the 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, 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 contact their healthcare provider to seek medical evaluation, treatment, or prescription medications, in the following conditions:

- If they are at risk for severe illness or disease to determine any treatment options.
- If symptoms have not improved, are worsening, or new symptoms arise after 10 days of isolation.
- 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.

For more information

CDC Guidance <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/index.html>
and <https://www.cdc.gov/coronavirus/2019-ncov/your-health/if-you-were-exposed.html>

CDPH Guidance for Local Health Jurisdictions (1/9/2024)

<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/COVID-19-Isolation-Guidance.aspx>

CDPH Quarantine and Isolation Guidance (1/10/2024): <https://covid19.ca.gov/isolation/#guidelines>

Cal/OSHA COVID-19 Prevention Non-Emergency Regulations FAQs (1/9/2024):

<https://www.dir.ca.gov/DOSH/Coronavirus/Covid-19-NE-Reg-FAQs.html>

Additional resources:

<https://covid19.ca.gov/get-tested/> <https://covid19.ca.gov/treatment/>

<https://www.dir.ca.gov/dosh/coronavirus/>

<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Vaccine-Booster-QA.aspx#>

<https://eziz.org/assets/docs/COVID19/IMM-1396.pdf>

Appendix: California COVID-19 Vaccines Booster Recommendations

<https://eziz.org/assets/docs/COVID19/IMM-1396.pdf>

COVID-19 Vaccine Timing



Routine Schedule

Age*	Vaccine**	Schedule		Notes
6 months–4 years	Pfizer–Infant/Toddler	1st Dose	3-8 weeks [^] → 2nd Dose	≥8 weeks → 3rd Initial Dose ● Pfizer Bivalent [†]
6 months–5 years	Moderna–Infant/Toddler	1st Dose	4-8 weeks [^] → 2nd Dose	Bivalent Booster* Moderna: ● 6 months–5 years ● 6+ years Pfizer: ● 5-11 years ● 12+ years (For people who previously received a monovalent booster dose(s), the bivalent booster is administered at least 2 months after the last monovalent booster dose. Children aged 6 months to 4 years who completed the Moderna primary series are eligible for the Moderna bivalent booster only. Children aged 5 years who completed the Pfizer primary series are eligible for the Pfizer bivalent booster only.)
5–11 years	Pfizer–Pediatric	1st Dose	3-8 weeks [^] → 2nd Dose	
6–11 years	Moderna–Pediatric**	1st Dose	4-8 weeks [^] → 2nd Dose	
12+ years	Moderna–Adol/Adult**	1st Dose	4-8 weeks [^] → 2nd Dose	
12+ years	Pfizer/Adol/Adult	1st Dose	3-8 weeks [^] → 2nd Dose	
12+ years	Novavax	1st Dose	3-8 weeks [^] → 2nd Dose	
18+ years	Janssen (J&J) Pfizer/Moderna/Novavax preferred ^β	1st Dose		

* See schedules for children in transition from a younger to older age group.
 ** Moderna monovalent products are no longer available for 6-11 years and 12+ years. Use other age-appropriate vaccines.
[^] An 8-week interval may be preferable for some people, especially for males 12-39 years.
[†] Children who have already received 3 monovalent doses are recommended to receive a Pfizer bivalent booster dose at least 2 months after completion of the monovalent primary series.
[‡] For people who have not received any booster doses and are unable or unwilling to receive bivalent booster vaccine, the monovalent Novavax booster may be administered as a single booster dose at least 6 months after completion of the primary series to people 18 years and older.
^β Although use of mRNA COVID-19 and Novavax 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.