Return to Work Recommendations for Non-Healthcare Personnel with Confirmed or Suspected COVID-19

Who this is for: Employers, employees and public health officials making decisions about non-healthcare personnel returning to work who have been diagnosed with a confirmed case of COVID-19, or who have a suspected case of COVID-19 (e.g., developed cough, sore throat, shortness of breath, fever), but did not get tested or who are awaiting test results.

Symptomatic persons with confirmed COVID-19 can return to work after:

- o At least 10 days have passed since symptoms first appeared; **and**

- o At least 24 hours have passed since recovery, which is defined as resolution of fever without the use of fever-reducing medications **and** improvement in symptoms (e.g., cough, shortness of breath and others)

Asymptomatic persons with confirmed COVID-19 can return to work after:

- o At least 10 days have passed since the positive laboratory test and the person remains asymptomatic.

- o Asymptomatic persons who test positive and later develop symptoms should follow the guidance for symptomatic persons listed above.

Symptomatic persons with suspected COVID-19 who did **NOT** get tested *can return to work after:*

- o At least 24 hours have passed since recovery, which is defined as resolution of fever without the use of fever-reducing medications **and** improvement in symptoms (e.g., cough, shortness of breath and others); **and**

- o At least 10 days have passed since symptoms first appeared.

Asymptomatic persons with known exposure to a person with COVID-19 can return to work after:*

Quarantining for 14 days. If a person is tested for COVID-19 during the 14-day quarantine period, a negative test result would not change or decrease the time a person is monitored.

Definition of Exposure An employee can be exposed to COVID-19 when he/she has been in direct contact with the secretions (droplets) of someone who has COVID-19 (being coughed or sneezed on, kissing, sharing utensils, etc.). Close contact means that he/she has been within 6 feet of someone with COVID-19

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for 15 minutes in a 24 hour period and that close contact was with the COVID-19 positive person who had symptoms or had tested positive, or 2 days before then.

Quarantine

The Quarantine date starts from the last known exposure to someone who has COVID-19. The period restarts if the employee has further close contact with a person while he/she is sick (e.g., co-worker, neighbor, or friend). The last day of quarantine is 14 days from the date he/she had close contact.

If the employee lives with someone who has COVID-19 (e.g., roommate, partner, family member), and that person has isolated by staying in a separate bedroom **and** the employee has had no close contact with the person since they isolated, the employee's last day of quarantine is 14 days from when the person with COVID-19 began home isolation.

If the employee continues to have close contact with a person who is ill, the employee will have to restart the quarantine from the last day he/she had close contact with anyone in the house who has COVID-19.

If the employee lives in a household where he/she cannot avoid close contact with the person who has COVID-19, the employee should avoid contact with others outside the home while the person is sick, and quarantine for 14 days after the person who has COVID-19 meets the criteria to end home isolation, which means: At least 24 hours have passed since recovery defined as resolution of fever without the use of fever-reducing medications **and** improvement in symptoms (e.g., cough, shortness of breath and others); **and** at least 10 days have passed since symptoms first appeared.

For more information on quarantine recommendations https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine.html

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When returning to work, employees should:

- Wear a face covering if physical distancing cannot be maintained in the workplace, per current CDC guidelines: https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html
  - Cloth face coverings are appropriate for persons who are not healthcare personnel and are recommended by CDC to help prevent asymptomatic spread of COVID-19 in settings where physical distancing cannot be practiced.

- Adhere to hand hygiene, respiratory hygiene, and cough etiquette in CDC's interim infection control guidance (e.g., cover nose and mouth when coughing or sneezing, dispose of tissues in waste receptacles).

- Self-monitor for symptoms, and seek re-evaluation from a healthcare provider if respiratory symptoms recur or worsen.

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Fact Sheet: When Can I Return to Work After COVID-19?

It depends on whether you tested positive, have symptoms, are suspected of having COVID-19, or are a close contact of someone who tested positive. **This guidance is for non-healthcare personnel.**

Tested Positive & Symptoms

Employees with positive COVID-19 test and symptoms

Wait at least 10 days after the symptoms first appeared **AND** wait 24 hours after fever ends and other symptoms have improved

Tested Positive No Symptoms

Employees with no symptoms but tested positive for COVID-19

Wait at least 10 days after positive COVID-19 test, if the person remains symptom-free.

If symptoms develop after a positive test, employees can return to work after **at least 10 days** have passed since symptoms first appeared. **AND** at least 24 hours after fever ends and other symptoms have improved.

Suspected Symptoms

Employees suspected of having COVID-19 because of symptoms, but who did NOT get tested for COVID-19

Wait until **at least 10 days** have passed since symptoms first appeared **AND** wait 24 hours after fever ends and symptoms have improved.

Close Contact

Employees with no symptoms but a known exposure to a person who tested positive for COVID-19

Employees must quarantine for 14 days after their last exposure to the infected person. Even if they test negative for COVID-19 during those dates, they must still quarantine for the **full 14 days**.

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