

COVID Return to Work Guidelines

Updated 1/9/2022¹

Employees

Confirmed SARS-CoV-2 Infection (Boosted, Vaccinated, or Unvaccinated)

1. Return to work on day 7 (from the date of positive test) with a negative test with the following conditions:
 - a. Asymptomatic or mildly symptomatic with improving symptoms
 - b. Test administered within 48 hours of returning to work
 - i. Antigen test is preferred as a PCR test may remain positive for many weeks post-infection
2. If unable to obtain testing, employee may return to work on day 10 (from the date of positive test) provided they are asymptomatic or mildly symptomatic with improving symptoms
 - a. Employees may return to work at 10 days even with a positive test on day 5-7
3. Per the discretion of the employee's manager, a 5 day quarantine without testing may be observed based on needs of staffing with the following conditions:
 - a. Asymptomatic or mildly symptomatic with improving symptoms
 - b. Employee adheres to strict masking requirements. When unmasked to eat or drink, for 5 days following return to work they must do so away from common spaces and other employees (e.g., outside or a well-ventilated, private room)

COVID Symptoms with Negative Testing (Boosted, Vaccinated, or Unvaccinated)

1. Stay home while symptomatic
2. Return to work if symptom free >24 hours with following consideration:
 - a. A second negative test within 48 hours of returning to work is preferable, particularly if a high suspicion for COVID infection exists. A PCR test is preferred over antigen testing as this is more sensitive.

Asymptomatic Employees with COVID Exposures – Fully Vaccinated & Boosted

1. High Risk Exposure²
 - a. No work restrictions with following considerations:
 - i. Test negative 24-48 hours following exposure and again day 5-7
 - ii. Strict use of PPE and monitor themselves for fever or other symptoms of illness
 - iii. If fever or symptoms develop, individual should immediately isolate
2. Low Risk Exposure
 - a. No work restrictions or testing needed

¹ Guidelines are modeled after from [CDC](#) and [UCSF](#) Healthcare Worker Return to Work Guidelines

² High risk exposure is defined as close (within 6 feet), prolonged contact (>15 minutes duration) without PPE

- i. Strict use of PPE and monitor themselves for fever or other symptoms of illness
- ii. If fever or symptoms develop, individual should immediately isolate and test

Asymptomatic Employees with COVID Exposures – Fully Vaccinated Without Booster & Unvaccinated

1. **Note that State of California mandates that all healthcare workers be fully vaccinated and receive a booster shot by February 1, 2022.** The order can be viewed [here](#).
2. High Risk Exposure³
 - a. Exclude from work. Return to work on day 7 following exposure with a negative antigen test with the following conditions
 - i. Asymptomatic or mildly symptomatic with improving symptoms
 - ii. Test administered within 48 hours of returning to work
 1. Antigen test is preferred as a PCR test may remain positive for many weeks post-infection
 - b. If unable to obtain testing, employee may return to work on day 10 regardless of testing status provided they are asymptomatic or mildly symptomatic with improving symptoms
 - c. Per the discretion of the employee's manager, a 5 day quarantine may be observed based on needs of staffing
 - i. Antigen or PCR testing should be done on days 2 & 5 following exposure
 - ii. Employee adheres to strict masking requirements. When unmasked to eat or drink, for 5 days following return to work they must do so away from common spaces and other employees (e.g., outside or a well-ventilated, private room)
3. Low Risk Exposure
 - a. No work restrictions or testing needed
 - i. Strict use of PPE and monitor themselves for fever or other symptoms of illness
 - ii. If fever or symptoms develop, individual should immediately isolate

Patients

Confirmed COVID infection

1. >10 days since positive test: may be seen in-person
2. <10 days since positive test: video visit

³ High risk exposure is defined as close (within 6 feet), prolonged contact (>15 minutes duration) without PPE

COVID Symptoms Regardless of Testing Status^{4 5}

1. May be seen in person if following conditions are satisfied:
 - a. >10 days since onset of symptoms
 - b. Fever free >24 hours without the use of fever-reducing medications
 - c. Symptoms improving and mild
2. Should schedule Video Visit if above criteria are not met

⁴ Symptoms include: Cough, Shortness of Breath, Sore Throat, Fevers >100, Shaking or Chills, Muscle Aches, Loss of Smell or Taste, Diarrhea or Watery Stool OR known contact with a COVID patient

⁵ Symptomatic patients will be considered high-risk for COVID infection even with negative testing given (a) our inability to confirm testing status and (b) the poor sensitivity of antigen tests in detecting the Omicron variant