

Return to Work Criteria for Employees with Exposure, Symptomatic or Confirmed COVID-19

For employees *who have been exposed*:

Employees are considered exposed if:

- They had prolonged close contact with a patient, visitor, or HCP with confirmed SARS-CoV-2 infection (defined as a cumulative exposure of 15 minutes or more during a 24-hour period)
AND
- They were **not** wearing a facemask.
- They were not wearing full PPE (including n95 respirator, gloves and gown) while performing aerosol-generating procedures.

Note: *If the potentially exposed employee was wearing a mask, they are not considered to have been exposed.*

If an employee has been exposed and has no signs or symptoms and:

- Received a booster immunization
OR
- Completed the primary series of Pfizer or Moderna vaccine within the last 6 months
OR
- Completed the primary series of J&J vaccine within the last 2 months

Then:

- Wear a surgical or KN95 mask around others for 10 days
- Test on day 5, if possible.
- ***If they develop symptoms, stay home and get tested***

If an employee has been exposed and has no signs or symptoms and:

- Completed the primary series of Pfizer or Moderna vaccine over 6 months ago and is not boosted
OR
- Completed the primary series of J&J vaccine over 2 months ago is not boosted
OR
- Is Unvaccinated

Then:

- Stay home for 5 days. After that continue to wear a surgical or KN95 mask around others for 5 additional days.
- Test on day 5, if possible.
- ***If you develop symptoms, stay home and get tested***

For employees who test positive for COVID-19:

Everyone, regardless of vaccination status:

- **Stay home for 5 days**
- If you have no symptoms or your symptoms are resolving after 5 days, you can return to work and wear a surgical mask at all times for **5 additional days**
- If you have a fever, continue to stay home until you are fever free for 24 hours without the use of medications to reduce it

Return to Work Practices:

- Wear a surgical or KN95 face mask for source control at all times while at work until all symptoms are completely resolved
- All employees will continue to wear a surgical or KN95 mask when providing direct care to patients/clients. A face mask for source control does not replace the need to wear an N95 mask when caring for clients and patients with suspected or confirmed COVID-19 infection
- Self-monitor for symptoms, and notify their manager if symptoms reoccur or worsen
- The wearing of surgical masks at all times when social distancing is not possible in office settings is highly recommended. All local operation managers have the option and responsibility to require office staff to wear masks at all times in the event of increased community spread and infection rates.
- All local operation managers also may require employees to continue isolation or quarantine past the standard 5 days at home if they deem the employee continues to have ongoing significant symptoms that could have an increase risk of infection to other employees or patients/clients.

Please contact your Director of Clinical Practice or the Outbreak Committee with questions. Please also find this and other tools and resources related to COVID-19 on REACH.