

## Return to Work Guidelines for Quarantined or Isolated Employees

Due to shortages in testing kits and supplies, and varying criteria for availability for testing, it may not be possible to secure a negative COVID-19 test for an employee to return to work.

The CDC has established criteria to be used to determine when workers can safely return. Below, you will find two scenarios: with and without testing capability. Please use this guidance in determining when an employee may return to work. The resources available on REACH will be reposted as they are updated.

If the Employee had a positive COVID-19 test:

Where repeat lab testing is available, the employee can return to work when ALL the following criteria are met:

- They no longer have a fever (without the use of fever-reducing medications)
- Respiratory symptoms (e.g., cough, shortness of breath) have improved
- Two consecutive negative COVID-19 test results collected  $\geq 24$  hours apart (total of two negative specimens)

Where lab testing is not available, the employee may return to work when ALL the following criteria are met:

- At least 3 days (72 hours) have passed *since recovery* (fever has resolved without the use of fever-reducing medications **and** respiratory symptoms (e.g., cough, shortness of breath) have improved)
- At least 7 days have passed *since symptoms first appeared*

### Return to Work Practices and Restrictions

Upon returning to work, the employee who had tested positive will:

- Wear a face mask at all times while at work until 14 days after illness onset (if no face mask is available, they are not to return to work)
- Be restricted from contact with those at greater risk of serious illness if infected (e.g., receiving chemotherapy, certain cancers and other chronic illnesses) until 14 days after illness onset
- Strictly follow hand hygiene and [infection control protocols](#) (e.g., cover nose and mouth when coughing or sneezing, dispose of tissues in waste receptacles, etc.)
- Continue to screen for symptoms per the usual process, and notify manager if symptoms recur

<https://www.cdc.gov/coronavirus/2019-ncov/healthcare-facilities/hcp-return-work.html>