

Employees	Minimum Criteria for Return to Work <i>(As of June 7, 2020)</i>	CDC Reference Page <i>(The most recent CDC guidance should be consulted prior to allowing the employee to return to work)</i>
<p>Symptomatic Positive</p> <p>Employees with symptoms who are laboratory confirmed to have COVID-19</p>	<p>At least 3 days (72 hours) have passed since recovery, defined as resolution of fever without the use of fever-reducing medications and improvement in respiratory symptoms (e.g., cough, shortness of breath); and, at least 10 days have passed since symptoms first appeared.</p>	<ul style="list-style-type: none"> • <u>For employee cases who did not require hospitalization</u> • <u>For employee cases who required hospitalization</u>
<p>Asymptomatic Positive</p> <p>Employees who never had symptoms and are laboratory confirmed to have COVID-19</p>	<p>A minimum of 10 days have passed since the date of their first positive COVID-19 test. If they develop symptoms, then the criteria for laboratory confirmed cases with symptoms apply.</p>	<ul style="list-style-type: none"> • <u>For employee cases who did not require hospitalization</u>
<p>Symptomatic Negative</p> <p>Employees who had symptoms of COVID-19 but test result returned negative</p>	<p>Use the same criteria for return to work as laboratory confirmed cases.</p>	

<p>Asymptomatic Negative</p> <p>Employees who never had symptoms but were tested due to close contact with a laboratory-confirmed case patient and were negative</p>	<p>Employees should quarantine at home for 14 days after the last known close contact with the case patient. Symptoms can develop even after testing negative within 14 days after exposure. The LHD may consider allowing earlier return to work only for an employee in a critical infrastructure industry in which the essential operations of the workplace would be compromised by quarantine of the employee and no alternate staff can perform the same role.*</p>	
<p>Symptomatic Untested</p> <p>Employees who had symptoms of COVID-19 but were not tested</p>	<p>Testing is highly recommended. If the employee cannot be tested, use the same criteria for return to work as laboratory confirmed cases.</p>	
<p>Asymptomatic Untested</p> <p>Employees who had close contact to a laboratory-confirmed case patient at work, home, or in the community and do not have symptoms.</p> <p>OR</p> <p>Employees who refuse or are unable to be tested after close contact</p>	<p>Employees should be quarantined at home for 14 days after the last known close contact with the case patient. Testing is highly recommended; if testing has not occurred, the LHD may consider allowing an employee who had close contact to a confirmed case to continue to work only in a critical infrastructure industry in which the essential operations of the workplace would be compromised by quarantine of the employee and no alternate staff can perform the same role.*</p>	<ul style="list-style-type: none"> • <u>For employee cases who did not require hospitalization</u> • <u>Critical workers implementing safety practices</u>

<p>with a laboratory-confirmed case, despite recommendation for testing from LHD or healthcare provider, and do not have symptoms.</p>	<p>Employees who develop symptoms of COVID-19 while in quarantine should contact their healthcare provider. Even if they are not tested, the same criteria for return to work should be used as laboratory-confirmed cases.</p>	
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June 16, 2020
Letter from CDPH