



Employees with COVID-19 or Exposed to COVID-19: Return to Work (Non-Healthcare)

The exclusion requirements below are for employees in non-healthcare settings. See [Responding to COVID-19 in the Workplace](#) for the full DPH Guidelines. For healthcare workers please refer to [COVID-19 Infection Prevention Guidance for Healthcare Personnel](#).

Exclusion Requirements for Employees with COVID-19 Infection (Isolation)	
Persons with COVID-19 (Isolation)	Requirements
Everyone identified as a COVID-19 case must isolate, regardless of vaccination status, previous infection, or lack of symptoms. A COVID-19 case is a person with a positive viral test and/or their healthcare provider thinks they have COVID-19.	Employee is excluded from workplace - Isolation can end and employee may return to the workplace after Day 5* ONLY if all of the following criteria are met: - A COVID-19 viral test** collected on Day 5 or later is negative, and - No fever for at least 24 hours without the use of fever-reducing medicine, and - Other symptoms are improving --or-- - Isolation can end and employee may return to the workplace after Day 10* if both these criteria are met: - No fever for at least 24 hours without the use of fever-reducing medicine, and - Other symptoms are not present or are improving Generally, employers may determine if their employees/contractors with COVID-19 must complete the full 10 days of isolation before returning to work or if they may return to work after Day 5, if the criteria listed are met. Employees/contractors are advised to obtain information from their employer. Employee must wear a highly protective mask around others for a total of 10 days after the positive test, especially in indoor settings. - Employers must provide—at no expense to the employee—a well-fitting medical mask or higher-level respirator such as an N95 or KN95 to be worn at all times while indoors at the worksite. - See ph.lacounty.gov/masks for more information. Employee must follow the full isolation instructions for people with COVID-19 at ph.lacounty.gov/covidisolation. <u>Notes</u> *To count the days: - For symptomatic employees: Day 0 is the first day of symptoms. Day 1 is the first full day after symptoms developed. - For employees without symptoms: Day 0 is the day the first positive test was collected. Day 1 is the first full day after the positive test was collected. **The test must be an FDA-authorized viral test such as an antigen or NAAT/PCR test. An antigen test is preferred. Testing must be provided by the employer free of charge and during work hours. Tests may not be both self-administered AND self-read unless they are observed by the employer or an authorized telehealth proctor. For more information see Cal-OSHA Testing FAQs.





Employees with COVID-19 or Exposed to COVID-19: Return to Work (Non-Healthcare)

Exclusion Requirements for Employees that are Close Contacts and Must Quarantine	
Persons Who are Exposed to Someone with COVID-19 Who Must Quarantine	Requirements
These requirements apply to employees who are not up to date with their COVID-19 vaccinations: - Unvaccinated/not fully vaccinated; OR - Fully vaccinated and booster eligible+ but have not yet received their booster dose.++ +See COVID-19 Vaccine Eligibility Table for information on who is booster eligible. ++Employers may allow employees in this category to continue to work if they meet certain criteria - see below.	Employee is excluded from workplace for at least 5 days after their last contact with a person who has COVID-19*. Test on Day 5. In addition, LAC DPH recommends that they should consider testing immediately, especially if they or anyone who lives or works near them is at increased risk for severe illness. If they test positive, follow they must follow isolation requirements at ph.lacounty.gov/covidisolation. - Quarantine can end and employees may return to the workplace after Day 5 only if symptoms are not present, and a viral test** collected on Day 5 or later is negative. - If an employee is unable or chooses not to test and does not have symptoms, quarantine can end, and the employee may return to the workplace after Day 10. Employee must monitor their health for 10 days. - If symptoms develop, they must stay home and be excluded from work pending the results of a test. If they test positive, they must follow isolation requirements at ph.lacounty.gov/covidisolation. Employee must wear a highly protective mask around others for at least 10 days after their last exposure, especially in indoor settings. - Employers must provide – at no expense to the employee - and require employees to wear a well-fitting medical mask or higher-level respirator such as an N95 or KN95 at all times while indoors at the worksite. - See ph.lacounty.gov/masks for more information. Employee must follow the full instructions for close contacts at ph.lacounty.gov/covidquarantine. <u>Notes</u> *Day 1 is the first full day after their last exposure **The test must be an FDA-authorized COVID-19 viral test such as an antigen or NAAT/PCR test. Testing must be provided by the employer free of charge and during work hours. Tests may not be both self-administered AND self-read unless they are observed by the employer or an authorized telehealth proctor. For more information see Cal-OSHA Testing FAQs.

++Employees who are vaccinated and booster-eligible but have not yet received their booster dose, who also do not have symptoms, may be allowed by their employer to go to work if they:

- Get a viral test 3-5 days after their last exposure to the infected person and the result is negative; and
- Wear a well-fitting respirator (preferred) or mask around others indoors and outdoors for a total of 10 days and do not eat or drink around others; and
- Continue to have no symptoms
- Quarantine at home when not at work



Employees with COVID-19 or Exposed to COVID-19: Return to Work (Non-Healthcare)

For Employees that are Close Contacts that Are Exempt from Quarantine	
Persons Who are Exposed to Someone with COVID-19 (No Quarantine)	Required Actions
These requirements apply to employees who have no symptoms AND • Are up to date on all COVID-19 vaccines^ (Fully vaccinated and boosted or Fully vaccinated but not yet booster-eligible) OR • Recently recovered from COVID-19⁺ [^]See COVID-19 Vaccine Eligibility Table for the most up to date information. ⁺ Recently recovered from COVID-19 is a person who had a positive viral COVID-19 test within the past 90 days who is no longer considered infectious (i.e., their isolation period is over).	Employees do not need to quarantine and may continue to work on the conditions that they: • Test on Day 5. In addition, LAC DPH recommends that they should consider testing immediately, especially if they or anyone who lives or works near them is at increased risk for severe illness. If they test positive, follow they must follow isolation requirements at ph.lacounty.gov/covidisolation. ○ If an employee who is up to date on all their COVID-19 vaccines is unable to test or chooses not to test, they must wear a well-fitting medical grade mask and maintain 6 feet of distance from others in the workplace for 14 days. Employee must monitor their health for 10 days. If symptoms develop, they must be excluded pending the results of a test. If they test positive, follow isolation requirements above. Employee must wear a highly protective mask around others for 10 days, especially in indoor settings. • Employers must provide – at no expense to the employee - and require employees to wear a well-fitting medical mask, or higher-level respirator such as an N95 or KN95 at all times while indoors at the worksite. • See ph.lacounty.gov/masks for more information. See the full Quarantine and Other Instructions for Close Contacts at ph.lacounty.gov/covidquarantine. <u>Notes</u> *Day 0 is the day of your last contact (exposure) with the infected person. Day 1 is the first full day after your last exposure. ** The test must be an FDA-authorized COVID-19 viral test such as an antigen or NAAT/PCR test. Testing must be provided by the employer free of charge and during work hours. Tests may not be both self-administered AND self-read unless they are observed by the employer or an authorized telehealth proctor. For more information see Cal-OSHA Testing FAQs.

