

COVID-19 Employee Illness & Exposure Expectations

Term	Definition		
Symptoms	Having a fever \geq 100 degrees F, body aches, or chills OR Having new or worsening: shortness of breath, cough, runny nose, sore throat, or loss of taste or smell		
Close Contact ⁽¹⁾	Any one of the following situations: Living in the same household Caring for a sick person with COVID-19 Someone you were within 6 feet of distance for more than 15 minutes continuously Direct contact with secretions (being coughed on, kissing, sharing utensils, etc.)		
Confirmed Case	Someone who has tested positive for COVID-19		
Unconfirmed Case	Someone who has been tested for COVID-19 but has not received their results yet		
Suspected Case	Someone who has symptoms as defined above		
If you	Steps to Take		
Have symptoms as described above ⁽²⁾	Stay home and notify your supervisor		
	You may return to work when you have completed all steps in one of the two columns below		
	1. Fever free for 3 days without the use of fever reducing medication 2. Your symptoms are improving 3. It has been at least 10 days since the onset of symptoms 4. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire	OR	1. Provide a copy of a negative COVID-19 test result and specimen was taken after onset of symptoms 2. Fever free for 24 hours without the use of fever reducing medication 3. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire
Ruling out symptoms but think it is a known health condition (like allergy induced-asthma)	Stay home and notify your supervisor		
	You may return to work when you have completed all steps in one of the three columns below		
	1. Fever free for 3 days without the use of fever reducing medication 2. Your symptoms are improving 3. It has been at least 10 days since the onset of symptoms 4. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire	OR	1. Provide a copy of a negative COVID-19 test result and specimen was taken after onset of symptoms 2. Fever free for 24 hours without the use of fever reducing medication 3. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire
		OR	1. Doctor's note dated after onset of symptoms stating symptoms are from the documented known health condition and not COVID-19 2. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire
Have a positive COVID-19 test result ⁽⁴⁾	Stay home, notify your supervisor, and follow all guidance from your healthcare provider and the local health department		
	You may return to work when you have completed all of the steps below: 1. It has been at least 10 days from the date testing occurred or onset of symptoms ⁽⁷⁾ 2. Doctor's note from your healthcare provider or a clearance from the Kings County Department of Public Health 3. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire		
	Stay home, notify your supervisor, and email your note to HR		

Have a doctor's note taking you off work for a specified amount of time due to COVID-19 circumstances	<p>You may return to work when you have completed all of the steps below:</p> <ol style="list-style-type: none"> 1. That specified amount of time has passed 2. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire
Have a doctor's note taking you off work for an unspecified amount of time due to COVID-19 circumstances	<p>Stay home, notify your supervisor, and email your note to HR</p> <p>You may return to work when you have completed all of the steps below:</p> <ol style="list-style-type: none"> 1. Turn in another doctor's note clearing you to return to work 2. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire
Have had close contact with a confirmed case of COVID-19	<p>Stay home and notify your supervisor</p> <p>You may return to work when you have completed all of the steps below:</p> <ol style="list-style-type: none"> 1. It has been 14 days since your last time you were with that close contact (6)--if staffing levels fall below a functional level, you may be asked to return while wearing a face covering at all times (5) 2. Symptom free those 14 days 3. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire
Have had close contact with an unconfirmed case of COVID-19	<p>Wear a mask at all times at work until close contact test result is negative. If close contact test result is confirmed positive then follow confirmed case actions above.</p> <p>Supervisor will monitor end of restriction period</p>
Have had close contact with a suspected case that has or has not been tested	No action needed. Continue to wear a face covering at work per current protocol.
Have recovered from COVID-19, but have one of the above situations	Notify your supervisor immediately so the district can consult with the health department for further actions
Have traveled internationally	<p>Stay home for 14 days from the time you returned home from international travel (9)--if staffing levels fall below a functional level, you may be asked to return while wearing a face covering at all times</p> <p>You may return to work when you have completed all of the steps below:</p> <ol style="list-style-type: none"> 1. The 14 days since you returned home from international travel has passed and you were symptom free those 14 days 2. Verified by a trained supervisor through successful completion of the COVID-19 Return to Work Questionnaire
Have traveled within California or the United States	No action needed. Continue to wear a face covering at work per current protocol.

Research

1 <https://www.doh.wa.gov/Portals/1/Documents/1600/coronavirus/COVIDExposed.pdf>

2 <https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html>

3 <https://www.osha.gov/Publications/OSHA3990.pdf> pg. 11

4 <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>

5 <https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html>

6 <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine-isolation.html>

7 <https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>

8 <https://www.cdc.gov/coronavirus/2019-ncov/hcp/faq.html#:~:text=The%20immune%20response%2C%20including,with%20COVID%2D19.>

9 <https://www.cdc.gov/coronavirus/2019-ncov/travelers/after-travel-precautions.html>