**Return-to-Work Requirements**

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|  | **Without Post-illness test** |  | **With Post-illness test** |
| Persons with COVID-19 under home isolation or not tested, but directed to home isolate by a health care provider, can return to work **IF**: | 1. At least 3 days (72 hours) fever free without use of medicine; **AND** 2. Improvement of symptoms (cough, shortness of breath); **AND** 3. At least 7 days have passed since symptoms first appeared; **AND** 4. RTW clearance note from doctor. | **OR** | 1. Fever free without use of medicine; **AND** 2. Improvement of symptoms (cough, shortness of breath) **AND** 3. Two negative tests in a row, 24 hours apart. **AND** 4. RTW clearance note from doctor. |

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| Persons who:   1. Have a sick family member in the same household, **OR** 2. Have had close contact with an individual who is quarantined   will generally be kept out of work after a risk assessment is completed. | * Employee must stay home pending test results. If results are negative, return can occur if employee isn’t sick and third party has been clear of all symptoms for 24-48 hours. * If positive, employee must stay home for 14 days following last exposure to a confirmed case of COVID-19. * If no test, but third party is required to quarantine for 14 days, the employee would also quarantine for 14 days from last exposure **OR** in the case of a close family member, quarantine should mirror the family member’s 14 days. |

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| General requirement for non-COVID illness. | 24 – 48 hours fever free and symptoms have improved. |