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.

### Table 1. Exclusion Requirements for Employees with COVID-19 Infection (Isolation)

<table>
<thead>
<tr>
<th>Persons with COVID-19 (Isolation)</th>
<th>Requirements</th>
</tr>
</thead>
</table>
| Everyone identified as a COVID-19 case must isolate, regardless of vaccination status, previous infection, or lack of symptoms. | Employee is excluded from workplace for at least 5 days  
  - Isolation can end and employee may return to the workplace after Day 5* ONLY if all of the following criteria are met:  
    1. A COVID-19 viral test** collected on Day 5 or later is negative, and  
    2. No fever for at least 24 hours without the use of fever-reducing medicine, and  
    3. Other symptoms are not present or are improving  
   --or--  
   - If an employee is unable or chooses not to test***, isolation can end, and the employee may return to the workplace after Day 10* if both these criteria are met:  
     1. No fever for at least 24 hours without the use of fever-reducing medicine, and  
     2. Other symptoms are not present or are improving |

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**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 well-fitting respirator (e.g., N95, KN95, KF94).
- See Wear a Mask and Know Your Rights.

**Employee must follow the full isolation instructions** for people with COVID-19 at ph.lacounty.gov/covidisolation.

**Notes**

*To count the days:
- For symptomatic employees: Day 1 is the first full day after symptoms developed.
- For employees without symptoms: 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 self-administered or self-read unless they are observed by the employer or an authorized telehealth proctor. For more information see Cal-OSHA Testing FAQs.**

*** Employers may require employees submit to viral testing for COVID-19. Please refer to the FAQ from DFEH for further information.
Table 2: Exclusion Requirements for Employees that are Close Contacts and Must Quarantine

<table>
<thead>
<tr>
<th>Persons Who are Exposed to Someone with COVID-19 Who Must Quarantine</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>These requirements apply to employees who are not up to date with their COVID-19 vaccinations:</td>
<td>Employee is excluded from workplace for at least 5 days after their last contact with a person who has COVID-19.</td>
</tr>
<tr>
<td>• Unvaccinated/not fully vaccinated; OR</td>
<td>• Test on Day 5*. If they test positive, follow they must follow isolation requirements and workplace exclusions in Table 1.</td>
</tr>
<tr>
<td>• Fully vaccinated and booster eligible+ but have <strong>not</strong> yet received their booster dose.++</td>
<td>• Quarantine can end and the exposed employee 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.</td>
</tr>
<tr>
<td>+ See COVID-19 Vaccine Schedules for information on who is booster eligible.</td>
<td>• 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.</td>
</tr>
<tr>
<td>++ Employers may allow employees in this category to continue to work if they meet certain criteria - see below.</td>
<td></td>
</tr>
</tbody>
</table>

**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 and workplace exclusions in Table 1.

**Employee must wear a highly protective mask around others for a total of 10 days after the 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 well-fitting respirator (e.g., N95, KN95, KF94).
- See Wear a Mask and Know Your Rights.

**Employee must follow the full instructions for close contacts**
at ph.lacounty.gov/covidquarantine.

**Notes**
- *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 self-administered or 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 such as an N95, KN95, or KF94 (preferred) or well-fitting 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; and
- Quarantine at home when not at work.
Employees with COVID-19 or Exposed to COVID-19:
Return to Work (Non-Healthcare)

### Table 3: For Employees that are Close Contacts that Are Exempt from Quarantine

<table>
<thead>
<tr>
<th>Persons Who are Exposed to Someone with COVID-19 (No Quarantine Required)</th>
<th>Required Actions</th>
</tr>
</thead>
</table>
| 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^ | **Employee should test on Day 5***. If they test positive, follow they must follow isolation requirements and workplace exclusions in Table 1.  
  • Per Cal/OSHA, if a vaccinated employee cannot be tested on Day 5, they must wear a mask and maintain 6 feet of distance from others in the workplace for 14 days.  
  • Employees who have recently recovered from COVID-19 do not need to be tested.  

**Employee should 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 and workplace exclusions in Table 1.  

**Employee must wear a highly protective mask around others for 10 days 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 well-fitting respirator (e.g., N95, KN95, KF94).  
  • See **Wear a Mask and Know Your Rights**.  

**See the full Quarantine and Other Instructions for Close Contacts at** [ph.lacounty.gov/covidquarantine](http://ph.lacounty.gov/covidquarantine).  

**Notes**  
* 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 self-administered or self-read unless they are observed by the employer or an authorized telehealth proctor. For more information see Cal-OSHA **Testing FAQs**.

^See [COVID-19 Vaccine Schedules](http://www.cdc.gov/vaccines/schedules/downloads/child/2021-childsched.pdf) 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).