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 and Return to Work Requirements for Employees with COVID-19 (Isolation)

<table>
<thead>
<tr>
<th>Requirements for Persons with COVID-19 (Isolation) - Everyone identified as a COVID-19 case must isolate, regardless of vaccination status, previous infection, or lack of symptoms.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee must be excluded from workplace for at least 5 days after the start of symptoms or after date of first positive test if no symptoms.</td>
</tr>
</tbody>
</table>
| • 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 or if they continue to test positive on or after Day 5 isolation can end, and the employee may return to the workplace after Day 10* as long as they have not had a fever for at least 24 hours, without the use of fever reducing medicine. |
| • If they do have a fever, isolation must continue, and the employee may not return to work until 24 hours after the fever resolves. |

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 above 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—well-fitting medical masks and well-fitting respirators (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 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. Self-administered and self-read OTC tests are acceptable per Cal-OSHA if verification of the results, such as a time and date stamped photograph of the result or an OTC test that uses digital reporting with time and date stamped results, is provided. For more information see Cal-OSHA Testing FAQs.

^A fever is a measured body temperature of 100.4 degrees Fahrenheit or higher.
## Table 2. Requirements for Employees that are Close Contacts [Non-Outbreak Setting’]  
### Requirements for Persons with Close Contact Exposure to Someone with COVID-19  
These requirements apply to all asymptomatic employees that are identified as close contacts, regardless of vaccination status.

- **Employee must wear a highly protective mask around others** for a total of 10 days* after their last close contact. Employers must provide—at no expense to the employee—well-fitting medical masks and well-fitting respirators (e.g., N95, KN95, KF94). See [Wear a Mask and Know Your Rights](#).

**Employee must test** **within 3-5 days*** after their last close contact with the case and provide proof of testing to employer unless they have recently recovered from COVID-19.

- If they test positive, they must follow isolation requirements and workplace exclusions in Table 1.
- If the employee is unable or chooses not to test, they must be excluded from workplace. The employee may return to the workplace after Day 10 of their close last contact with the case as long as they did not develop symptoms.

**Employee must monitor their health for 10 days***

*If symptoms develop, the employee must stay home and be excluded from work pending the results of a test.

- If they test positive or their doctor diagnoses them with COVID-19, they must follow isolation requirements and workplace exclusions in Table 1.
- If the employee is unable to test or chooses not to test, exclusion must continue for 10 days.
- If the employee tests negative and returns to work earlier than 10 days after the close contact, the employee must wear a highly protective mask around others for 10 days following the close contact. Note: CDPH recommends continuing exclusion and retesting in 1-2 days if testing negative with an antigen test, particularly if tested during the first 1-2 days of symptoms.
- For symptomatic employees who have tested positive within the previous 90 days, an antigen test is preferred.

**Notes**
*Day 1 is the first full day after their last exposure
**The test must be an [FDA-authorized](https://www.fda.gov) viral test such as an antigen or NAAT/PCR test. Testing must be provided by the employer free of charge and during work hours. Self-administered and self-read OTC tests are acceptable per Cal-OSHA if verification of the results, such as a time and date stamped photograph of the result or an OTC test that uses digital reporting with time and date stamped results, is provided. For more information, see [Cal-OSHA Testing FAQs](https://www.osha.ca.gov/).