



Employees with COVID-19 or Exposed to COVID-19: Return to Work

The exclusion requirements below are for employees in non-healthcare settings. For complete instructions, see the [LAC DPH Guidelines for COVID-19 Cases and Close Contacts](#).

Employers are subject to the [Cal/OSHA COVID-19 Non-Emergency Regulations](#) or in some workplaces the [Cal/OSHA Aerosol Transmissible Diseases \(ATD\) Standard](#). For additional information, please consult [COVID-19 Prevention Non-Emergency Regulations FAQs](#).

Table 1: Exclusion and Return to Work Requirements for Employees with COVID-19ⁱ

Persons with COVID-19	Exclusion Requirements	Masking Requirements
If the case is symptomatic	<p>Employee must be excluded from the workplace until:</p> <ol style="list-style-type: none"> The employee has been fever-free for at least 24 hours without the use of a fever-reducing medication, AND Other symptoms are not present, or symptoms are mild and improving. 	<p>Employee mustⁱⁱ wear a well-fitting mask around others through Day 10ⁱⁱⁱ whether symptomatic or asymptomatic.</p> <ul style="list-style-type: none"> Employers must provide the masks at no expense to the employee and ensure that they are worn. See Cal/OSHA standards 3205(f)(1). Upon employee request, Employers must provide NIOSH-approved respirators (e.g., N95 masks) to all employees who are working indoors or in vehicles with more than one person. See Cal/OSHA FAQs for additional details.
If the case is asymptomatic	<p>Exclusion is NOT required unless employee develops symptoms.</p>	

Employee must follow the full instructions for people with COVID-19 detailed in the [LAC DPH Guidelines for COVID-19 Cases and Close Contacts](#).

Employer must follow all requirements outlined in the [Cal/OSHA COVID-19 Non-Emergency Regulations](#).

ⁱInfected healthcare personnel—see [Work Restrictions for HCP with COVID-19](#).

ⁱⁱSee [Cal/OSHA standards 3205\(f\)\(2\)](#) for masking exceptions.

ⁱⁱⁱTo 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.





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Table 2. Employees¹ that are Close Contacts [Non-Outbreak Setting²]

Persons with Close Contact Exposure to Someone with COVID-19	Recommended Actions
<p>These actions apply to all asymptomatic employees that are identified as workplace close contacts, regardless of vaccination status.</p>	<p>Employee should wear a well-fitting mask around others indoors for a total of 10 days* after their last close contact.</p> <p>Employers should provide the masks at no expense to the employee. Note: Upon employee request, Employers must provide NIOSH-approved respirators (e.g., N95 masks) to all employees who are working indoors or in vehicles with more than one person. See Cal/OSHA FAQs for additional details.</p> <p>Consider sharing with workers the LAC DPH flyer Protect Yourself From COVID-19 in the Workplace: Know Your Mask Rights.</p> <p>Employee should test within 3-5 days* after their last close contact with the case unless they have recently recovered from COVID-19.</p> <ul style="list-style-type: none"> • If they test positive, they must follow the guidance in Table 1. <p>Employee should monitor their health for 10 days.*</p> <p>If symptoms develop, exclude the employee from the workplace pending COVID-19 test results.</p> <ul style="list-style-type: none"> • If they test positive or their doctor diagnoses them with COVID-19, they must be excluded from the workplace and follow Table 1. • If the employee tests negative and returns to work, the employee must continue to wear a well-fitting mask around others indoors for 10 days following the close contact. <ul style="list-style-type: none"> ○ If symptoms persist, CDPH recommends considering continuing self-isolation 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 recommended. <p><u>Note</u></p> <p>*Day 1 is the first full day after their last exposure.</p>

¹ Exposed healthcare personnel—see [Asymptomatic Healthcare Personnel with Exposures](#).

² These recommendations are for non-outbreak settings only. During outbreaks, additional requirements will be applicable and guided by public health investigation.

