

Summary of Employer Actions to Take Based on COVID-19 Positive or Exposure

The chart below summarizes general CDC Guidance in various scenarios of an employee becoming [infected with COVID-19](#) or being [exposed to an individual with COVID-19](#). As symptoms and severity of illness can vary greatly from employee to employee, employers should default to recommendations made by an employees' health care provider or local health officials as it relates to dates of isolation/quarantine and return to work status. **Updated 7/27/21.**

- Vaccinated individuals:** According to the CDC, vaccinated individuals are not required to quarantine after exposure to someone suspected or confirmed with COVID-19 if they are not experiencing symptoms. However, they should continue to wear face coverings and get tested 3-5 days after exposure. If an individual is experiencing symptoms, it is recommended that he or she gets tested according to the CDC guidelines provided below. Individuals who have received the required doses of vaccine should maintain COVID-19 safety protocols including social distancing, wearing face coverings, and washing hands to avoid spreading the virus.
- As of April 1, 2021:** Voluntary FFCRA paid leave is renewed as part of the American Rescue Plan Act (ARPA). Employers choosing to do so may offer up to 80 hours of EPSL (up to \$511/day) and/or 12 weeks of EFMLA (2/3 pay up to \$200/day and maximum of \$12,000) and take the applicable tax credit through September 30, 2021.

Positive/Exposure Scenario	CDC Guidance	Days Away from the Workplace/ Pay Considerations
Employee tests positive for COVID-19 and is experiencing symptoms	Employees should quarantine until all three of the following conditions have been met: <ul style="list-style-type: none"> 10 days have passed since symptoms first appeared Fever free for 24 hours without fever reducing medication *Other symptoms are improving <p><i>*Note: loss of taste and smell may not improve for months and should not delay the end of isolation.</i></p>	Employee should not return to the workplace for a MINIMUM of 10 days. <p>If the employee is quarantined by a health care provider or the Department of Health and unable to work remotely, then eligible employees could be covered under ARPA's paid leave provisions, if your organization is eligible and choosing to extend those benefits through September 30, 2021.</p>

Positive/Exposure Scenario	CDC Guidance	Days Away from the Workplace/Pay Considerations
<p>Employee tests positive for COVID-19 and is asymptomatic</p>	<p>Asymptomatic individuals can end isolation after 10 days from testing. If the individual starts to experience symptoms, they should follow applicable CDC guidance.</p>	<p>Employee should not return to the workplace for 10 days from the positive test.</p> <p>If the employee is quarantined by a health care provider or the Department of Health and unable to work remotely, then eligible employees could be covered under ARPA’s paid leave provisions, if your organization is eligible and choosing to extend those benefits through September 30, 2021.</p>
<p>Employee has had direct exposure to someone with COVID-19 and is asymptomatic</p> <p><i>Note: If the employee was previously diagnosed with COVID-19 in the most recent 3 months prior to this exposure, has recovered and remains symptom free, they do not need to quarantine per CDC guidance.</i></p>	<p>Direct exposure is defined as coming within 6 feet of an infected person for a cumulative of 15 minutes or longer over a 24-hour period.</p> <p>Employees should quarantine for 14 days after their last exposure to that individual.</p> <p><i>Note: On December 2, 2020, the CDC announced two alternative options for returning from quarantine after direct exposure to COVID-19. While the CDC still endorses a quarantine period of 14 days as a “best practice,” it released two alternatives to balance the burden on individuals and the healthcare system.</i></p> <p><i>Employers should assess their COVID-19 workforce plans and determine which quarantine strategy works best for their organization. If considering using the 7-day period accompanied by a negative test, first verify with the local health department that testing supplies are sufficient and available.</i></p>	<p>Fully vaccinated individuals are not required to quarantine after exposure to someone suspected or confirmed with COVID-19 as long as they are not experiencing symptoms.</p> <p>Non-vaccinated employees may return to the workplace after 14 days since their last exposure. Alternative options include:</p> <ul style="list-style-type: none"> • After Day 10 without testing, OR; • After Day 7 after receiving a negative test result where the test was collected on Day 5 of quarantine or later. <p>If the employee is unable to work remotely and has a qualifying reason under ARPA’s paid leave provisions, he or she could be covered if your organization is eligible and choosing to extend those benefits through September 30, 2021. If not, then the employee could use vacation, sick or personal time available through the company’s benefit program, or may be eligible for unemployment compensation benefits.</p>

Positive/Exposure Scenario	CDC Guidance	Days Away from the Workplace/Pay Considerations
<p>Employee is experiencing COVID-19 symptoms, but not undergoing testing</p>	<p>Employees should quarantine until all three of the following conditions have been met:</p> <ul style="list-style-type: none"> • 10 days have passed since symptoms first appeared • Fever free for 24 hours without fever reducing medication • *Other symptoms are improving (<i>*Note: loss of taste and smell may not improve for months and should not delay the end of isolation.</i>) 	<p>Employee should not return to the workplace for a MINIMUM of 10 days.</p> <p>The employee could use vacation, sick or personal time available through the company's benefit program or may be eligible for unemployment compensation benefits.</p>
<p>Employee has had direct exposure to someone with COVID-19 and is experiencing symptoms</p>	<p>Employees should quarantine until all three of the following conditions have been met:</p> <ul style="list-style-type: none"> • 10 days have passed since symptoms first appeared • Fever free for 24 hours without fever reducing medication • *Other symptoms are improving <p><i>*Note: loss of taste and smell may not improve for months and should not delay the end of isolation.</i></p>	<p>Employee should not return to the workplace for a MINIMUM of 10 days.</p> <p>If the employee seeks a diagnosis or is advised to quarantine by a health care provider (or the Department of Health), then eligible employees could be covered under ARPA's paid leave provisions, if your organization is eligible and choosing to extend those benefits through September 30, 2021.</p> <p>If the employee does not seek a diagnosis, the employee could use vacation, sick or personal time available to them through the company's benefit program or may be eligible for unemployment compensation benefits.</p>

Positive/Exposure Scenario	CDC Guidance	Days Away from the Workplace/Pay Considerations
Employee has had an indirect exposure to COVID-19	Indirect exposure is someone who has been exposed to someone who had direct exposure. No quarantine is needed in this situation.	Employee can continue to work in the workplace.
Employee is experiencing symptoms of COVID-19, but doctor has diagnosed an alternative cause of illness	Employee should isolate until fever free for 24 hours and symptoms are improving.	<p>Employee should not return to the workplace for a minimum of 24 hours.</p> <p>Eligible employees may be eligible for some benefits under the ARPA's paid leave provisions, if your organization is eligible and choosing to extend those benefits through September 30, 2021, for the time awaiting a test result or diagnosis. Once the non-COVID diagnosis is received, then those benefits would end.</p> <p>If additional time off is needed, the employee could use any vacation, sick or personal time available through the company's benefit programs.</p>
Employee has been fully vaccinated, has been exposed to someone with COVID-19, and is not experiencing symptoms.	Employee should be tested 3 – 5 days following a known exposure. Masks should be worn in public indoor settings for 14 days following exposure or until receiving a negative test result.	Employee may continue working after exposure and until test results are obtained. No time away is necessary.
Employee has been fully vaccinated, has been exposed to someone with COVID-19, and is experiencing symptoms.	Employee should isolate once symptoms appear and be tested 3 – 5 days following a known exposure. Isolation should continue following a positive test result and symptoms should be monitored following a negative result.	Employees should be away from work for at least 3 – 5 days following exposure. If test results are negative, the employee may return to work. If test results are positive, refer to guidance for unvaccinated employees experiencing symptoms.