



Best Practices for Employer/Employees with Exposure or Potential Exposure to COVID-19

Employers should require any staff who becomes ill during operational hours to go home immediately. Social distance as much as possible, maintain clean surfaces, and wear masks or other personal protective equipment (PPE) if dealing with the public.

Unconfirmed COVID-19 with illness

An employee may show symptoms associated with Covid-19 (fever, cough, chills, muscle pain, headache, sore throat, new loss of taste or smell, difficulty breathing or shortness of breath) but it was not confirmed by a positive test. The employee fully recovers from their illness. When is okay for the employee to return to work?

- At least 3 days have passed since recovery with no fever for a minimum of 72 hours. Must have sustained body temperature of 100 degrees F or less, AND
- Employee must have no abnormal temperature for 72 hours without the use of any fever-reducing medicines (aspirin, acetaminophen, or ibuprofen), AND
- Respiratory symptoms have improved, AND
- 7 days have passed since the beginning of any symptoms.

Confirmed COVID-19 with NO illness

An employee tests positive by a medical professional, but is asymptomatic. When is okay for the employee to return to work?

- After at least 7 days have passed since the date of their first positive COVID-19 test.
- They have not become ill, AND
- For an additional 3 days after they end isolation, they continue to limit contact (stay 6 feet away) with others, AND
- They wear a mask or other covering of their nose and mouth to limit the potential spread.

Confirmed COVID-19 with illness NOT requiring hospitalization

An employee tests positive by a medical professional and becomes ill due to the virus.

When is it okay for the employee to return to work?

- At least 3 days have passed since their recovery with no abnormal fever for a minimum of 72 hours. Must have sustained body temperature of 100 degrees F or less, AND,
- Employee must have no abnormal temperature for 72 hours without the use of any fever-reducing medicines (aspirin, acetaminophen, or ibuprofen), AND
- Respiratory symptoms have improved, AND
- No continuing illness: the employee exhibits no symptoms of COVID-19, AND
- The employee has had two confirmed negative COVID-19 tests, administered by a medical professional and spaced at least 24 hours apart.

Confirmed COVID-19 illness requiring hospitalization

An employee tests positive by a medical professional, becomes ill with the virus and requires hospitalization.

When can the employee return to work?

- Because of the higher risk of spreading the virus, the CDC recommends rigorous testing and required documentation from a healthcare professional before returning to work.
- Isolation may be a longer recovery time depending on severity of the virus.

The WRA recommends employers refer to the Center for Disease Control and Prevention (CDC) and their local health department for additional guidance and information pertaining to COVID-19.