



# The Do's and Don'ts of COVID-19



Medical and Legal Experts Weigh in on Business Operational Responses to COVID-19

## Pre and Post Test Leave Guidelines

### Symptomatic

#### Close Contact\*\*\*

Time off while test pending - yes

- Test positive: Time off after results: 10 day / 1 day\*
- Test negative: Time off after results: 14 days\*\*

#### Not a Close Contact

Time off while test pending - yes

- Test positive: Time off after results: 10 day / 1 day\*
- Test negative: Time off after results: Per the doctor, usually fever free for 24 hours

### Asymptomatic (no symptoms)

#### Close Contact\*\*\*

Time off while test pending - yes

- Test positive: Time off after results: 10 day / 1 day\*
- Test negative: Time off after results: 14 days\*\*

#### Not a Close Contact

Time off while test pending - no

- Test positive: Time off after results: 10 day / 1 day\*
- Test negative: Time off after results: none

## Definitions & Additional Information

**10 day / 1 day period** (can return to work after the following are met):

1. 10 days after symptom onset
2. One day (24 hours) fever-free
3. One day (24 hours) of other symptoms (not fever) improving at least somewhat

#### \*\*Close Contact (any of the following qualify)

- Within 6 feet for > 15 minutes
- Directly exposed to secretions/droplets ( eg.g directly cough or sneezed on, using same utensils)
- Direct physical contact (hugging, kissing)
- Household member
- When *close contact* needs to have occurs:
  - during the COVID-19-positive person's contagious period (10 day / 1 day isolation period) OR
  - during the 48 hours prior to COVID positive person's symptom onset
- 14 day quarantine starts from last close contact with COVID positive person as long as COVID positive person was contagious at the time (10 day / 1 day period & 48 hours prior)

\*\*\*Testing at least once during the 14 day quarantine is recommended by CDC though doesn't nullify the 14-day quarantine if result negative.

- A negative test during a 14-day quarantine should never be used to return an employee to work earlier than 14 days.
- *Testing at end of 14-day quarantine as a condition of return to work is not recommended.*