CASE	SITUATION	RETURN TO WORK CRITERIA	NOTIFY SUPERVISOR PRIOR TO RETURN	NOTIFY OCC HEALTH PRIOR TO RETURN	PAY
1	Employee has been **diagnosed** for COVID-19.	Must have: • Had no fever for at least 24 hours (without use of medicine) **AND** • Improvement of other symptoms (e.g., cough, shortness of breath) **AND** • Had at least 5 days pass since symptoms first appeared. • Continue to wear a mask around others for 5 additional days (regardless of vaccination status NOTE: If asymptomatic, must have had at least 5 days pass since date of positive test NOTE: If the employee is a member of the Operations department or is a Fire Brigade member from any department, employees must contact OCC Health for their post-COVID return to work validation. This must be completed prior to returning to work.	X	X	Effective 07/01/21: • PT or LWOP as necessary until screening criteria is met • Temp employees may use TTO if eligible • May file for PFML or short-term disability • FMLA • Potential to telecommute if possible
2	Employee who in the last 14 days had CLOSE* contact with someone who had COVID-19 or had been tested for COVID-19 and the test results are not yet available, and the person had the symptoms of COVID at the time of the contact.	• If the employee is asymptomatic, the employee may REPORT TO WORK. However, if you have been exposed to someone with COVID-19 within the last 14 days, it is recommended that the employee get tested for COVID 5 days after exposure and must wear a mask around others for 10 days after exposure (regardless of vaccination status). The employee must pass our COVID-19 Screening Checklist to return to work.	X		

*CLOSE contact: Being within 6 feet of a COVID infected person for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to test specimen collection) until the time the patient is isolated.

*IMPORTANT INFORMATION Employee manager or supervisor must contact Occupational Health with an employee health status update prior to employee's estimated return to work date. This ensures that the employee meets the return-to-work criteria and if there was a hold on the employees badge, it can be removed prior to returning to work.