



# COVID-19 Return to Work Guidance

The following chart serves as guidance, in accordance with CDC guidelines, relating to employees who are or may be infected with COVID-19 and essential employees who have been exposed to COVID-19. We recommend choosing one option in each category of employee to ensure employees understand when they may return to work.

WHO?	NEXT STEPS	RETURN TO WORK
<p>Employees who test <b>positive</b> for COVID-19 <b>with</b> symptoms.</p> <p><b><u>AND</u></b></p> <p>Employees with COVID-19 <b>symptoms</b> but <b>no</b> positive diagnosis.</p>	<ul style="list-style-type: none"> <li>• Contact your supervisor or HR immediately to inform them of your test results.</li> <li>• Stay home until it is safe to be around others.</li> <li>• Follow CDC recommendations while at home.</li> </ul>	<p>You may return to work after meeting the criteria for one of the following options:</p> <p><b><u>Option 1:</u></b> Symptom-Based Strategy</p> <ul style="list-style-type: none"> <li>▪ 3 days with no fever; <b>and</b></li> <li>▪ Symptoms improved; <b>and</b></li> <li>▪ 10 days since symptoms first appeared.*</li> </ul> <p><b><u>OR</u></b></p> <p><b><u>Option 2:</u></b> Test-Based Strategy</p> <ul style="list-style-type: none"> <li>▪ No fever without the use of fever-reducing medications; <b>and</b></li> <li>▪ Other symptoms have improved (e.g., cough, shortness of breath); <b>and</b></li> <li>▪ Employee receives 2 negative tests in a row, 24 hours apart.</li> </ul> <p><b><u>OR</u></b></p> <p><b><u>Option 3:</u></b> Combination</p> <ul style="list-style-type: none"> <li>▪ 3 days with no fever; no other symptoms; 10 days have passed since symptoms first appeared;* <b>and</b></li> <li>▪ You provide proof of a negative test result after 10 days of isolation.</li> </ul>

\* Note: Employees with weakened immune systems may need to stay home longer than 10 days. Talk to your doctor for more information.

## CONTACT US

Put our experience, expertise and understanding of your employees to work for you. At Monty & Ramirez LLP, *We Know What Works.®*

150 W. Parker Road, Third Floor | Houston, Texas 77076  
281.493.5529 | [montyramirezlaw.com](http://montyramirezlaw.com)

WHO?	NEXT STEPS	RETURN TO WORK
<p>Employees who test <b>positive</b> for COVID-19 <b>without</b> symptoms (asymptomatic).</p>	<ul style="list-style-type: none"> <li>• Contact your supervisor or HR immediately to inform them of your test results.</li> <li>• Stay home until 10 days have passed since test.</li> <li>• Follow CDC recommendations while at home.</li> </ul>	<p>If you continue to have no symptoms, you may return to work after:</p> <p><u>Option 1:</u> 10 days have passed since test.*</p> <p><b>OR</b></p> <p><u>Option 2:</u></p> <ul style="list-style-type: none"> <li>▪ 10 days have passed since you tested positive for COVID-19; <b>and</b></li> <li>▪ You provide proof of a negative test result after 10 days of isolation.</li> </ul>
<p>Essential critical infrastructure workers exposed to COVID-19 <b>without</b> symptoms.</p> <p>“Exposed” employees refer to employees who came in close contact (less than 6 feet) for extended periods of time (at least 15 minutes) with the infected employee during the 48-hour period before either: (i) the infected employee developed symptoms of COVID-19 or (ii) the infected employee took the COVID-19 test.</p>	<ul style="list-style-type: none"> <li>• Contact your supervisor or HR immediately to inform them of your exposure to COVID-19.</li> <li>• Continue monitoring for COVID-19 symptoms.</li> <li>• If you begin experiencing COVID-19 symptoms while at work, notify your supervisor and go home immediately.</li> <li>• Follow CDC recommendations while at home.</li> </ul>	<p>You may return to work. However, such you must follow these practices prior to and during your work shift:</p> <ol style="list-style-type: none"> <li>1. <b>Pre-Screen:</b> You must submit to a temperature check and assessment of their symptoms prior to their shift.</li> <li>2. <b>Regular Monitoring:</b> You must self-monitor for COVID-19 symptoms, including but not limited to: <ol style="list-style-type: none"> <li>a. Fever;</li> <li>b. Cough;</li> <li>c. Shortness of breath or difficulty breathing;</li> <li>d. Chills or repeated shaking with chills;</li> <li>e. Muscle pain;</li> <li>f. Headache;</li> <li>g. Sore throat; and</li> <li>h. New loss of taste or smell.</li> </ol> </li> <li>3. <b>Wear a Mask:</b> You must wear a face mask at all times while in the workplace for at least 14 days after last exposure.</li> <li>4. <b>Social Distance:</b> You must maintain 6 feet between yourself and other employees and customers and practice social distancing in the workplace as work duties permit.</li> <li>5. <b>Disinfect and Clean Work Spaces:</b> You must clean and disinfect all areas such as offices, bathrooms, common areas, shared electronic equipment, routinely.</li> </ol>

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