

COVID-19 Information For Employers On When Employees Can Return To Work

LENAWEE COUNTY HEALTH DEPARTMENT

Updated December 2, 2021

Due to the significant number of COVID-19 positive cases, **the Lenawee County Health Department does not provide documentation clearing individuals from COVID-19 related quarantine and isolation.**

Per Michigan's Public Act 339, employees must not report to work if they have symptoms of COVID-19, or test positive for COVID-19, or are a close-contact to someone who is COVID-19 positive. Certain groups of employees are exempted from quarantine if they are asymptomatic. More detail can be found here: <http://www.legislature.mi.gov/documents/2019-2020/publicact/pdf/2020-PA-0339.pdf>

The following information provides guidance on isolation, quarantine, close contacts and when employees can safely return to work.

ISOLATION

Isolation keeps someone who is infected with the virus away from others.

- **If they had symptoms of COVID-19, and tested positive or did not test.** (Testing is strongly encouraged for individuals with symptoms.)
 - They can return to normal activities when it has been:
 - At least 10 days since symptoms first appeared **and**
 - At least 24 hours with no fever without fever-reducing medication **and**
 - Their symptoms of COVID-19 are improving (Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation)
 - A longer isolation period may be required for individuals who have been hospitalized or are severely immunocompromised. These employees should consult with their healthcare provider about when to end isolation.
<https://www.cdc.gov/coronavirus/2019-ncov/hcp/duration-isolation.html>.
- **If they tested positive for COVID-19 but had no symptoms:**
 - They can return to normal activities when it has been:
 - 10 days since the date the positive test was performed

| Isolation | | |
|--|------------------|---|
| Day 0 | Day 1-10 | Day 11 |
| Symptom onset or COVID-19 positive test if no symptoms | Isolate at home. | Return to normal activities if both of the following apply: <ul style="list-style-type: none">● They have had no fever for 24 hours without the use of fever-reducing medication, AND● Symptoms have improved. |

A negative COVID-19 test SHOULD NOT BE REQUIRED for an employee to return to work. Someone may test positive for COVID-19 for several weeks after illness. In general, people aren't able to infect others past 10 days from when their symptoms started. Exceptions to this include those who are hospitalized or immunocompromised and require a longer isolation period. See <https://www.cdc.gov/coronavirus/2019-ncov/hcp/duration-isolation.html> for further discussion and references.

CLOSE CONTACT

- A close contact is defined as someone who has been within 6 feet of a COVID-19 positive individual for a cumulative total of 15 minutes or more over a 24 hour period while the COVID-19 positive individual was contagious.
- Individuals who live in the same house as a COVID positive person must quarantine for 10 days after the last day of close contact. If the COVID positive household member cannot isolate away from others in the home, then the last day of close contact is considered the last day that any COVID positive individual in the home was contagious. Additional information available [here](#).
- A person with COVID-19 is considered contagious starting 2 days before they started having symptoms and continuing until the end of their isolation (see previous section on isolation). If they never have symptoms, they are considered contagious starting 2 day before their COVID-19 test was performed and continuing until the end of their isolation (see previous section on isolation).
- Close contacts should get tested 5-7 days after last exposure, regardless of whether they are vaccinated.

QUARANTINE

Quarantine keeps someone who might have been exposed to the virus away from others. **Close contacts should quarantine as follows:**

- They should quarantine away from others for 10 days from their date of last exposure to a COVID-19 positive individual. For quarantine purposes, the last date of close contact is considered day 0. The following day is day 1, the day after that is day 2, etc. See table below.
- They should get tested 5-7 days after last exposure.
- The quarantined individual can return to normal activities on day 11, but should monitor for symptoms through day 14.
- If they do not develop any symptoms during this time period, they can return to normal activities on day 11. However, they must continue to watch for symptoms through day 14.
- If they develop symptoms of COVID-19 at any point during the 14-day time period, they should isolate away from others and follow the guidance for isolation described previously.
- An individual currently cannot test out of quarantine. Even if they receive a negative test result, they must complete their full quarantine.

| Quarantine | | | | | | | | | | | |
|--|---|-------|-------|-------|-------|-------|-------|-------|-------|--------|---|
| Day 0 | Day 1 | Day 2 | Day 3 | Day 4 | Day 5 | Day 6 | Day 7 | Day 8 | Day 9 | Day 10 | Day 11-14 |
| Exposure to COVID-19 positive individual | Monitor for symptoms of COVID-19. If symptoms develop, isolate immediately. Get tested 5-7 days after last exposure. | | | | | | | | | | Quarantine complete. Monitor for symptoms. Return to normal activities. Masking is strongly recommended. |

EXCEPTIONS TO QUARANTINE

- **Individuals who are fully vaccinated*** and **do not** have symptoms, do not need to quarantine.
 - They should get tested 5-7 days after last exposure.
 - They should wear a mask in indoor public settings for 14 days or until they receive a negative test result taken at least 5 days after last exposure to the COVID-19 positive individual.
 - They should monitor for symptoms for 14 days.
 - If they develop symptoms, they must isolate immediately. Testing is recommended.
 - If they test positive, they should isolate for 10 days.
 - *Fully vaccinated means that over two weeks have passed since either receipt of the Johnson and Johnson vaccine, or from receipt of the second dose of Moderna or Pfizer vaccines. The completed vaccine card can be used as documentation. Or, an individual can access and print a copy of their vaccination record by visiting: <https://mdhhsmiimmportal.state.mi.us/>.

- **Individuals who were previously diagnosed with COVID-19**, do not need to quarantine if they do not have symptoms AND they have recovered from COVID-19 within the previous 90 days, measured from the date of symptom onset (or, if no symptoms, the date of the first positive test). Documentation of a previous positive test from a provider, such as a pharmacy or community testing site or healthcare provider, can be used to make this determination. Antibody tests cannot be used to exempt someone from quarantine. Antibody testing cannot be used to accurately determine immunity.
 - They should wear a mask indoors in public for 14 days following exposure.
 - They should monitor for [COVID-19 symptoms](#) and isolate immediately if symptoms develop.
 - They should consult with a healthcare provider for testing recommendations if new symptoms develop.

More information:

www.lenaweehealthdepartment.org

[Quarantine and Isolation Calculator](#)

[COVID-19 Symptoms](#)

[When Can I Be Around Others Again?](#)

[Testing Locations](#)

[Vaccination Locations](#)

[Quarantine and Isolation Information from the CDC](#)

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