Updated CDC Guidance and Return to Work FAQs

Update 8/04/2021: Quarantine guidance has changed for those individuals that are fully vaccinated. This affects the guidance in questions #4 below.

Update 4/05/2021: Isolation guidance has changed for those individuals that are fully vaccinated. This affects the guidance in questions #2 and #5 below.

Fully Vaccinated Employees (≥ 2 weeks following receipt of the second dose in a 2-dose series, or ≥ 2 weeks following receipt of one dose of a single-dose vaccine): If you experience COVID-19 symptoms, you will be required to isolate for 10 days; however, you may return to work earlier where you provide a negative PCR test result to the HR Nurse Liaison and are symptom-free for 48 hours.

1. If I experience symptoms, when can I return to work? (Updated 8/04/2021)

   If you experience any of the following symptoms, you are required to quarantine for 10 calendar days.

   • Cough
   • Sore throat
   • Runny and stuffy nose
   • Muscle aches
   • Headache
   • Chills
   • Unusual fatigue
   • Nausea, vomiting and diarrhea
   • Fever greater than 38°C or 100.4°F

2. If I get tested, does that change my return to work date? (Updated 8/04/2021)

   No. Whether you get tested or not or whether you test positive or negative, your return to work date will remain the same, unless you have been fully vaccinated, or you provide a note from a healthcare provider.
certifying that your condition is not a threat to yourself or others during the COVID-19 Pandemic.

3. What if I obtained a positive result and do not have symptoms, when can I return to work?

You may return to work 10 calendar days after you receive a positive test result, if you experience no symptoms during the entire 10-day period.

4. If I am exposed to a known COVID-19 positive individual, when can I return to work? (Updated 08/04/2021)

If you are asymptomatic, you may return after 10 calendar days. Employees check symptoms on a daily basis and take their temperature on a daily basis for 14 calendar days. Also during this time, the employee must practice the following mitigation measures:

- Stay home if you are ill
- Always wear a mask
- Maintain social distance of 6 feet

Vaccinated persons with an exposure to someone with suspected or confirmed COVID-19 are not required to quarantine if they meet all of the following criteria:

- Are fully vaccinated (i.e., ≥ 2 weeks following receipt of the second dose in a 2-dose series, or ≥ 2 weeks following receipt of one dose of a single-dose vaccine)
- Have remained asymptomatic since the current COVID-19 exposure

If you meet this criteria, you may return to work; however, you are required to wear a mask and socially distance. Persons who do not meet the above criteria should continue to follow current quarantine guidance after exposure to someone with suspected or confirmed COVID-19.
5. What if I begin experiencing symptoms after an exposure to a known positive COVID-19 case? *(Updated 8/04/2021)*

If you begin experiencing symptoms, you must contact your Department Personnel Representative to get a new return to work date. You will be required to remain out of the office for 10 calendar days from the onset of symptoms. Guidance is updated for fully vaccinated employees – see introduction.

6. When is it recommended that I get tested for COVID-19? *(Updated 8/04/2021)*

For individuals who are experiencing symptoms, immediate testing is recommended. For individuals who were exposed to a known positive COVID-19 case, the ideal time for testing is between 3 to 5 calendar days after exposure.

7. What can I do to keep safe at work?

- Do not attend work if you feel ill
- If you begin experiencing symptoms during the work day, immediately notify your supervisor and leave work
- Get your temperature taken daily
- Practice social distancing at all times
- Wear a mask anytime you are outside of your office or workspace
- Avoid in-person meetings where social distancing cannot be maintained
- Do not share food or drink with anyone
- Do not congregate in cubicles, common areas, work areas, or kitchens
- Do not have contact with others that is less than 6 feet for a period of 15 or more minutes. If your particular work situation does not permit this, discuss with your supervisor to see if precautions can
8. How can I get tested? (Updated 8/04/2021)

Employees may get tested for free throughout Pima County at: https://webcms.pima.gov/cms/One.aspx?portalId=169&pageId=575060

9. Do the guidelines remain in place for critical infrastructure employees?

Yes, the previous guidelines remain in place for critical infrastructure employees. Your Appointing Authority will tell you if you are a critical infrastructure employee. For those employees who have had close contact (6 feet or under for 15 or more cumulative minutes in a 24 hour period) with a known positive COVID-19 case and are asymptomatic, they may return to work, so long as the employee remains asymptomatic and follows all safety protocols:

- Take temperature before work
- Wear a face mask at all times
- Practice social distance in the workplace
- Increase the frequency of cleaning commonly touched surfaces

10. With the new CDC guidance, what has changed at Pima County for employees? (Updated 8/04/2021)

- Vaccinated employees that are exposed to a known positive COVID-19 case are permitted to remain at work if they remain asymptomatic; however, they must remain masked at work, socially distance, and frequently wash hands.

- Unvaccinated employees who are exposed to a known positive COVID-19 case are permitted to return to work after 10 calendar days, if they are asymptomatic for the entire time.
- Employees who receive a positive test result and experience no symptoms during their quarantine, may return to work after 10 calendar days.

- **Unvaccinated** employees who engage in non-essential travel are required to quarantine for either 10 days, if they have not experienced symptoms or 7 days if they have not experienced symptoms and receive a negative test within 48 hours of day 7. Please refer to the Travel FAQs.

11. What counts as day one for the count of the 10-day period?

   Day one is the day immediately following symptom onset, test date, or exposure to a known positive COVID-19 case.