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# What Employers Need to Know About COVID-19 Isolation and Quarantine

**January 19, 2022**

This fact sheet provides employers with information on when and for how long workers must be excluded from the workplace if they test positive or are exposed to someone who has COVID-19. The chart below reflects the new County of Orange Health Officer Orders for isolation and quarantine periods guidance from January 14, 2022,

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| **Vaccination status** | **Isolation or quarantine** | **Period of time to be excluded from work** |
| **All workers that test positive for COVID- 19, regardless of vaccination status** | Isolation | * Must be excluded from the workplace for at least 5 days.
* A person can return to work or school after day 5 if they do not have symptoms and test negative.
* If a person cannot test or declines to test they can return to work after 10 days.
* Must wear a face covering around others at work for a total of 10 days after the positive test.
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| Persons who have symptoms | Isolation | * Must be excluded from the workplace for at least 5 days.
* They may end isolation IF: A diagnostic specimen collected as early as the onset of their symptoms or later tests negative.
* If fever is present, isolation shall continue until fever resolves without the use of fever-reducing medications.
* If symptoms other than fever are not resolving, isolation shall continue (i) until symptoms are resolving or (ii) for 10 days regardless of whether symptoms are resolving or not.
* If a worker cannot test or declines to test they can return to work after 10 days.
* Must wear a face covering around others at work for a total of 10 days after the positive test.
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| **Persons exposed to someone with COVID-19 who ARE NOT up to date with vaccines.** | Quarantine | * Must be excluded from the workplace for 5 days after the close contact and take a test on day 5.
* A person can come back to work or school after day 5 if they test negative and do not have any symptoms.
* If the person cannot test or declines to test1 they can return to the workplace after day 10 if they do not have symptoms.
* Must wear a face covering around others at work for 10 days after exposure.
* If the person develops symptoms, they must be excluded pending a test result.
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| **Persons exposed to someone with COVID-19 who ARE up-to-date with vaccines** | No quarantine | * Does not need to be excluded from work if asymptomatic but must have a negative test 3-5 days after close contact.
* Must wear a face covering around others at work for 10 days after exposure. If the person develops symptoms, they must be excluded pending a test result.
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\*Persons are considered NOT up-to-date if they:

1. Are unvaccinated for COVID-19; **OR**
2. Have not completed a primary series with any COVID-19 vaccine; **OR**
3. Completed a primary series (two doses) of Pfizer or Moderna COVID-19 vaccines more than six months ago and are not boosted; **OR**
4. Completed a primary series (one dose) with Johnson & Johnson/Janssen vaccine more than two months ago and are not boosted.