

Employee Return-to-Work Guidance

Proper return-to-work protocols should be followed after an employee's quarantine or isolation to reduce the risk of spread of COVID-19 in the workplace.

WHEN SHOULD EMPLOYEES QUARANTINE?

If they traveled outside of Massachusetts within the last 10 days or have been exposed to someone who is COVID-19 positive even if they aren't showing symptoms and haven't tested positive.

WHEN SHOULD EMPLOYEES ISOLATE?

If they tested positive for COVID-19 OR have any symptoms of COVID-19 (even mild).

WHEN CAN THEY RETURN TO WORK?

All employees in isolation or quarantine should not return to work unless they meet the following criteria:

IF EMPLOYEE WAS IN QUARANTINE	IF EMPLOYEE WAS IN ISOLATION
<p><u>Due to known exposure</u></p> <ul style="list-style-type: none">• After quarantining for the required time*• <i>For healthcare workers, first responders and critical infrastructure workers:</i><ul style="list-style-type: none">• Certain sector workers may continue to work during quarantine to preserve critical functions only if they remain asymptomatic.• Workers must wear at least a face covering and any additional appropriate work PPE and self-monitor for symptoms	<p><u>Mild - moderate symptoms</u></p> <ul style="list-style-type: none">• At least 24 hours without fever (without fever-reducing medication); and• At least 10 days since symptoms began; and• Improvement in symptoms
<p><u>Due to travel outside MA</u></p> <ul style="list-style-type: none">• Quarantine for 10 days* OR produce a negative COVID-19 result	<p><u>Severe symptoms (required hospitalization)</u></p> <ul style="list-style-type: none">• Employee should consult infectious disease expert• Isolate up to 20 days
	<p><u>Asymptomatic</u></p> <ul style="list-style-type: none">• At least 10 days since date of first positive COVID-19 test; and• No subsequent symptoms developed

Employers should not require a COVID-19 test result or a healthcare provider's note for employees who are sick to validate their illness, qualify for sick leave, or to return to work.

* For full details on quarantine timing based on testing or symptom development, visit mass.gov/QuarantineTime

For more information on quarantine and isolation visit mass.gov/isol8

