



CORONAVIRUS SICK/RETURN TO WORK POLICY

The City of Turlock has an obligation to provide to provide a safe environment for all of our employees. The Coronavirus pandemic has the potential to impact the safety of the workplace if employees contract or spread the virus. With this in mind, we want to provide everyone with this protocol on handling a diagnosis or symptoms of the virus.

Guidance to Employees on Handling Coronavirus Diagnosis or Symptoms

If you are sick, call your supervisor as soon as possible and stay home. As much as we need our essential employees to report to work, your health and the health and safety of your coworkers and the public is just as important.

If you know that you have been exposed to the novel coronavirus ("COVID-19"), contact your physician and try to get tested. Under the U.S. Centers for Disease Control and Prevention ("CDC") Guidelines, return-to-work criteria depend on the presence of COVID-19 symptoms and testing availability.

1. **Time-since-illness-onset and time-since-recovery strategy (non-test-based strategy).** If you have had symptoms of COVID-19 or were directed by a physician to engage in home isolation and cannot obtain a test to confirm you are recovered from the virus, you must follow the recommendations of the CDC about recovery, and not return to work until:
 - At least **1 day (24 hours)** have passed since your fever has resolved without the use of fever-reducing medication; **and**
 - Improvement in respiratory symptoms (e.g., cough, shortness of breath); **and**
 - At least 7 days have passed since symptoms first appeared.
2. **Test-based strategy.** If you have had symptoms of COVID-19 or were directed by a physician to engage in home isolation, you may confirm you are recovered from the virus by testing. Under the CDC Guidelines, you may not return to work until:
 - Your fever resolves without the use of fever-reducing medication; **and**
 - You have improvement in respiratory symptoms (e.g., cough, shortness of breath); **and**
 - You receive negative results from a Food and Drug Administration (FDA) approved test for COVID-19.

3. **Asymptomatic Persons with laboratory-confirmed COVID-19.** If you have tested positive for COVID-19 but have not had any symptoms, you may not return to work until:
 - At least 7 days have passed since the date of your first positive COVID-19 diagnostic test; **and**
 - You have had no subsequent illness, provided you remain asymptomatic, **and**
 - You continue to limit contact (stay 6 feet away from others) and limit potential dispersal of respiratory secretions by wearing a covering for your nose and mouth whenever other people are present.

4. **Asymptomatic Persons exposed to COVID-19.** Employees who have had an exposure but remain asymptomatic should adhere to the following practices prior to and during their work shift:
 - **Pre-Screen:** Employers should measure the employee's temperature and assess symptoms prior to them starting work and prior to the employee entering the work facility.
 - **Regular Monitoring:** As long as the employee doesn't have a temperature or symptoms, they should self-monitor under the supervision of the City's occupational health program.
 - **Wear a Mask:** The employee should wear a face mask at all times while in the workplace for 14 days after the exposure. The City has obtained facemasks or can approve employees' supplied cloth face coverings in the event of shortages.
 - **Social Distance:** The employee should maintain 6 feet and practice social distancing as work duties permit in the workplace.

Self-monitoring means that employees should monitor themselves for fever by taking their temperature twice a day and remain alert for respiratory symptoms (e.g. cough, shortness of breath, sore throat). All employees who are self-monitoring should immediately contact their supervisor if they develop fever or respiratory symptoms during the self-monitoring period to determine whether medical evaluation is needed.

5. If you were never tested for COVID-19, but had an alternate diagnosis, such as influenza, stay home until your doctor advises that you are well enough to return to work, or until you have been symptom-free for at least a full day (24 hours).

6. If you have tested positive for COVID-19, or if you are suspected of having the virus, the City may request a return-to-work certification from your treating physician in order to protect your coworkers and the public from exposure. Returning to the workplace when you know that you are sick with COVID-19 and exposing others to the virus could be grounds for disciplinary action.

