



LACCD EMERGENCY OPERATIONS CENTER SAFETY ADVISORY

PROTOCOLS FOR RETURNING TO WORK AFTER COVID RELATED ABSENCE

January 21, 2021

INTRODUCTION

In order to further reduce the spread of COVID-19 within the Los Angeles Community College District, including the nine (9) colleges and all District property, the District is enforcing these Protocols for Returning to Work following COVID-19 Cases and Exposures. A case is a person who has a positive viral (swab or saliva) test for COVID-19 or has been told by a doctor that they have COVID-19.

These Return to Work protocols will assist all LACCD employees who are contacted by individuals who report COVID-19 health concerns regarding:

- POSITIVE [those who have laboratory confirmed positive test results]
- SUSPECTED [those who exhibit CDC symptoms]
- EXPOSURE [those who have been exposed to positive or symptomatic individuals and who have been in close contact]

WHEN THERE IS A CASE OR SOMEONE IS EXPOSED TO SOMEONE WHO IS A CASE

If an employee becomes sick or has had contact with a case (as defined above), that person must be sent home right away to self-isolate if they are infected, or to quarantine if they have been exposed. All incidents are to be reported to your respective College President. Refer to the [LACCD Protocols for Reporting COVID-19 Exposure Incidents](#).

CONTACT INVESTIGATION

Once a **case** is identified, the employer will work with the individual to identify all close contacts (both employees and anyone else who spent time at the site) who were exposed to the case during the infectious period.

- A case is infectious from 2 days before their symptoms first started until their isolation ends (see [Home Isolation Instructions for People with COVID-19](#)).
- A person who does not have any symptoms but has had a positive COVID-19 test is considered to be infectious from 2 days before their test until 10 days after their test.

A **close contact** is anyone at the workplace who was near the case while they were infectious:

- Within 6 feet of the case for a total of 15 minutes or more over a 24-hour period, or
- Contact with the case's body fluids and/or secretions, for example, being coughed or sneezed on, sharing of a drink or food utensils.

Anyone who has had **close contact** with a **case** must quarantine at home for 10 days. Their quarantine can end after Day 10 if no symptoms have developed and if from Day 11 through Day 14, they monitor their health and are extra careful with regular COVID-19 precautions. All close contacts to a case are urged to test for COVID-19.

Note that quarantine for 10 days is also required for any staff member who traveled into Los Angeles County from anywhere outside Southern California Region whether they are a resident returning home or a new arrival. An employee who comes to work after travel should be instructed to return home to follow the rules for quarantine described just above. This rule applies whether or not the person has any symptoms of COVID-19 or any knowledge that they have been exposed to someone sick. See [Health Officer Travel Order](#) and FAQs for details related to the travel quarantine.



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RETURN TO WORK

Following positive test:

If an employee reports a positive COVID-19 test, they must quarantine for a minimum of 10 days, and may only return to work after all symptoms related to COVID-19 have subsided and 24 hours after fever has gone away without the use of fever-reducing medications and their symptoms have improved.

Following a suspected COVID-19 illness:

A sick employee who is sent home with a fever or other symptoms that could be COVID-19, who tests negative on a COVID-19 test or is told by their doctor that they do not have COVID-19, may return to work 24 hours after their fever has gone away without the use of fever-reducing medications and their symptoms have improved.

If they fail to get tested or be seen by a doctor, they must stay home in isolation for at least 10 full days from the start of their symptoms and 24 hours after they are fever-free without the use of fever-reducing medications and their symptoms have improved. If they are still sick on Day 10, they must continue to stay home until their symptoms have improved and they have been fever-free for 24 hours without the use of any fever-reducing medication.

Following a suspected exposure:

Individuals who are cases can return to work after completion of their isolation period according to Health Officer orders. Employees who have traveled may return after their quarantine ends as long as no symptoms developed during the required quarantine period (refer to LACCD Safety Advisory from December 30). Staff who have completed the required isolation or quarantine period and do not exhibit any symptoms can return to work and resume usual activities.

Neither Public Health clearance nor a negative COVID-19 test is required or may be requested for return to work.

Read the full Los Angeles County Department of Public Health "COVID-19 in the Workplace" document:

<http://www.ph.lacounty.gov/media/Coronavirus/docs/business/GuidanceWorkplaceResponse.pdf>