



TULARE COUNTY  
HEALTH & HUMAN SERVICES AGENCY

Timothy W. Lutz, MBA  
Agency Director

Karen Haught, MD, MPH • County Health Officer • Public Health Branch

Dear Tulare County Employers:

Thank you for all that you are doing to ensure your employees are safe and preventing the spread of COVID-19 at the workplace. The following overview applies for most workplaces which fall under the [CalOSHA COVID-19 Prevention Emergency Temporary Standards \(ETS\)](#). It does not apply to employees in healthcare nor congregate settings such as detentions or nursing homes.

Employers are responsible for reviewing and following CalOSHA ETS regulations. On January 8, 2022, California Department of Public Health (CDPH) updated its COVID-19 isolation and quarantine guidance with shorter isolation and quarantine periods if certain criteria are met; this was also reflected in the CalOSHA ETS: [a helpful table on employer actions is here](#).

### Employee Exclusion from Work

Per CDPH and CalOSHA, employees who should stay at home and not attend in-person work include:

- All employees who have tested positive for COVID-19 or;
- All employees who have symptoms of COVID-19 or;
- Certain employees who were recently exposed to COVID-19

### Employees with COVID-19 (Isolation): Criteria to Return to Work

Persons diagnosed with COVID-19 are considered contagious even if they have no symptoms, have been vaccinated, or recently had COVID-19. The standard work exclusion for employees is 10 days from when symptoms start (aka day 0; use their test date as day 0 if never symptomatic). However, employees may return to work after 5 full days—as soon as day 6—if ALL criteria below are met:

- ✓ they have no fever and;
- ✓ other symptoms have improved or resolved and;
- ✓ they have a negative rapid test on/after day 5 and;
- ✓ they continue to wear a well-fitted mask around others through 10 days

### Employees Exposed to COVID-19 (Quarantine): Criteria to Return to Work

All employees are required to mask indoors for 10 days after an exposure.

- Exposed employees who have received their booster vaccine are not required to quarantine as long as they have no symptoms; they must test on day 5.
- Exposed employees who fully vaccinated but not yet boosted may continue to work as long as they test on day 3-5 and have no symptoms.
- Exposed employees who are unvaccinated must be excluded from the workplace. Standard quarantine is 10 days from the last date of exposure (aka day 0). However, employees may return after 5 full days—as soon as day 6—if ALL criteria below are met:
  - ✓ they have no symptoms and;
  - ✓ they have a negative test on/after day 5 and;
  - ✓ they continue to wear a well-fitted mask around others through 10 days

Updated 2/3/22



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Employees may return to work if they meet the criteria described above; if they do not meet all criteria for whatever reason, standard exclusion periods of 10 days applies. Note: After 10-day isolation, a negative test is not required if criteria otherwise met (symptoms improved with no fever). Over-the-counter (OTC or at-home) tests from a store are acceptable and reliable—please note there are additional requirements per CalOSHA on verification of self-administered tests for work (e.g. employer observes testing process over video).

**Medical notes and clearances**

Requiring a medical note to return to work from either isolation or quarantine is not recommended because this can create unnecessary hardships for employees. Employees who meet the criteria above may print this letter out if their employer asks for written proof that they can return to work.

Please note that the shortened isolation represents the *minimum* provided that all criteria for this allowance are met; however, illness severity and/or other health conditions may preclude some persons from returning to work prior to the standard 10 day isolation. This may be clinically determined by a provider or public health. Also, some persons may experience residual symptoms after completing isolation and a medical evaluation may be indicated if this causes concern about fitness for duty or ability to safely perform duties (e.g. with or without accommodations).

**Employer Resources on State Requirements, Guidance, and Reporting:**

[CalOSHA COVID-19 Emergency Temporary Standards \(ETS\)](#)

[CalOSHA COVID-19 Emergency Temporary Standards FAQs](#)

[CalOSHA What Employers and Workers Need to Know About COVID-19 Isolation and Quarantine](#)

[SPOT: Workplace Outbreak \(>3 cases within 14 days\) Reporting per AB 685 and CalOSHA ETS](#)

[CDPH COVID-19 Isolation and Quarantine Guidance for the General Public](#)

[CDPH English Self-Isolation Fact Sheet \(Positive\)](#) and [Self-Quarantine Fact Sheet \(Exposed\)](#)

[CDPH Spanish Self-Isolation Face Sheet \(Positive\)](#) and [Self-Quarantine Fact Sheet \(Exposed\)](#)

**Employer and Employee Resources on State Benefits and Paid Sick Leave**

[California LWDA COVID-19 Resources for Employers and Employees](#)

[California LWDA Benefits for Workers Impacted by COVID-19 Chart](#)

[CDIR California Required COVID-19 Supplemental Paid Sick Leave Eligibility](#)

[CDIR California Required COVID-19 Supplemental Paid Sick Leave FAQs](#)

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**Tulare County Local Support**

[Tulare County COVID-19 Testing Locations \(including free testing\)](#)

[Tulare County COVID-19 Business Support and Information](#)

[Tulare County COVID-19 Vaccine Appointments and Locations](#)

Questions and/or outbreak support? [COVID19businesshealth@tularecounty.ca.gov](mailto:COVID19businesshealth@tularecounty.ca.gov)

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