



## Coronavirus Disease 2019 (COVID-19): Return to Work Guidelines MAGTFTC, MCAGCC JANUARY 2022



To help prevent the spread of COVID-19, the DoD has instituted transmission-based precautions. Transmission-based precautions include restriction of movement (ROM), quarantine and isolation. Personnel who have symptoms of acute respiratory illness should notify their supervisor and avoid going to work. Personnel who have a high risk exposure to COVID-19 shall be placed in quarantine; see below for exceptions. Personnel who are diagnosed with COVID-19 shall be placed in isolation at a healthcare facility, home, or another designated isolation facility.

The decision to discontinue transmission-based precautions and allow personnel to return to work (RTW) is based on balancing the potential benefits of decreasing transmission with minimizing social disruption.

### Quarantine/ROM for Close Contacts

#### Management of Close Contacts<sup>4</sup> of a Case (as determined by contact tracing): <sup>5</sup>

- ✳ When the close contact is an individual **vaccinated with an FDA licensed or authorized COVID-19 vaccine**, quarantine is required unless the individual has: (1) received an FDA licensed or authorized COVID-19 booster dose; or (2) it has been less than 6 months since completion of the primary series with an mRNA vaccine (i.e., Pfizer-BioNTech/Comirnaty or Moderna); or (3) it has been less than 2 months since receiving a Johnson and Johnson COVID-19 vaccine dose as a primary vaccination. Regardless of vaccination status, close contacts must wear a mask around others for 10 days, even if mask wearing is not otherwise required by DoD guidance. *If symptoms develop, then the individual must get tested and isolate until test results are complete.*
- Close contact individuals who are not fully vaccinated must quarantine for 5 days. The individual should wear a mask at all times when around other individuals, regardless of those individuals' vaccination status, and even if mask wearing is not otherwise required by DoD guidance. Testing should occur on day 3-5 after exposure, if practical. If no symptoms develop, quarantine may end after 5 days, but the individual must continue to wear a mask around others for an additional 5 days (i.e., masks must be worn for a total of 10 days after exposure, to include the time in quarantine). If any symptoms develop at any time, the individual should be tested for COVID-19 and advised to isolate.
- Exceptions to the above protocols for asymptomatic unvaccinated personnel whose presence is required in the workplace may be considered in accordance Force Health Protection Guidance (Supplement 18).
- In all situations**, for a full 10 days after last contact with a confirmed case, Service members must continue to self-monitor, and practice strict adherence to all non-pharmaceutical intervention mitigation strategies, and, if not fully vaccinated, wear masks that meet specifications in DoD guidance<sup>6</sup> avoid crowds and practice physical distancing, hand and cough hygiene, maintain adequate indoor ventilation, and perform environmental cleaning and disinfection. In addition, Service members located outside the United States identified as close contacts must follow host-nation policies, as applicable.

<sup>4</sup> Close contact is defined as someone who was within 6 feet of a person who has contracted COVID-19 for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to test specimen collection) until the time the patient is isolated and irrespective of whether the person with COVID-19 or the contact of such a person was wearing a face covering or mask or respiratory personal protective equipment. Not applicable to health care workers when following appropriate infection control precautions.

<sup>5</sup> For more information on contact tracing, see: <https://www.cdc.gov/coronavirus/2019-ncov/php/contact-tracing/contact-tracing-plan/contact-tracing.html>.

### COVID-19 Case (Confirmed or Presumed)

#### Testing an Individual in a Clinical Setting:

- Test based on clinical judgment and public health considerations.
  - If laboratory positive:** Regardless of vaccination status, the individual becomes a COVID-19 case and must be isolated.
    - The individual will stay isolated for 5 days (day 0 is the day of specimen collection).
    - The individual may leave isolation after 5 days, if no symptoms are present or if they are afebrile for more than 24

hours and any remaining symptoms are resolving. Mask wearing must continue for 5 days after leaving isolation when around others, even if mask wearing is not otherwise required by DoD guidance.

- If fever, shortness of breath or severe fatigue start or persist, the individual will stay isolated until these symptoms resolve.
- A negative test is not required to discontinue isolation due to difficulty interpreting persistent positive results. This is consistent with CDC's recommendation to NOT test during the 90-day period following initial diagnosis. This applies to all viral testing methodologies, including antigen testing.

o **If laboratory negative:** The individual should be followed to ensure he/she clinically improves.

- If **laboratory negative** and asymptomatic or **clinically improved:** The individual has no restrictions.
- If **laboratory negative** and the individual does **NOT clinically improve or worsens**, and no other etiology is found, then consider re-testing the individual for COVID-19.

### Influenza Like Illness

Personnel having an influenza-like illness (fever 100.4 or greater with a cough and/or sore throat without known cause) with a negative COVID-19 test are recommended to stay home and not report to work until:

- a. At least **24 hours** have passed since resolution of fever without the use of fever-reducing medications
- b. **AND** other acute respiratory symptoms have improved (sore throat, cough, etc.)
- c. **AND** at least **10 days** since the onset of symptoms

Fully vaccinated personnel with ILI with a negative COVID-19 test may return to work after criteria (a) and (b) are met.

# Coronavirus Disease 2019 (COVID-19): Return to Work Guidelines Updated January 2022

