



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

NMRTC Twentynine Palms Modification 8 JUNE 2021

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

- After **close contact**<sup>1</sup> with a COVID-19 positive case (or suspected case when operationally feasible), individuals shall be placed in quarantine for **14 days**.
- Personnel may RTW after **14 days** from the last date of contact with the individual with COVID-19 if they remain symptom free. **One cannot test-out of quarantine/ROM; you must complete the full 14-day period.**
- An individual with symptoms of COVID-19 who has a test result pending is considered a person under investigation (PUI). These individuals may not RTW until their test result is received. If the laboratory result is positive, the individual becomes a case and must follow the appropriate protocol. If the laboratory test is negative, the individual should be followed until clinically improved.
- Individuals who have **close contact with a PUI** do not need to be placed on quarantine/ROM unless the result of the PUI's lab test is positive. While awaiting results, commanders may temporarily restrict close contacts of PUIs from work. Commanders should consult with medical staff and balance the likelihood of a PUI becoming a positive case versus mission requirement when making their decision.
- Some personnel who are considered mission critical may complete modified quarantine/ROM requirements if they remain asymptomatic and comply with the key preventive measures. This exception may be granted by the first General/Flag Officer in the chain of command. Refer to Force Health Protection Guidance (Supplement 18) for additional details.
- Exceptions to quarantine/ROM requirement:
  1. Persons diagnosed within the last 90 days with COVID-19 do not require quarantine or testing after subsequent close contact with confirmed COVID-19 positive individuals as long as they remain symptom free.
  2. Vaccinated persons with an exposure to someone with suspected or confirmed COVID-19 are not required quarantine or testing if they are fully vaccinated<sup>2</sup> **AND** remain asymptomatic.
  3. These individuals should continue to self-monitor for symptoms for 14 days after last contact with a confirmed case and will immediately self-isolate and seek evaluation by a healthcare provider if symptoms develop.

<sup>1</sup> Close contact is defined as a) being within 6 feet of a COVID-19 case for a cumulative total of 15 minutes or more over a 24-hour period; or b) via direct contact (e.g. being coughed or sneezed upon by a COVID-19 case). Close contact is only considered during the COVID-19 case's potentially infectious period, currently defined as 48 hours prior to symptom onset (or first positive test if asymptomatic) to time the COVID-19 case is placed in isolation. Vaccinated individuals will be considered a close contact for contact tracing purposes.

<sup>2</sup> A person is considered fully vaccinated when it has been at least two weeks since receipt of the second dose in a two-dose series or at least two weeks following receipt of a single-dose series.

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

Persons having been diagnosed as having COVID-19 (confirmed or presumed) may RTW when the below criteria have been met.

1. Persons with COVID-19 who have symptoms:
  - At least **10 days** have passed since symptom onset
  - **AND** at least **24 hours** have passed since resolution of fever without the use of fever-reducing medications
  - **AND** other symptoms have improved
  - For severe cases where individuals required hospitalization, the person should remain on isolation for 20 days
2. Persons with COVID-19 who never develop symptoms:
  - At least **10 days** have passed since the date of their first positive COVID-19 diagnostic test
  - **AND** they have not developed symptoms since their positive test
  - If they develop symptoms, then the symptom-based strategy will be used

**\*\*A test based strategy for discontinuation of isolation is no longer recommended.\*\***

### Influenza Like Illness

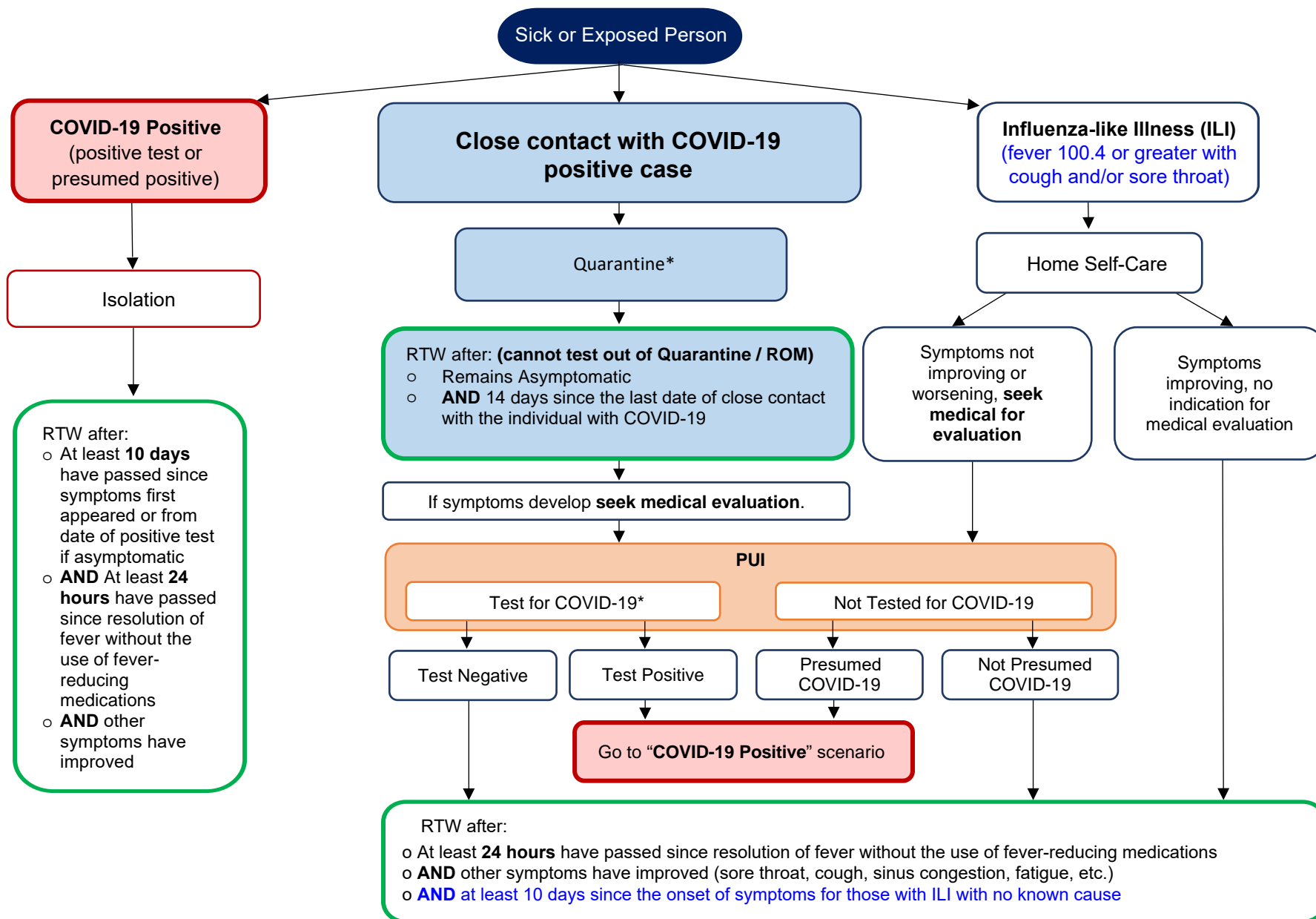
Personnel having an influenza-like illness (fever 100.4 or greater and a cough and/or sore throat without known cause) with a negative COVID-19 test are recommended to stay home and not report to work until:

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



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\*See above exceptions to testing and quarantine for individuals previously infected with COVID or fully vaccinated