

UC Davis Health Return to Work Criteria for COVID-19 Positive Staff

Employees with SARS-CoV-2 Infection (Isolation); Day 0 starts with onset of symptoms (or positive test if asymptomatic).

Workflow: Test on Day 5. If positive, can re-test daily until negative or return to work 10 days after symptom onset regardless of test result.

ALL STAFF regardless of vaccination status

Can return to work at 5 days with negative antigen test[†] (same day or within 24 hours prior to return) if afebrile for 24 hours without antipyretics and symptoms have improved.

Staff who return at day 5 must wear a well-fitted N95 in all areas at all times AND eat alone through Day 10. Non-fit tested employees who choose to wear an N95 should complete [the voluntary use form](#).

NOTE: If Day 5 antigen test is positive, staff can re-test daily until negative and return to work after negative test wearing a well-fitted N95 through Day 10. If subsequent testing is positive or not completed, can return to work 10 days after symptom onset. Symptomatic staff without improving symptoms may not work regardless of negative SARS-CoV-2 test and should contact Employee Health about when to return to work. If **immunocompromised**, staff should contact Employee Health for return-to-work guidance. Return-to-work antigen testing begins on day 10 if employee meets criteria.*

[†] Return-to-work SARS-CoV-2 antigen testing for individuals with COVID-19 infection can be either home antigen testing, outside facility antigen testing, or administered by UC Davis Employee Health. Antigen testing administered by UC Davis Employee Health will be offered on Day 5, and if positive, on Day 7.

Home Antigen testing documentation requirements: If home antigen testing is used to meet the testing requirements, the following steps are required to meet the return-to-work criteria set forth in Cal/OSHA subsection 3205(c)(5):

- A photo of the negative test result that includes your name, date of birth, date of test must be emailed to hs-ehsexposure@ucdavis.edu prior to return.
- To capture this information in a photo, consider writing your name/date of birth/date of test on a piece of paper and placing the test result on the paper.
- You can test daily with home antigen testing for return-to-work at Day 5. **You do not need to send a photo if the repeat test is positive.**

* UC Davis Health will refer to [CDC guidance](#) for healthcare personnel with severe to critical illness or who are moderately to severely immunocompromised.