

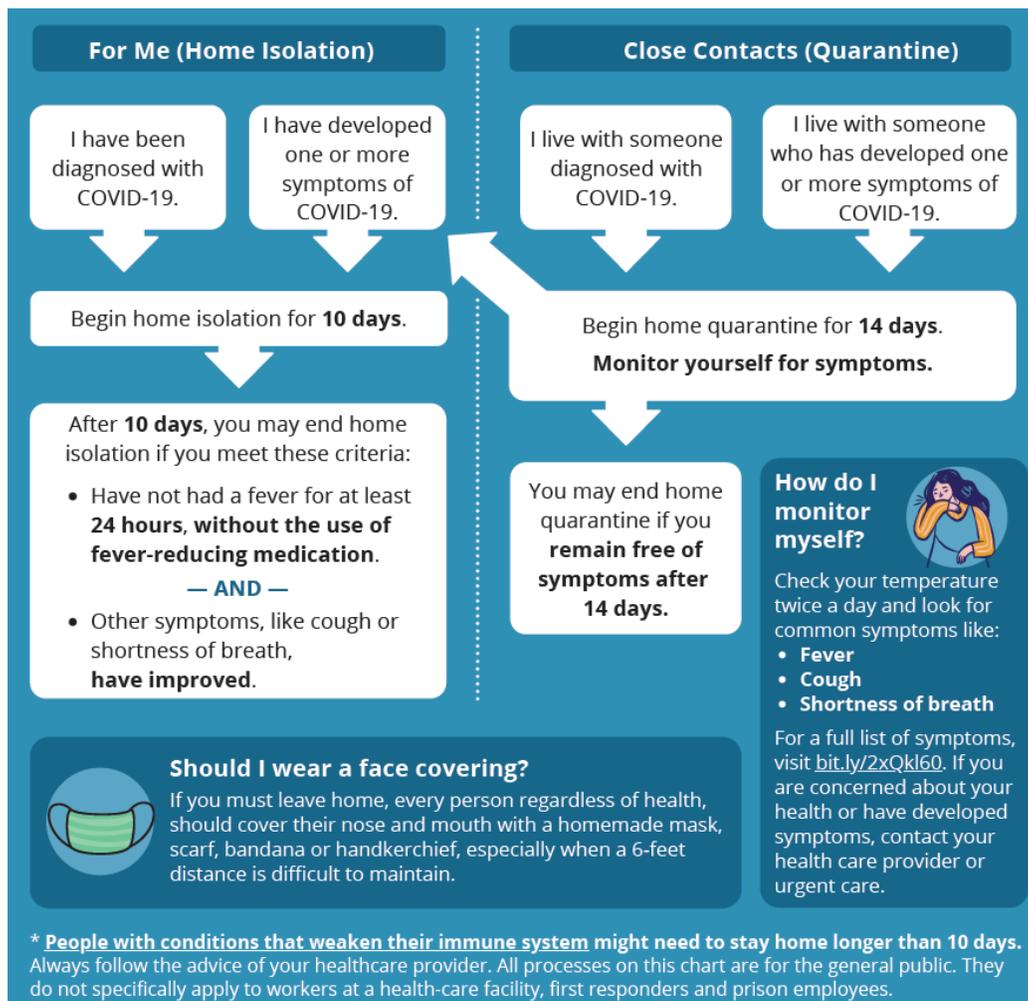
# COVID-19 PREVENTION & RESPONSE

## Guide for Employers

### When can an employee return to work?

The Ottawa County Department of Public Health (OCDPH), like most health departments across Michigan, is experiencing a surge in positive COVID-19 cases; making it difficult to promptly follow-up with case investigation and contact tracing. People who've been contacted and had to isolate or quarantine, look to the health department for a release letter to return to work. However, because of delays in the case management process, the OCDPH asks employers to determine when an employee can return to work and not wait for a release letter from the health department.

Below is a flowchart to help guide the decisions for your workforce.



**ISOLATE for a minimum of 10 days**, if you receive a positive COVID-19 test result, from the start of your symptom(s) or your positive test date if you didn't have symptoms. If someone is awaiting test results, they must stay home until the results are in.

**NOTIFY your close contacts** that they may have been exposed and encourage them to get tested. A close contact is someone who has been within six feet (about two arms' length) of an infected person with or without a face covering for at least 15 minutes in 24 hours including brief encounters (it does not need to be consecutive minutes). There may be exceptions to these criteria in certain cases where the risk of transmission is higher such as contact during high impact sports, hugging or sharing eating utensils or drinks, even if it was less than 15 minutes.

**QUARANTINE for at least 14 days\***, if you are a close contact of someone who has COVID-19. Monitor yourself for symptoms for 14 days. Quarantine is longer than isolation since a person can be infectious before showing any symptoms. People who've had COVID-19 within the last 90 days, do not need to quarantine as a close contact.

**Isolation and quarantine mean staying home from work, school, gatherings, extracurricular activities and any other public place other than when seeking medical care.**

\*There may be conflicts in the length of quarantine for employers with Public Act 238 and MIOSHA. Employers should refer to those sources when determining whether non-essential employees need to wait 14 days or longer to return to work.

Under the MIOSHA Emergency Rules, employers can't retaliate against workers for taking time away from work under these circumstances.

Learn more at [Michigan.gov/MIOSHA](https://Michigan.gov/MIOSHA).

miOttawa Department of  
**Public Health**

616-396-5266 - [miOttawa.org/coronavirus](https://miOttawa.org/coronavirus)