



What Employers and Workers Need to Know About COVID-19 Isolation and Quarantine

January 19, 2022

This fact sheet provides employers and workers not covered by the [Aerosol Transmissible Diseases standard](#) with information on when and for how long workers must be excluded from the workplace if they test positive or are exposed to someone who has COVID-19. The chart below reflects the new California Department of Public Health (CDPH) isolation and quarantine periods guidance from January 6, 2022, which overrides the Cal/OSHA COVID-19 Prevention Emergency Temporary Standards in certain circumstances.

More information is available on [Cal/OSHA's ETS FAQs](#).

| Vaccination status | Isolation or quarantine | Period of time to be excluded from work |
|--|-------------------------|--|
| All workers that test positive for COVID-19, regardless of vaccination status | Isolation | <ul style="list-style-type: none"> • Must be excluded from the workplace for at least 5 days. • A worker can return to work after day 5 if they do not have symptoms <u>and</u> test negative. • If a worker cannot test or declines to test¹ they can return to work after 10 days. • Must wear a face covering around others at work for a total of 10 days after the positive test. |
| Unvaccinated workers exposed to someone with COVID-19 | Quarantine | <ul style="list-style-type: none"> • Must be excluded from the workplace for 5 days after the close contact <u>and</u> take a test on day 5. • A worker can come back to work after day 5 if they test negative and do not have any symptoms. • If the worker cannot test or declines to test¹ they can return to the workplace after day 10 if they do not have symptoms. • Must wear a face covering around others at work for 10 days after exposure. • If the worker develops symptoms, they must be excluded pending a test result. |
| Booster-eligible, but not boosted workers exposed to someone with COVID-19 | No quarantine | <ul style="list-style-type: none"> • Does not need to be excluded from work if asymptomatic but must have a negative test 3-5 days after close contact. • Must wear a face covering around others at work for 10 days after exposure. If the worker develops symptoms, they must be excluded pending a test result. |
| Workers received a booster, or are fully vaccinated but not yet booster-eligible. | No quarantine | <ul style="list-style-type: none"> • Does not need to be excluded from work if asymptomatic, but must take a test on day 5 after exposure. • Must wear a face covering around others at work for 10 days after exposure. • If they develop symptoms, the worker must be excluded from the workplace pending a test result. |

¹ An employer may require a test. More information is available in the [Department of Fair Employment and Housing FAQ](#).