



## APPENDIX A

**Calhoun County Human Resources**  
315 W. Green St., Marshall, MI 49068  
Phone: 269-781-0992

**Calhoun County Public Health Department**  
190 E Michigan Ave., Battle Creek, MI 49014  
Phone: 269-969-6370

### COVID-19 Employee Return to Work Requirements

Employees who do not meet the COVID-19 Employee Screening Questionnaire criteria will only be permitted to return to work under the following circumstances:

1. Employees who test positive for COVID-19 will not be permitted to return to work until:
  - a. They are no longer infectious according to the latest guidelines from the CDC and/or the Public Health Department or provider has released the individual from isolation.
2. Employees who display one or more of the principal symptoms of COVID-19 (as described in the Employee Screening Questionnaire) will only be permitted to return to work until:
  - a. A differential medical diagnosis; or
  - b. The employee has isolated at home for 14 days, or other duration as recommended by the public health department or provider, and principal symptoms are improving; or
  - c. A negative PCR COVID test result.

Employees who have been in “close contact”\* (within 6 feet for 15 minutes or more) with an individual who has tested positive for COVID-19, within 48 hours of the onset of their illness; or have been notified that they were in close contact within someone testing positive for COVID-19, will not be permitted to return to work until:

- a. If quarantined by a public health official or provider, until released by the public health official/provider; or
- b. 10 days have passed since the last exposure to the positive case, or other duration as recommended by the public health department or provider.

\*The “close contact” rule may not apply to the following classes of workers: health care professionals; first responders (e.g., Law Enforcement); certain Juvenile Home workers; workers at correctional facilities (e.g., County jail corrections officers).

3. Vaccinated persons with an exposure to someone with suspected or confirmed COVID-19 are not required to quarantine if they meet all of the following criteria:
  - a. Are fully vaccinated (i.e.,  $\geq 2$  weeks following receipt of the second dose in a 2-dose series, or  $\geq 2$  weeks following receipt of one dose of a single-dose vaccine).
  - b. Have remained asymptomatic since the current COVID-19 exposure.

**Note: If a situation arises that is not covered above, the Department Head/Elected Official or Human Resources will consult with the Health Officer for return to work criteria.**