

# COVID-19 Employee Health Isolation and Quarantine FAQ for Non-Healthcare Provider Employees

UPDATED AUGUST 18, 2020

**Note:** The following guidance is for UAB employees who are not healthcare providers. The Alabama Department of Public Health has issued separate guidance for healthcare providers in regard to COVID-19 isolation and quarantine. UAB Employee Health follows the appropriate guidelines for Healthcare Providers. Healthcare providers includes employees in UAB Medicine, the School of Dentistry, the School of Optometry, the Callahan Eye Foundation, and the Alabama Trauma Communications Center.

## WHAT IS THE DEFINITION OF A CLOSE CONTACT EXPOSURE?

- A close contact exposure is defined as being within 6 feet of someone with COVID-19 for a total of greater than 15 minutes. This is calculated over a 24 hour time period.
- While use of masks and other barriers is critically important to prevent the spread of COVID-19, for non-healthcare providers, the use of a mask or other protective equipment does not affect the definition of a close contact exposure.
- In general, this applies from 2 days before symptom onset until 10 days after symptom onset for the person with COVID-19. If the person with COVID-19 is asymptomatic, then it applies until 10 days after positive test for COVID-19.

---

## I HAVE A SYMPTOM OF COVID-19. WHAT DO I DO?

- Complete Healthcheck and notify your supervisor. Remain under home isolation until you are cleared to return to work by Employee Health.

---

## I RECENTLY HAD A SYMPTOM OF COVID-19, BUT I DID NOT GET TESTED FOR COVID-19. WHEN CAN I RETURN TO WORK?

- Complete Healthcheck and notify your supervisor. Remain under home isolation until you are cleared to return to work by Employee Health.
- You may be returned to work at the discretion of Employee Health.
- If you meet criteria for COVID-19 testing, you will be referred by Employee Health for testing.

---

## I WAS EXPOSED TO A PERSON WITH COVID-19. WHEN CAN I RETURN TO WORK?

- Understand the definition of a close contact: A close contact exposure is defined as being within 6 feet of someone with COVID-19 for a total of greater than 15 minutes.
- Complete Healthcheck and notify your supervisor. Remain under home isolation until you are cleared to return to work by Employee Health.

*continued on next page*

Check [uab.edu/uabunited](https://uab.edu/uabunited) for more updates.

- Employees with a close contact exposure should self-quarantine and perform self-monitoring until 14 days after the last potential exposure. If they do not have fever or other COVID-19 symptoms they will be released to return to work when their quarantine period is completed.
  - ***Employees with a close contact exposure may not return to work until completion of the self-quarantine period even if they have a negative test for COVID-19.***
- 

### **I WAS EXPOSED TO A PERSON WITH COVID-19. DO I NEED TO BE TESTED?**

- Understand the definition of a close contact: A close contact exposure is defined as being within 6 feet of someone with COVID-19 for a total of greater than 15 minutes.
  - Employees will not generally be tested following a close contact exposure unless they develop symptoms.
  - ***Employees with a close contact exposure may not return to work until completion of the self-quarantine period even if they have a negative test for COVID-19.***
- 

### **I TESTED NEGATIVE FOR COVID-19. WHEN CAN I RETURN TO WORK?**

- Understand the definition of a close contact: A close contact exposure is defined as being within 6 feet of someone with COVID-19 for a total of greater than 15 minutes.
  - If you have had COVID-19 symptoms or a close contact exposure, complete Healthcheck and notify your supervisor. Remain under home isolation until you are cleared to return to work by Employee Health.
  - If you have had a close contact exposure to a person with COVID-19, you will not be allowed to return to work until 14 days after the most recent exposure, regardless of test results.
  - If you have not had a close contact exposure to a person with COVID-19, you will be allowed to return to work when you are fever free for 24 hours and your symptoms are improving.
- 

### **I TESTED POSITIVE FOR COVID-19. WHEN CAN I RETURN TO WORK?**

- If you have not already done so, complete Healthcheck and notify your supervisor. Remain under home isolation until you are cleared to return to work by Employee Health.
  - The earliest that a person with COVID-19 can be cleared to return to work is after 10 days have passed from symptom onset and when they are fever free with improving symptoms for 72 hours.
- 

### **I TESTED POSITIVE FOR COVID-19 BUT I HAVE NOT HAD ANY SYMPTOMS. WHEN CAN I RETURN TO WORK?**

- If you have not already done so, complete Healthcheck and notify your supervisor. Remain under home isolation until you are cleared to return to work by Employee Health.
- The earliest that a person who has no symptoms but who tests positive for COVID-19 can be cleared to return to work is after 10 days have passed. If the person develops symptoms during that time, then the earliest they can be cleared to return to work is after 10 days have passed from symptom onset and when they are fever free with improving symptoms for 72 hours.

*continued on next page*

## HOW CAN I GET TESTED FOR COVID-19?

- If you have symptoms of COVID-19 or live with someone who has COVID-19 then complete Healthcheck and notify your supervisor. In most cases, you will be referred for COVID-19 testing. Remain under home isolation until you are cleared to return to work by Employee Health.
  - Understand the definition of a close contact: A close contact exposure is defined as being within 6 feet of someone with COVID-19 for a total of greater than 15 minutes.
  - Asymptomatic employees who have had a close contact exposure may be referred for COVID-19 testing by Employee Health if necessary for contact tracing.
  - Asymptomatic employees may be selected randomly for Sentinel Testing.
- 

## A PERSON THAT I LIVE WITH HAS BEEN DIAGNOSED WITH COVID-19. WHAT DO I DO?

- If your spouse or family member is diagnosed with COVID-19, complete Healthcheck and notify your supervisor. Remain under home isolation until you are cleared to return to work by Employee Health.
- 

## A PERSON I LIVE WITH WAS EXPOSED TO OR HAS BEEN TESTED FOR COVID-19 BUT THE RESULTS AREN'T BACK YET. WHAT DO I DO?

- Understand the definition of a close contact: A close contact exposure is defined as being within 6 feet of someone with COVID 19 for a total of greater than 15 minutes.
  - If your spouse or family member has not received their test results or tests negative, continue to report to work.
  - If your spouse or family member tests positive, complete Healthcheck and notify your supervisor. Remain under home isolation until you are cleared to return to work by Employee Health.
- 

## A PERSON THAT I HAVE BEEN IN CLOSE CONTACT WITH IS QUARANTINED DUE TO AN EXPOSURE. DO I NEED TO BE QUARANTINED ALSO?

- Understand the definition of a close contact: A close contact exposure is defined as being within 6 feet of someone with COVID-19 for a total of greater than 15 minutes.
  - Asymptomatic employees who have had no close contact exposure to a person with COVID-19 themselves do not need to report a close contact exposure in Healthcheck and have no work restrictions.
- 

## I TRAVELED OUTSIDE OF ALABAMA. WHAT DO I DO?

- At this time there is no requirement to report personal travel.
- 

## I AM CONCERNED THAT I AM AT HIGHER RISK OF DEVELOPING COMPLICATIONS FROM COVID-19. WHAT DO I DO?

- If the concern is based on CDC or a personal health condition, contact may contact [Human Resources](#) (faculty and staff), the [AWARE Program](#) (faculty and staff), or [Disability Support Services](#) (students).

Check [uab.edu/uabunited](https://uab.edu/uabunited) for more updates.