



COVID-19

HAWAII STATE DEPARTMENT OF HEALTH

COVID-19 Interim Return to Work Guidance

Situation	Testing/Isolation/Quarantine	Outcome
<p>COVID-19-LIKE SYMPTOMS</p> <ul style="list-style-type: none"> • Fever ($\geq 100.4^{\circ}\text{F}$) or chills • Cough • Shortness of breath or difficulty breathing • Fatigue • Muscle or body aches • Headache • New loss of taste or smell • Sore throat • Congestion or runny nose • Nausea or vomiting or diarrhea 	<ul style="list-style-type: none"> • TEST FOR COVID-19 • Self-isolate pending results of COVID-19 testing • Provider should consider testing for influenza and other common pathogens 	<ul style="list-style-type: none"> • POSITIVE COVID-19 test (UNVACCINATED AND FULLY VACCINATED¹): <ul style="list-style-type: none"> ○ Remain at home except to seek medical care, see Home Isolation and Quarantine Guidance ○ May return to work when all the following conditions are met: <ul style="list-style-type: none"> ▪ 10 days have passed since symptoms first appeared, or if no symptoms, 10 days have passed after positive COVID-19 test was collected AND ▪ At least 24 hours with no fever without use of fever-reducing medications AND ▪ Symptoms have improved or resolved ○ Employer should not require a negative COVID-19 test or clinician’s note to return if all the conditions above have been met • NEGATIVE COVID-19 test (UNVACCINATED AND FULLY VACCINATED¹): <ul style="list-style-type: none"> ○ May return to work if symptoms resolving and no fever for 24 hours without use of fever-reducing medications
<p>CLOSE CONTACT WITH A PERSON WITH COVID-19</p> <p>A close contact is defined as being within 6 feet of a person with COVID-19 for 15 minutes or more over a 24-hour period (regardless of mask use) or had direct contact with secretions from the person with COVID-19</p> <p>See Home Isolation and Quarantine Guidance</p>	<p>UNVACCINATED CLOSE CONTACT:</p> <ul style="list-style-type: none"> • TEST FOR COVID-19, even if no symptoms • Must quarantine for 10 days² after date of last exposure • If continued exposure, must quarantine for 10 days² after person with COVID-19 finishes isolation <p>FULLY VACCINATED¹ CLOSE CONTACT:</p> <ul style="list-style-type: none"> • If no symptoms, no quarantine • Test 3–5 days after last contact with person with COVID-19, even if no symptoms <p>LAB CONFIRMED COVID-19 IN PAST 90 DAYS:</p> <ul style="list-style-type: none"> • If no symptoms, no quarantine and no test 	<ul style="list-style-type: none"> • POSITIVE COVID-19 test (UNVACCINATED AND FULLY VACCINATED¹), SEE ABOVE • NEGATIVE COVID-19 test: <p>UNVACCINATED:</p> <ul style="list-style-type: none"> ○ Continue 10-day² quarantine period ○ Test again 5–7 days after last contact or immediately if you develop symptoms ○ Self-monitor for 14 days after last contact ○ If you develop symptoms, immediately self-isolate and get tested <p>FULLY VACCINATED¹:</p> <ul style="list-style-type: none"> ○ Self-monitor for 14 days after last contact ○ If you develop symptoms, immediately self-isolate and get tested • LAB CONFIRMED COVID-19 IN PAST 90 DAYS: <ul style="list-style-type: none"> ○ Self-monitor for 14 days after last contact ○ If you develop symptoms, immediately self-isolate and contact your healthcare provider
<p>ILLNESS with low clinical suspicion for COVID-19 or PAST MEDICAL HISTORY OF OTHER ETIOLOGY (e.g., allergy, asthma)</p>	<ul style="list-style-type: none"> • TEST FOR COVID-19 • Provider to use clinical judgement on a case-by-case basis 	<ul style="list-style-type: none"> • POSITIVE COVID-19 test (UNVACCINATED AND FULLY VACCINATED¹), SEE ABOVE • NEGATIVE COVID-19 test or not tested: <ul style="list-style-type: none"> ○ May return to work if symptoms resolving and no fever for 24 hours without the use of fever-reducing medications

¹ People are fully vaccinated 2 weeks after their second dose in a 2-dose series, such as Pfizer-BioNTech or Moderna, or 2 weeks after a single-dose vaccine, such as Johnson & Johnson’s Janssen vaccine.

² Quarantine is 14 days for close contacts living or working in congregate settings, including if there are household members who work in congregate settings (e.g., correctional facilities).

Note: If a person with suspected COVID-19 refuses testing, follow guidance for **POSITIVE COVID-19 test** (Unvaccinated or Fully Vaccinated¹) above.