



The Neighbors' Place

"People helping people"

Return to Work Protocols

Below are different scenarios and how we are currently determining the return to work dates for staff/volunteers based on their situation.

While the following guidelines are currently being used to determine return to work dates, it is important to keep in mind that return to work is not always the same for everyone. Some return to work decisions are complex and are determined by a staff/volunteer's doctor as a result of detailed personal health history and examination.

Staff/Volunteer is sick – no pending test:

- need to be symptom free for 24 hours (without the use of over the counter meds). **Make a distinction between "just sick" or "COVID related" following the recognized symptoms of Covid-19: Any One Major Symptom: cough (new or worsening), temperature of 100 or above, diarrhea or vomiting, new loss of taste or smell; OR Any Two Minor Symptoms: chills/shivering, headache, muscle pain, nausea, sore throat, runny nose/congestion, unusual fatigue.**

Staff/Volunteer has received a positive COVID test result:

- at least 10 days have passed since the symptoms 1st appeared **AND** there has been 3 days since recovery (resolution of fever without the use of meds & significant improvement in any additional symptoms)
- symptoms based on a known contact with a positive case (must fulfill quarantine period of 14 days, **OR** if positive result it is 10 days & symptom free increases to 72 hours.

Staff/Volunteer has a pending COVID test:

- testing due to known contact with positive; self-quarantine 14 days from the date of last contact *unable to accept an early return to work with a negative test result or return to work slip.
- testing due to symptoms; self-quarantine until both criteria are met: negative results **AND** 3 days since recovery.
- testing due to concern over potential exposure; **10** days from the date of test **OR** receipt of negative results or 14 days from the last exposure.
- testing out of curiosity (no symptoms, no known contact with positive or no significant concern over exposure); okay to be at work while awaiting results.

Staff/Volunteer is identified as close contact of positive case:

- 14 days since the last date of contact with positive case and team member remains symptom free.

Staff/Volunteer with concerns of illness in household:

- known positive in the household; if the staff/volunteer can self-isolate from the positive household member, it is 14 days from the last contact; if unable to self-isolate, it is 14 days from when the positive case's self-isolation ends.
- If someone in the house had a known contact with a positive or has symptoms & is getting tested; then staff/volunteer cannot work until negative results are received (if positive, see above).

*Doctors may provide a return to work note clearing a staff/volunteer outside of these guidelines. In most cases, we will follow the doctor's recommendation. The only exception is if the staff/volunteer has knowingly been in contact with a positive case, then they must quarantine for the full 14 days from last date of contact.