



Update to COVID-19 Isolation Guidelines and Return to Work Criteria

ESI complies with 29 CFR 1910.501(h), which provides that employers must (1) require employees to promptly notify the employer when they receive a positive COVID-19 test or are diagnosed with COVID-19; (2) immediately remove such employees from the workplace; and (3) keep those employees removed until they meet return to work criteria.

ESI will require employees to promptly notify ESI Human Resources when they have tested positive for COVID-19 or have been diagnosed with COVID-19 by a licensed healthcare provider.

Per the ESI Reporting COVID-19 Illness Policy, all employees are to report a confirmed diagnosis of COVID-19 to ESI Human Resources. The positive report can be sent to covid@esiaz.us. The Human Resources department will contact the employee to document the report.

ESI has Paid Sick Time (PST), Family Medical Leave Act (FMLA), and Leave of Absence (LOA) policies to implement for employees who test positive for or are diagnosed for COVID-19. All policy provisions are outlined in the ESI employee handbook. ESI Human Resources can answer any questions.

Medical Removal from the Workplace

ESI has also implemented a policy for keeping COVID-19 positive employees from the workplace in certain circumstances. ESI will immediately remove an employee from the workplace/client location if they have received a positive COVID-19 test or have been diagnosed with COVID-19 by a licensed healthcare provider (i.e., immediately send them home or to seek medical care, as appropriate). The employee may not return to the workplace/client location until the isolation period has ended. If there is an option to work remotely during isolation period, that will be permitted.

Return to Work Criteria

Under CDC's "[Isolation Guidance](#)," regardless of vaccination status, an employee may return to work after five (5) full days if employee is fever-free for 24 hours (without the use of fever-reducing medication) and symptoms are improving. A mask should be worn around others for five (5) additional days. Employees are to remain isolated if a fever is present.

If an employee has severe COVID-19 or an immune disease, ESI will follow the guidance of a licensed healthcare provider regarding return to work.

Before returning to work, the employee must contact the ESI Human Resources Officer to participate in a discussion to assess their improved condition to return to work under the CDC guidelines.