

**MPCC Roundtable
September 21, 2021 TPO Update**



*These updates are a small sample of important topics and information we provide and discuss with our members in helping manage to FFCRA and everything HR. For questions about this week's topic or information about TPO Membership and the products and services we provide, please contact Michaelle Stanford, Senior Consultant, PHR-ca, M.A. at michaelles@tpohr.com. **TPO Note:** As a reminder, these updates are for informational purposes only. For unique situations to your business, consult with your Human Resource provider or employment expert.*

COVID PROTOCOLS UPDATE!

**President Biden's 9/9 Announcement
Required Paid Time Away from Work
Isolation & Quarantine Defined**

President Biden's 9/9 Announcement

Federal Workplace Safety Officials (OSHA) will soon issue Mandatory Vaccine rules for employers with 100+ employees.

- Unvaccinated will require weekly negative tests results before coming to work.
- Paid Time Off will be required to get the vaccine and to recover from any side effects.

This decision includes:

- Additional requirements for Federal Contractors, Federal Government & Healthcare Workers.
- Requirements that large entertainment venues screen patrons for vaccine status upon entry.

Details will be forthcoming through OSHA's Emergency Temporary Standards (ETS). Until then, it is unclear how it will be worded, implemented and the timeline the issuance will be. Once OSHA ETS is approved, Cal/OSHA will have 15-30 days to replicate or implement "just as effective" measures. For current updates on Cal/OSHA Temporary Standard (ETS) 6/17/2021: <https://www.dir.ca.gov/dosh/coronavirus/ETS.html>

Required Paid Time Away from Work

- 2 Weeks required CA 2021 COVID-19 Supplemental Paid Sick Leave (26+ employees). Ends 9/30/2021.
- 2 Weeks of voluntary Federal COVID Leave (FFCRA/ARPA for less than 500 employees). Ends 9/30/2021.
- 3 Days CA Paid Sick Leave (1+ employees).
- Cal/OSHA ETS Exclusion Pay when the employee is unable to work due to a workplace exposure.

Isolation & Quarantine Defined

The California Department of Public Health is an important resource in staying current regarding when to Isolate and Quarantine, Vaccinations and Testing. Excerpts from their website are provided below:

<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Immunization/ncov2019.aspx>



Isolation and Quarantine Defined:

- **Isolation:** separates those infected with a contagious disease from people who are not infected.
- **Quarantine:** restricts the movement of persons who were exposed to a contagious disease in case they become infected.

Duration of Isolation

Persons with COVID-19 who are **symptomatic** and were instructed to care for themselves at home may discontinue self-isolation under the following conditions:

- At least 10 days have passed since symptom onset; **AND**
- At least 24 hours have passed since resolution of fever without the use of fever-reducing medications; **AND**
- Other symptoms have improved

For persons with COVID-19 who are **asymptomatic**, meaning they have NOT had any symptoms, CDPH recommends that these persons be instructed to care for themselves at home. Under this recommendation, they may discontinue self-isolation under the following conditions:

- At least 10 days have passed since the date of the first positive COVID-19 diagnostic (federally approved Emergency Use Authorized molecular assay) test. If they develop symptoms, then the strategies for discontinuing self-isolation for symptomatic persons (see above) should be used.

Duration of Quarantine for Unvaccinated Persons

For most unvaccinated persons who have had **close contact** (within 6 feet for a cumulative total of 15 minutes or more over a 24-hour period) with someone with suspected or confirmed COVID-19, CDPH recommends the exposed person get tested and self-quarantine at home. If unvaccinated, household members and intimate partners of COVID-19 positive persons should also self-quarantine, as well as those who had unprotected contact with an infected person's body fluids and/or secretions, such as being coughed or sneezed on, sharing cups or utensils, or providing care without wearing appropriate protective equipment (mask and gloves).

CDPH supports CDC's two options for shortening the recommended 14-day quarantine duration, **but quarantine should not be discontinued earlier than after Day 7** following last known exposure. Under this recommendation, close contacts who remain **asymptomatic**, meaning they have NOT had any symptoms, may discontinue self-quarantine under the following conditions:

- Quarantine can end after Day 10 from the date of last exposure without testing; OR
- Quarantine can end after Day 7 if a diagnostic specimen is collected on Day 5 or later from the date of last exposure and tests negative.

To discontinue quarantine before 14 days following last known exposure, asymptomatic close contacts should:

- Continue daily self-monitoring for symptoms through Day 14 from last known exposure; AND

- Follow all recommended non-pharmaceutical interventions (e.g., wearing a mask when around others, hand washing, avoiding crowds, and staying at least 6 feet from others) through Day 14 from last known exposure.

If any symptoms develop during this 14-day period, the exposed person should immediately self-isolate, get tested and contact their healthcare provider with any questions regarding their care.

Local health jurisdictions may be more restrictive in allowing the above options for shortened quarantine, based on local circumstances, resources, and exposure settings.

For quarantine considerations in a K-12 schools setting, see [CDPH K-12 Schools Reopening Guidance](#) and [CDPH K-12 testing strategies](#) which address students staying in school in a modified quarantine under certain circumstances.

Duration of Quarantine for Vaccinated or Previously Infected Persons

Under CDPH's recommendations, the exposed person **does not have to quarantine** if they were fully vaccinated, before the exposure AND they have not developed any symptoms since their exposure to someone with COVID-19. Similarly, if an exposed person tested positive for COVID-19 before their new, recent exposure and it has been less than 3 months since they started having symptoms from that previous infection (or since their first positive COVID-19 test if asymptomatic), they do not need to quarantine, as long as they have not had any new symptoms since their recent exposure to someone with COVID-19.

All exposed persons, even those who were fully vaccinated or previously infected and do not have to self-quarantine, should self-monitor for COVID-19 symptoms and strictly adhere to all recommended non-pharmaceutical interventions (e.g., wearing a mask, maintaining a distance of at least 6 feet from non-household members, frequently performing hand hygiene, avoiding crowds and poorly ventilated indoor spaces) for **14 days** following the last date of exposure. If any exposed person develops symptoms during this 14-day period, that person should immediately self-isolate, get tested, and contact their healthcare provider with any questions regarding their care. Fully vaccinated close contacts who remain asymptomatic and do not need to quarantine should get tested 3-5 days after exposure. If they test positive, they should immediately self-isolate and contact their healthcare provider with any questions regarding their care; if they test negative, they should continue monitoring symptoms and following recommended non-pharmaceutical interventions, including masking in public indoor settings, for 14 days. In order to protect household members, exposed close contacts who do not have to quarantine due to being fully vaccinated or previously infected should consider masking in the home during this time, especially if they are immunocompromised or around persons who are immunocompromised, not fully vaccinated, or at increased risk of severe disease.