

EMPLOYMENT & HUMAN SERVICES

Marla Stuart, Director

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To: All Staff, Code 2A

Date: May 11, 2022

From: Debora Boutté, Departmental Human Resources Officer II

Subject: Updated COVID-19 Decision Trees and Close Contacts Precautions dated April 28, 2022

The updated Decision Trees and Close Contact Precautions Memo dated April 28, 2022 are now available and published on the [County's COVID-19 Resources page](#). The documents are attached to this memo for your reference.

On April 6, 2022, California Department of Public Health (CDPH) removed quarantine recommendations for asymptomatic exposed persons for the general public. The Decision Tree updates are as follows:

- General Work setting: includes the removal of the quarantine requirement for asymptomatic close contacts.
- For both General and Healthcare/Sensitive settings: requires face coverings to be worn for 10 days after a close contact or return to work.

Also on April 6, 2022, CDPH changed the definition of close contact to “Someone sharing the same indoor airspace, e.g., home, clinic waiting room, airplane etc., for a cumulative total of 15 minutes or more over a 24-hour period (for example, three individual 5-minute exposures for a total of 15 minutes) during an infected person’s (laboratory-confirmed or a clinical diagnosis) infectious period.” However, this definition **was not adopted** by Cal/OSHA and all employers will continue to adhere to Cal/OSHA close contact definition of “Being within 6 feet of someone with a confirmed case of COVID-19 (tested positive) for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset and living with someone who is a presumed or a positive test-confirmed COVID-19 individual.”

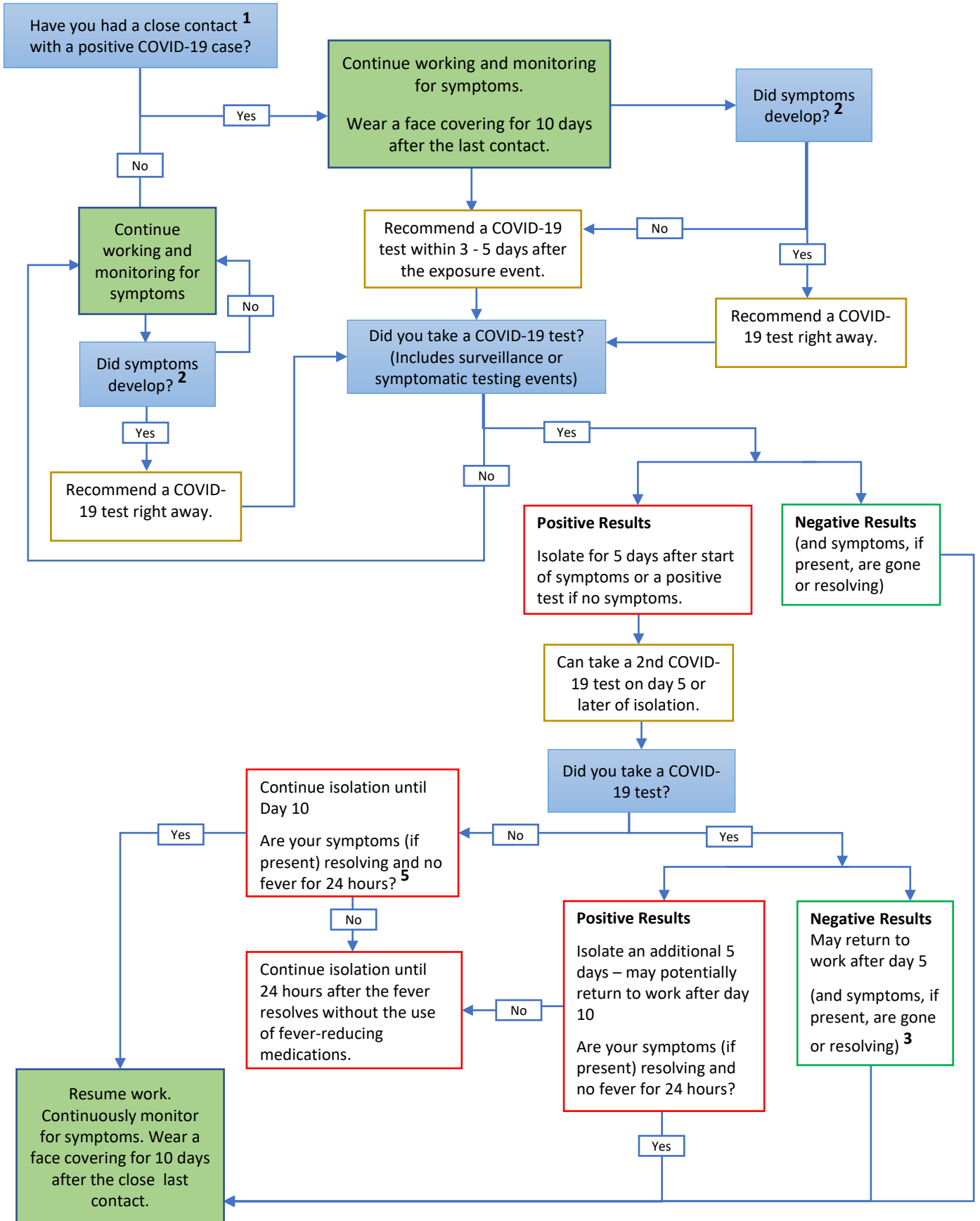
Cal/OSHA requires the Employer to review *Close Contact Precautions* with employees that were in close contact to a positive individual regardless of whether the close contact exposure is at work or home. Risk Management has distributed a Close Contact Precautions memo as part of the County COVID Prevention Program. The Precautions memo has been updated to remove the requirement to quarantine as previously mentioned and includes a handout to give to the employees that summarizes the material that was reviewed.

The current March 21, 2022 COVID-19 Prevention Plan (CPP) will remain in effect and will be updated in mid-May when the Office of Administrative Law approves the adoption of the new Cal/OSHA Emergency Temporary Standards (ETS) language.

For questions about this memo, please contact your assigned Departmental HR Analyst.

GENERAL

See page 4 for all notes and definitions



GENERAL

Notes and Definitions

DEFINITIONS

1. **Close Contact** is defined as:
 - Being within 6 feet of someone with a confirmed case of COVID-19 (tested positive) for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset.
 - Living with someone who is a presumed or a positive test-confirmed COVID-19 individual.
2. **Symptoms of COVID-19** include fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of sense of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, or diarrhea See: <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>
3. **Reduced isolation** is when asymptomatic cases can return to work with a negative test on or after Day 5 of isolation. Symptomatic cases can return to work if symptoms are resolving, there is no fever, with negative test on Day 5 or after.

NOTES:

1. A minimum 20-day isolation period, starting after symptoms begin, is required for the following:
 - Individuals hospitalized with a severe or critical illness caused by COVID-19 illness
 - Individuals severely immunocompromised that test positive for COVID-19 (with or without symptoms)
 - After 20 days, continue isolation until 24 hours after fever ends and symptoms are improving.

REFERENCES:

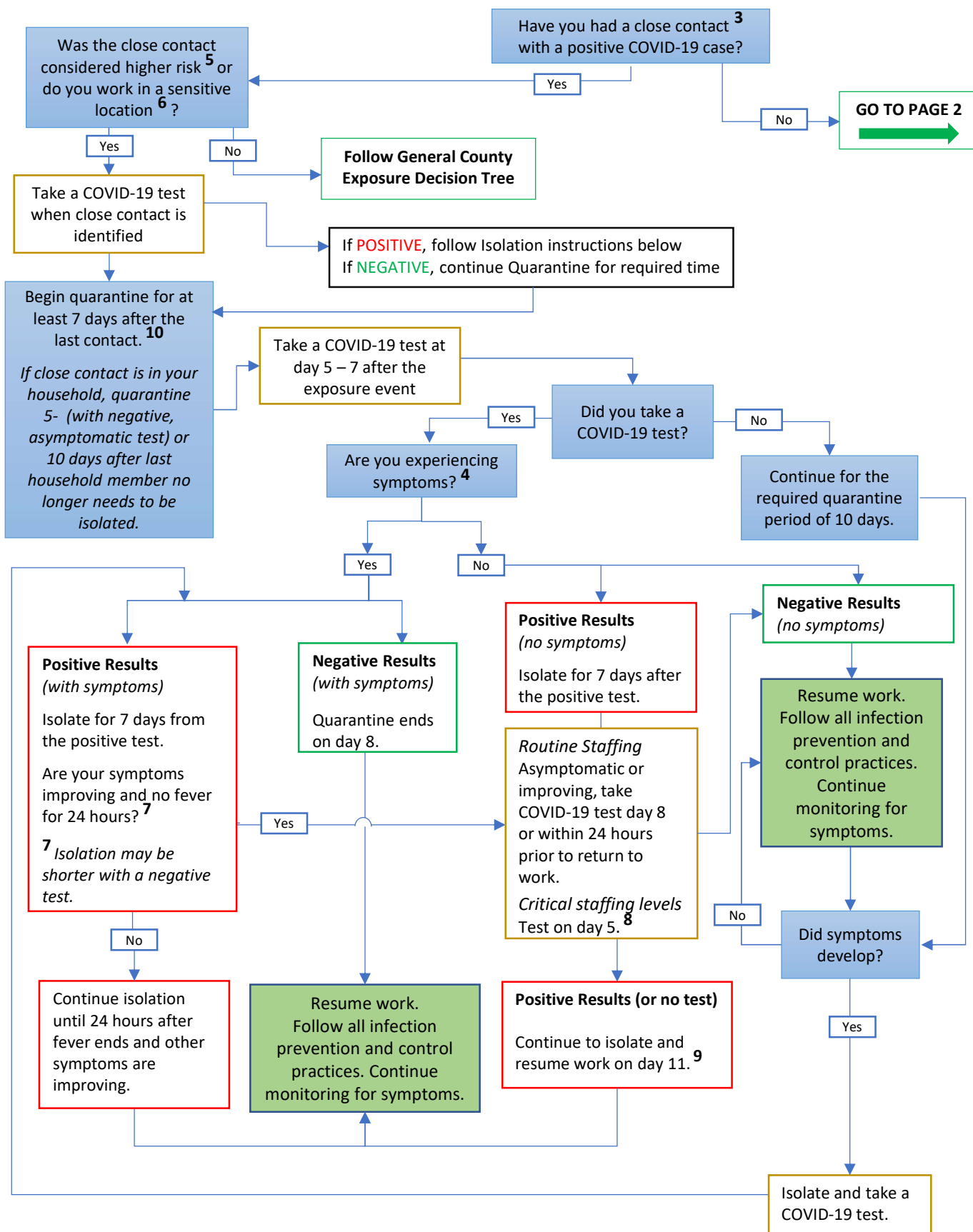
Health Services – Home Isolation Instructions
<https://cchealth.org/covid19/providers/pdf/2020-self-iso-instructions.pdf>

Health Services – Home Quarantine Instructions
<https://cchealth.org/covid19/providers/pdf/Home-Quarantine-Instructions-for-Close-Contact.pdf>

HEALTHCARE & SENSITIVE LOCATIONS

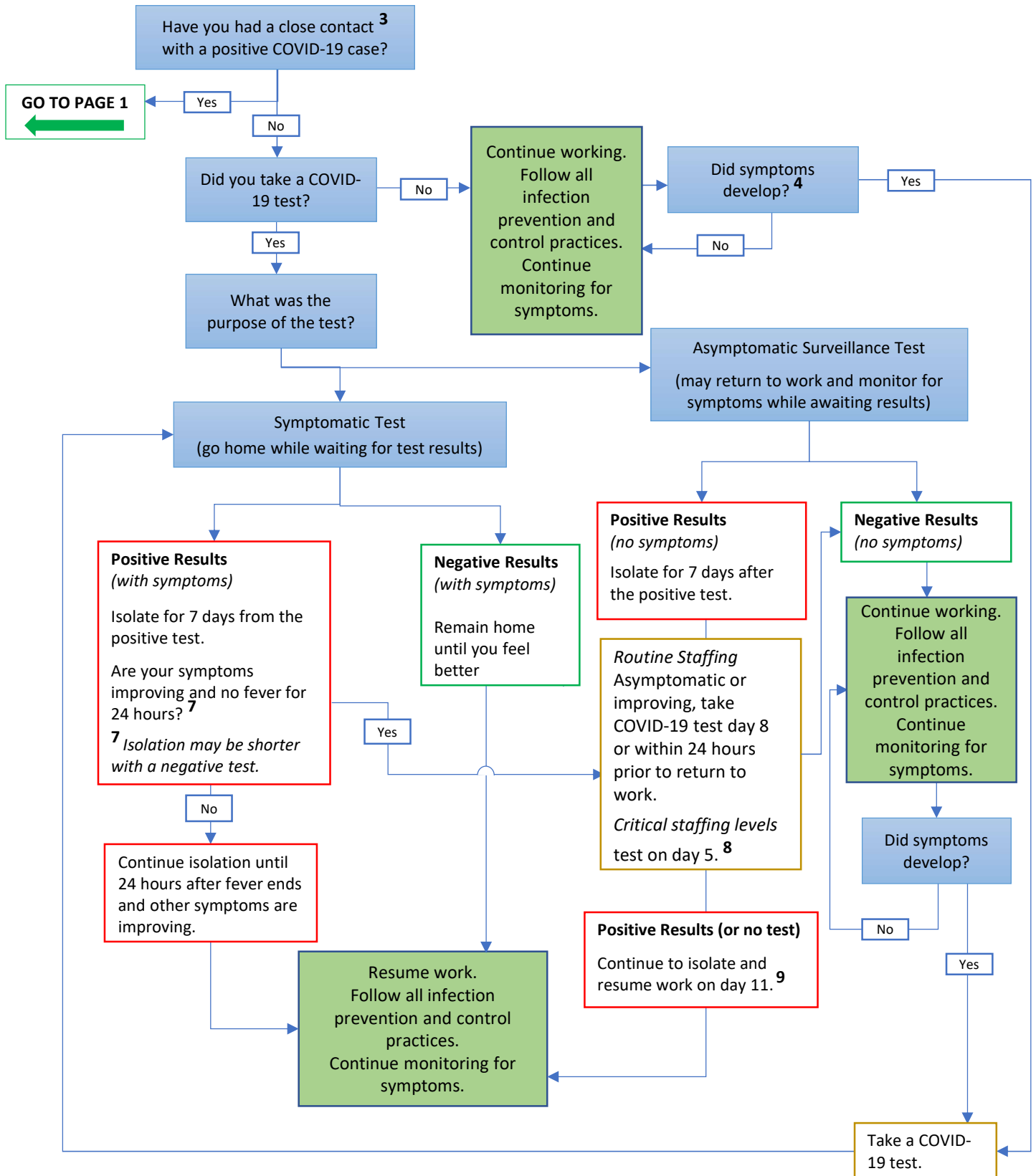
Revised 4/28/22

See page 4 for all notes and definitions



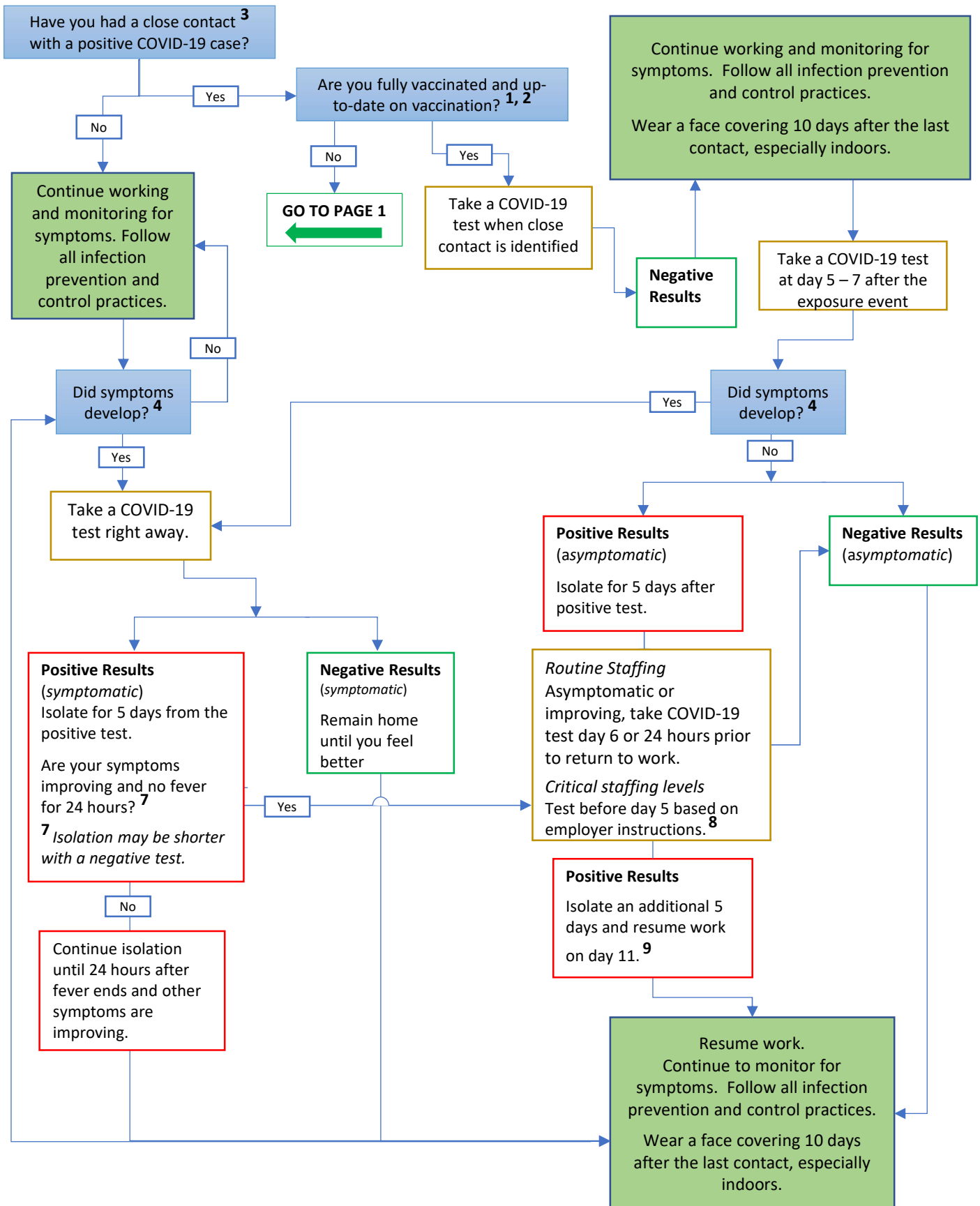
HEALTHCARE & SENSITIVE LOCATIONS

See page 4 for all notes and definitions



FULLY VACCINATED and UP-TO-DATE Vaccination^{1, 2}
HEALTHCARE & SENSITIVE LOCATIONS

See page 4 for all notes and definitions



Notes and Definitions

DEFINITIONS

1. **Fully Vaccinated** means it has been two weeks since the second dose of Pfizer or Moderna or first dose of Johnson & Johnson COVID-19 vaccines.
2. **Up-To-Date Vaccination** means that individuals that are [eligible](#) for a booster dose have received it.
3. **Close Contact** is defined as:
 - Being within 6 feet of someone with a confirmed case of COVID-19 (tested positive) for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset.
 - Living with someone who is a presumed or a positive test-confirmed COVID-19 individual.
4. **Symptoms of COVID-19** include fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of sense of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, or diarrhea See: <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>
5. **Higher Risk Close Contact** for healthcare personnel (HCP) means prolonged contact with a patient, visitor, or healthcare provider with a confirmed COVID-19 case and:
 - HCP not wearing a respirator (or if wearing a facemask, the person with SARS-CoV-2 infection was not wearing a cloth face covering or facemask)
 - HCP not wearing eye protection if the person with SARS-CoV-2 infection was not wearing a cloth mask or facemask
 - HCP not wearing all recommended PPE (i.e., gown, gloves, eye protection, respirator) while performing an aerosol-generating procedure
6. **Sensitive location** includes acute care hospital, skilled nursing facilities, and other congregate settings including detention centers, drug treatment residential centers, and homeless shelters.
7. **Reduced isolation** is when asymptomatic cases can return to work with a negative test on or after Day 5 of isolation. Symptomatic cases can return to work if symptoms are improved, there is no fever, with negative test on Day 5 or after.
8. **Staffing shortage** it when it becomes necessary to further adjust return to work requirements to mitigate staffing shortages, Health Services will follow CDPH guidance and implement additional infection prevention and control strategies.
9. **Positive Test Prior to Return to Work** employees may provide care only for confirmed cases, preferably in a cohort setting.
10. **Recovered from COVID-19 within the last 90 days** asymptomatic healthcare providers will not require work restriction.

NOTES:

1. If you are well and have had no close contact, or are awaiting results from asymptomatic surveillance testing, you do not need to isolate or quarantine and can continue normal activities.
2. Hospital and Health Center and detention health employees can contact Infection Prevention and Control by pager at (925) 346-4122 or email InfectionPreventionAndControlProgram@cchealth.org for instructions and help with exposure risk level or cohorting strategies during critical staffing shortages. Supervisors from Health Services Divisions other than the Hospital or Health Centers and other County Departments may consult with the Health Services Contact Tracing Unit via email at covid.business.tracing@cchealth.org.
3. A minimum 20-day isolation period, starting after symptoms begin, is required for the following:
 - Individuals hospitalized with a severe or critical illness caused by COVID-19 illness
 - Individuals severely immunocompromised that test positive for COVID-19 (with or without symptoms)
 - After 20 days, continue isolation until 24 hours after fever ends and symptoms are improving.
 - When critical
4. When it is necessary to further adjust return to work requirements to mitigate staffing shortages, Health Services will follow CDPH guidance and implement additional infection prevention and control strategies.

REFERENCES:

Health Services – Home Isolation Instructions

<https://cchealth.org/covid19/providers/pdf/2020-self-iso-instructions.pdf>

Health Services – Home Quarantine Instructions

<https://cchealth.org/covid19/providers/pdf/Home-Quarantine-Instructions-for-Close-Contact.pdf>

Health Services – Instructions for Healthcare and Front Line Workers

<https://cchealth.org/covid19/providers/pdf/Instructions-for-Healthcare-Workers-with-Close-Contacts-to-COVID-19-Case.pdf>

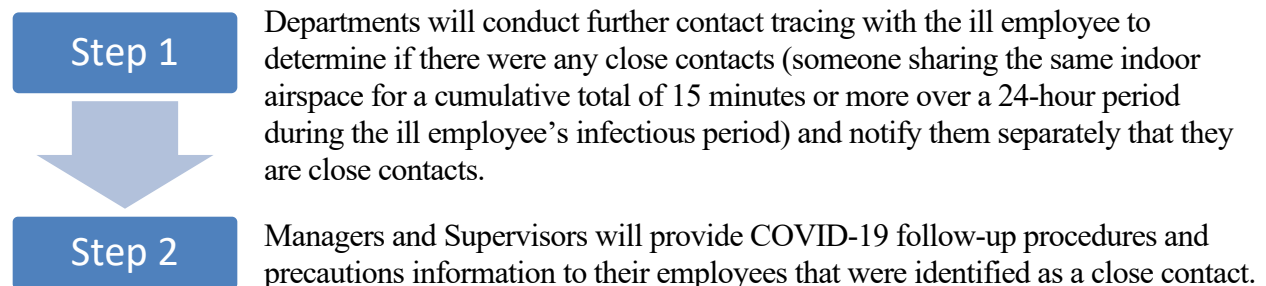
CDPH guidance: <https://www.cdph.ca.gov/Programs/CHCQ/LCP/Pages/AFL-21-08.aspx>



**Contra Costa County Risk Management
2530 Arnold Drive, Suite 140
Martinez, CA 94553
(925) 335-1400**

Date: April 28, 2022
To: Contra Costa County Managers and Supervisors
CC: Department Personnel Contacts or designees
Department Safety Coordinators
Karen Caoile, Director of Risk Management
From: Shanon Winston, Interim Assistant Risk Manager – Safety and Loss Control
Subject: COVID-19 Close Contact Precautions Counseling Instructions

One of the new requirements in the [Cal/OSHA Emergency Temporary Standard for COVID-19](#) and the County's [COVID-19 Prevention Program](#) (version March 21, 2022) is that supervisors and managers need to provide employees that have been identified as close contacts to a positive COVID-19 case with information on precautions that they should take.



DISCUSSION WITH CLOSE CONTACTS

Supervisors and Managers will discuss follow-up procedures, offer testing, and provide their employees that have had a close contact with a positive COVID-19 case at the worksite with the following information:

1. **INFORM** the employee they have been identified as a close contact with a positive COVID-19 case at the worksite. Provide the date(s) and location(s) of the close contact, but not the identity of the ill employee.
2. **PROVIDE** the employee with a copy of the COVID-19 *Close Contact Precautions* handout, [Attachment 1](#). This handout includes precautions they should take to monitor their personal health and prevent further exposures to their household members, coworkers, and the public.

3. **ADVISE** the employee that the County will provide them a one-time COVID-19 test at no cost and on their work time if they wish to get tested. Testing is available:
 - Asymptomatic employees can test at County-sponsored testing sites on a drop-in basis. Testing locations and schedules can be found on the [Mandatory Vaccination Policy Onsite Testing website](https://docs.google.com/spreadsheets/d/1dveFefJCVDItp_VOnWUqoRS6xQb7BThBmHOq9D76aGg/edit#gid=0) (https://docs.google.com/spreadsheets/d/1dveFefJCVDItp_VOnWUqoRS6xQb7BThBmHOq9D76aGg/edit#gid=0)
 - Health Services provides free community testing by appointment, available by calling the COVID-Testing Phone Line 1-833-829-2626 or on their [website](https://www.coronavirus.cchealth.org/get-tested) (<https://www.coronavirus.cchealth.org/get-tested>) which includes testing locations and instructions.
 - *NOTE - symptomatic employees should test at a community or healthcare setting, not at the County-sponsored employee testing locations.*
4. **REVIEW** the County's [Exposure Decision Tree](#) with the employee to determine how long they may be excluded from the workplace. You can also use the calendar examples in [Attachment 2](#) to determine the required follow-up procedures, quarantine times, and testing, when applicable.
5. **CALCULATE** the date(s) that the employee is expected to return, including options for:
 - Employees in general work settings (regardless of vaccination status) do not need to be excluded from the workplace, they can continue to work and monitor for symptoms.
 - Fully vaccinated employees in healthcare and sensitive locations do not need to be excluded from the workplace, they can continue to work and monitor for symptoms.
 - Employees infected with COVID-19 within the last 90 days (meaning they tested positive using a viral test) do not need to quarantine.
 - Not fully vaccinated employees in healthcare and sensitive locations need to leave the workplace immediately after the precautions counseling; these employees can return after:
 - Completing a full 10-day quarantine period without testing, returning on day 11
 - Completing a shortened quarantine period with an asymptomatic negative test taken on day 5 to 7 after the last contact, returning on day 8.
6. **REQUIRE** follow-up procedures:
 - All employees that continue working and monitoring symptoms must wear a face covering around others for 10 days from the date of last contact.
 - All employees that return early from quarantine with an asymptomatic negative test must wear a face covering around others for 10 days from the date of the last close contact.

Thank you very much for your continued attention to the County's COVID-19 prevention procedures to maintain employee safety. If you have any questions or concerns about this procedure, contact your Department Personnel Contact or send an email to Risk Management Safety and Loss Control at riskmsafety@riskm.cccounty.us.

Attachment 1

Close Contact Precautions Handout



COVID-19 Close Contact Precautions



You have been identified as a close contact to a COVID-19 positive case in the workplace. In addition to providing you with this **Precautions Handout**, your supervisor will:

1. **Inform** you of the date and location of the close contact
2. **Advise** you of testing offered by the County
3. **Review** the County's [Exposure Decision Tree](#) with you to determine next steps:
 - a. **GENERAL WORK SETTING** - Close contacts can continue working and monitor for symptoms. You should wear a face covering around others for 10 days after the contact.
 - b. **HEALTHCARE OR SENSITIVE LOCATIONS** - Close contacts must **quarantine** if not fully vaccinated or up to date on their booster.
4. **Calculate** the date of your expected return to work if you need to quarantine.

QUARANTINE REQUIREMENTS



- Stay in your home during your quarantine period.
- Do not go to work.
- During your quarantine at home, follow instructions from your healthcare provider and Public Health.

PRECAUTIONS TO PROTECT OTHERS



- Cover your mouth and nose with tissue when you sneeze or cough. Put tissues in the garbage and wash your hands immediately with soap and water or use hand sanitizer.
- Wash your hands frequently with soap and water, especially after coughing, sneezing, blowing your nose, going to the bathroom, or having direct contact with moist materials such as tissue, diapers, and used face coverings.
- Use hand sanitizer if soap and water are unavailable.
- Do not share toothbrushes, drinks, or eating utensils.

MONITOR YOUR HEALTH



- **WATCH FOR SYMPTOMS** - Continue to watch for symptoms of COVID-19 for 14 days after your close contact.
- **ISOLATE IMMEDIATELY** - If you start to feel sick, isolate immediately and get tested.
- **NOTIFY YOUR SUPERVISOR** - if you are ill or test positive.
- **STAY HOME** - If you test negative, stay home until you feel better (your symptoms are improving, and you have no fever for more than 24 hours).

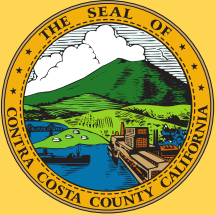
RETURNING TO WORK



- **HEALTHCARE OR SENSITIVE LOCATIONS AND NOT FULLY VACCINATED** - Quarantine for not fully vaccinated staff in healthcare or sensitive locations is at least 7 days from your last contact with a positive case.
 - > **QUARANTINE CAN END ON OR AFTER DAY 5** - if a test taken on or after day 5 is negative and you don't have symptoms. You can return to work on day 8. Wear a face covering around others until day 11.
 - > **QUARANTINE CAN END ON DAY 10** - if you do not take a test, and no symptoms are present. You can return to work on day 11.
- **CONTACT YOUR SUPERVISOR BEFORE YOU RETURN TO WORK** - by phone or email to confirm that your quarantine and return to work requirements have been met.

Attachment 2

Quarantine Calendar Scenarios



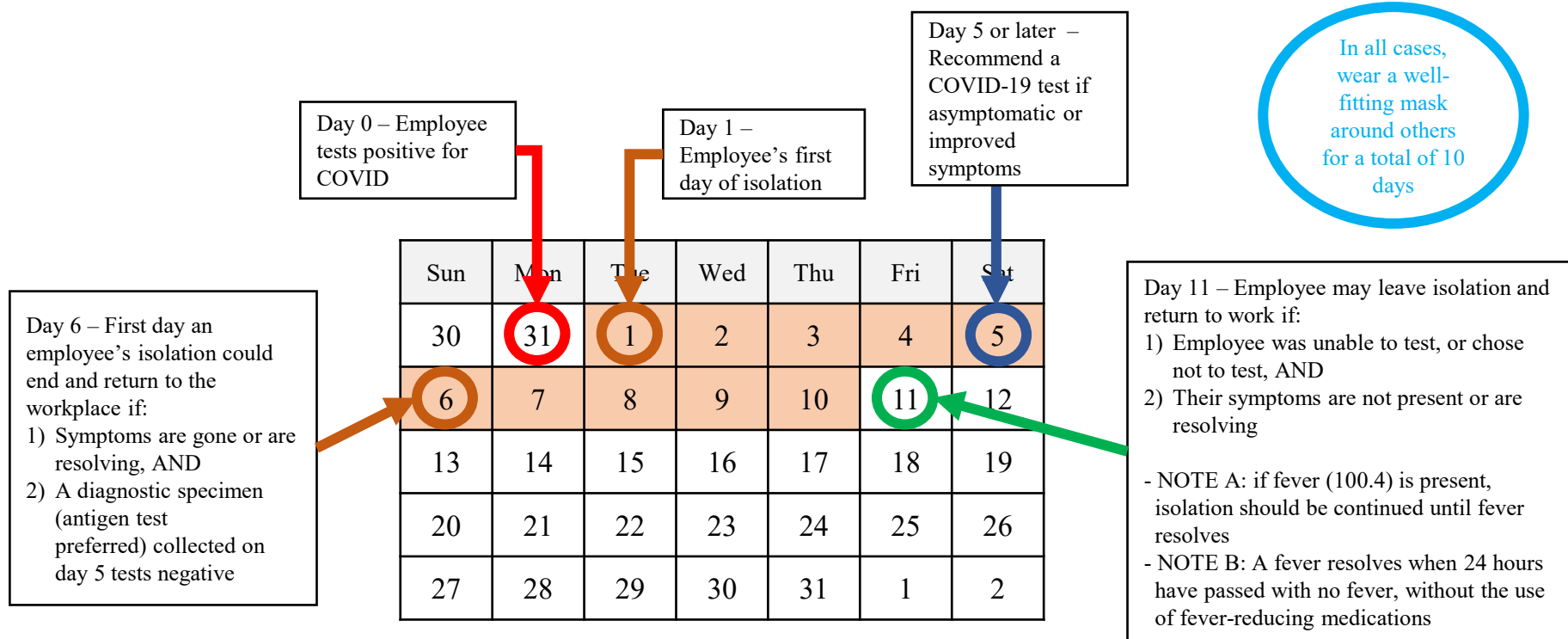
DEPARTMENT OF
RISK MANAGEMENT
SAFETY AND
LOSS CONTROL

Examples of Counting for Isolation and Quarantine

April 28, 2022

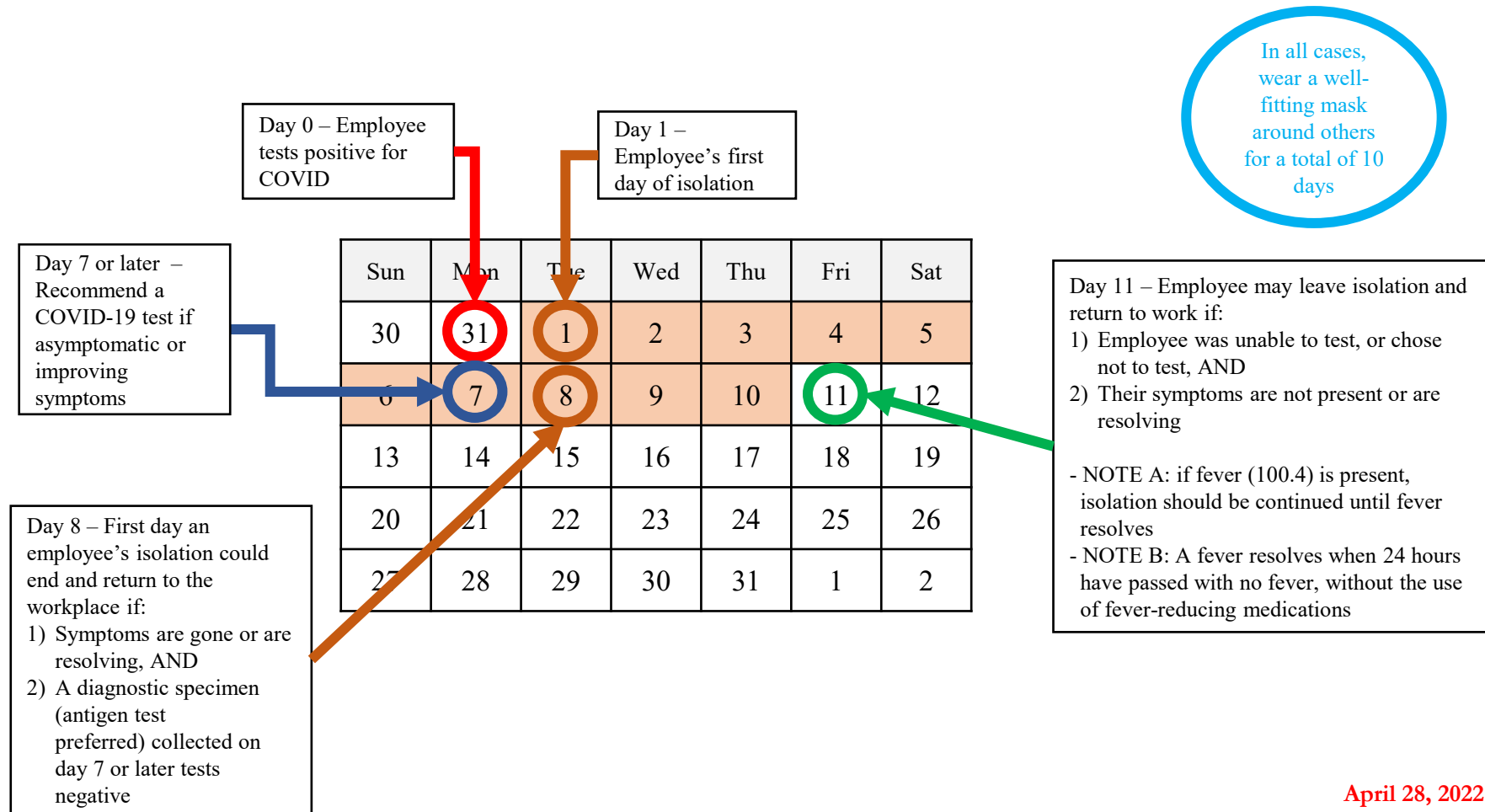
EXAMPLE 1: Isolation Requirements For Employees Who Test Positive For COVID-19

Requirements apply to **fully vaccinated and up to date on booster** employees in all work settings.



EXAMPLE 2: Isolation Requirements For Employees Who Test Positive For COVID-19

Requirements apply to **not fully vaccinated or up to date on booster** employees in **healthcare or sensitive locations**.



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EXAMPLE 3: No Quarantine Required for Fully Vaccinated and Up to Date Booster Employees With a Close Contact in Any Work Setting

Day 0 – Employee exposed (close contact*) to someone who tests positive for COVID. All Fully Vaccinated and Up-to-Date on booster employees can continue working and monitoring for symptoms.

Day 1 – Healthcare and Sensitive Location
Employees test immediately after notification of the close contact. (Positive results must follow isolation procedures.)

Day 5 or later – Recommend a COVID-19 test for all employees with a close contact..

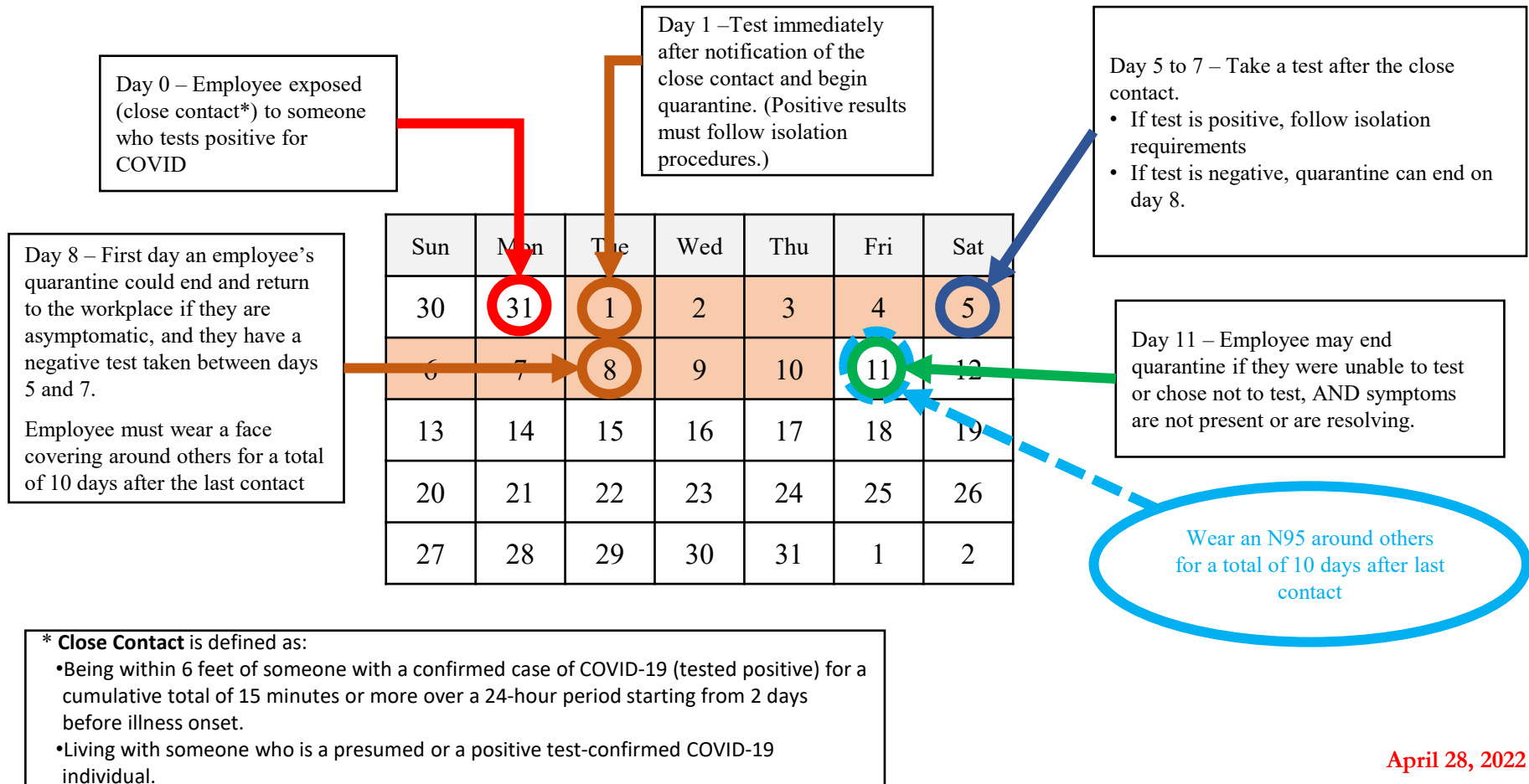
Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

Employees in all work settings wear a well-fitting face covering around others for a total of 10 days after last contact

* **Close Contact** is defined as:

- Being within 6 feet of someone with a confirmed case of COVID-19 (tested positive) for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset.
- Living with someone who is a presumed or a positive test-confirmed COVID-19 individual.

EXAMPLE 4: Quarantine Requirements for Not Fully Vaccinated or Not Up-to-Date Booster Employees With a Close Contact in Healthcare or Sensitive Locations



April 28, 2022