



CITY OF OAKLAND

---

## COVID-19 EMPLOYEE FAQs

### June 28, 2021

#### Background

On March 16, 2020, Alameda County issued a Shelter-In-Place Order in response to the ongoing COVID-19 pandemic. That order was modified several times and supplemented by other applicable laws and regulations.

On June 15, 2021, Alameda County rescinded its Shelter-in-Place Order, in accordance with the [California State Beyond the Blueprint Framework](#). For more information, see [California State Public Health Officer Order](#) and [Alameda County Health Officer Order 21-01a](#).

To keep employees informed, the City has updated and distributed Frequently Asked Questions (FAQS). As of the date listed above, this document represents the latest version of those FAQs, which replaces previous versions.

These FAQs contain important information regarding safety, operations, and benefits related to the COVID-19 pandemic. As circumstances develop and rules and regulations evolve in response to the ongoing global COVID-19 pandemic, these FAQs will be updated and revised in alignment with evolving public health guidance.

This FAQ addresses the following topics. Use the links below to jump to that topic:

- [Relevant Authority](#)
- [Current Work Expectations](#)
- [Employee Telecommuting Options](#)
- [COVID-19 Safety Protocols](#)
- [Face Coverings & Personal Protective Equipment](#)
- [Vaccine Information](#)
- [SB 95: COVID-19 Supplemental Paid Sick Leave](#)
- [COVID-19 Testing and Exposure](#)
- [Returning to Work after Testing Positive for COVID-19 or Experiencing COVID-19 Symptoms](#)

**Please review every FAQ. If you have questions, please contact your supervisor, manager, or Departmental HR Single Point of Contact (SPOC).**

## Relevant Authority

### 1. On what rules, regulations, and/or authority has the City based its COVID-19 policies and procedures?

City policies and procedures related to **employee** safety and conduct are based on the revised [COVID-19 Prevention Emergency Temporary Standards](#) approved by the Division of Occupational Safety and Health of California (commonly known as Cal/OSHA) on June 17, 2021.

City policies and procedures related to **public** safety and conduct are based on direction provided by Alameda County Public Health. Alameda County has implemented the State's *Beyond the Blueprint* framework and is fully aligned with the California State Reopening Plan, California State Recommendations for Fully Vaccinated People, and California State Mask Guidance and Masking Q & A. Detailed information about the State's implementation of these standards is available [here](#).

Finally, the City also considers advice and guidance provided by both the State of [California's —Health and Human Services Agency](#) and the [Centers for Disease Control and Prevention](#) (CDC). Relevant information from each of these agencies can be found at the following links:

The City's policies and procedures are also based on specific applicable laws, such as SB-95, which directly require the City to perform some specific action related to COVID-19. Those laws are referenced below when applicable.

## Current Work Expectations

### 2. Am I required to work under the current rules and regulations?

**Yes.** On June 15th, 2021, the State of California fully reopened the economy. This means that most COVID-19 restrictions have been lifted. Accordingly, all Oakland employees are expected to work while adhering to applicable COVID-19 policies and procedures.

### 3. I am over the age of 65, am I required to work?

**Yes.** While the risk of severe illness due COVID-19 likely increases with age, there are currently no additional restrictions placed on individuals of a specific age.

### 4. If I have a medical condition that makes me particularly susceptible to COVID-19, am I required to work?

**Yes.** While individuals with specific underlying medical conditions may have increased susceptibility to COVID-19, there are currently no broadly applicable

additional restrictions placed on individuals with perceived or actual underlying medical conditions.

However, employees who believe that they require a reasonable accommodation due to a mental or physical disability should contact Risk Management to begin the Interactive Process. Generally, applicable disability law requires the City to provide reasonable accommodation to employees who, because of their disability, are limited in or unable to perform one or more of the essential functions of their job.

## Employee Telecommuting Options

### 5. What telecommuting options are available to City Employees?

Currently, telecommuting is allowed when feasible and operationally appropriate. However, telecommuting is not an entitlement and can be discontinued at any time. As the pandemic improves, the City expects in-person work to increase.

Eligible City employees are currently telecommuting under the City's Temporary Telecommute Policy. Applications and agreements under that policy remain in effect until your Appointing Authority (City Administrator, City Attorney, Mayor or City Auditor) or their designee terminates the policy or until otherwise notified in writing. That policy and associated documents are available [here](#).

The City is discontinuing the Temporary Telecommute Policy and replacing it with Administrative Instruction 594 – Employee Telecommute Policy. Information and applications related to AI 594 are available [here](#).

Employees interested in continuing to telecommute must apply by Friday, July 2, 2021. Employees can re-submit applications if information needs to be changed after that date. City management will evaluate applications throughout the month of July 2021.

### 6. When must I transition from my temporary telecommuting agreement to either a full return to the office or a new long-term telecommuting schedule?

Department Directors will determine the timing of this transition, considering operational and service needs among other factors. Please note that such transitions are generally individualized and will vary for each person's unique situation. Please see AI 594 for more information.

### 7. Is telecommuting available as a reasonable accommodation due to my susceptibility to COVID-19?

**Maybe.** Telecommuting as a reasonable accommodation is not available under AI 594. Telecommuting under AI 594 is tied to business reasons; it is not an entitlement and it can be discontinued at any time.

However, employees who believe that they require a reasonable accommodation due to a mental or physical disability should contact Risk Management to begin the Interactive Process. Generally, applicable disability law requires the City to provide reasonable accommodation to employees who, because of their disability, are limited in or unable to perform one or more of the essential functions of their job. Reasonable accommodations are determined through the interactive process.

#### **8. How do I code my time if I am approved to telecommute?**

Employees who are telecommuting should code their timecard as “REG” (NONSWORN).

#### **9. May I work overtime if I am approved to telecommute?**

**Yes.** However, overtime still requires advanced authorization from your supervisor. Managers and supervisors of telecommuting employees are strongly urged to schedule any required overtime in advance.

#### **10. What if I get sick while telecommuting or need to care for an ill family member?**

Just as if you were working from the office, you must immediately let your supervisor know if you are too sick to telecommute, need to care for an ill family member, or need to care for a child for any COVID-related reason. You can use your accrued paid time off or other available leave benefits.

#### **11. What if I do not feel comfortable or safe reporting to work in person?**

Employees who are required, but do not wish to return to work in person, can use any available leaves, including sick, vacation, compensatory time, floating holidays, management leave, SB 95 leave, or other paid leave benefits to remain off work. Additionally, such employees may be able to borrow paid sick leave. Certain employees may also borrow up to two weeks (generally 75, 80 or 96 hours but dependent on your schedule) of paid sick leave. To be eligible to borrow, employees must exhaust all accrued paid time off and complete the City’s request for repayment agreement. Please see this [policy and application](#) for further guidance.

Employees who do not have leave accruals, who have exhausted State and Federal Leave benefits, who are unable to borrow sick leave, and who are unable to attend work for an authorized reason must code authorized leave without pay.

While the City is currently allowing employees to liberally use leave, including unpaid leave, the City anticipates a return to normal leave practices soon.

## COVID-19 Safety Protocols

### **12. What safety protocols does the City have in place to mitigate workplace risk created by COVID-19?**

The City of Oakland implemented a Citywide Covid-19 Prevention Plan in compliance with California Code of Regulations, Title 8, section 3205. Individual departments have also created supplemental plans to address department specific issues. Each of these plans is modeled after the Cal/OSHA COVID-19 Model Prevention Program. However, as of the postings of these FAQs, Cal/OSHA has not updated its plan since December 1, 2020. The City will revise its plans so that they align with the Cal/OSHA model program once Cal/OSHA provides a new model. The City's most updated documents can be found [here](#).

### **13. What physical distancing requirements are currently in place?**

Barring a COVID-19 “outbreak” as defined by Cal/OSHA, physical distancing is no longer required under any law or regulation. All people, regardless of vaccination status and location, can distance as they see appropriate. Moreover, there are no capacity limitations for locations or spaces due to COVID-19.

### **14. What physical barrier requirements are currently in place?**

Barring a COVID-19 “outbreak” as defined by Cal/OSHA, physical barriers are no longer required under any law or regulation.

## Face Coverings & Personal Protective Equipment

### **15. Am I required to wear a face covering while at work?**

City of Oakland employees are still generally required to wear facemask indoors. Please see the most recent Face Covering Memorandum issued by the City Administrator.

However, City employees are no longer required to wear a mask while outdoors.

A “face covering” means a covering made of cloth, fabric, or other soft or permeable material, without holes, that covers only the nose and mouth and surrounding areas of the lower face.

Employees should not use cloth face coverings when doing so would be dangerous, such as when vision might be obstructed or when using tools or equipment that could become entangled with the covering.

If your Department requires you to wear a face shield, N95 mask, gloves, or other required personal protective equipment (PPE), you shall wear full PPE while working.

**16. Will the City provide me with a cloth face covering?**

Yes. The City will provide face coverings or masks as required by CCR Title 7, §3205.

**17. Are there exceptions?**

Yes, but they are limited. A face covering is not required when a person is in a personal office (a single room) if the public or co-workers do not visit the room. However, you must have a face covering available should someone enter the office or room. You must also wear a face covering if you work in a cubicle or enter a common space, including restrooms and reception areas. Please consult your supervisor should you have questions.

A face covering is also not required by an individual if that individual can show either: (1) a medical professional has advised that wearing a face covering may pose a risk to the person wearing the mask for health-related reasons; or (2) wearing a face covering would create a risk to the person related to their work as determined by local, state, or federal regulators or workplace safety guidelines. Should you need a medical exception, please contact Risk Management.

**18. Are patrons accessing City services required to wear a face covering?**

**Yes.** All patrons are required to wear mask.

The general public must follow the current [CDPH Guidance for Face Coverings](#). Please see the [CDPH Flyer](#).

Subject to some individualized exceptions, masks are not required for fully vaccinated individuals, except in the following settings where masks are required for everyone, regardless of vaccination status:

- On public transit and in transportation hubs
- Indoors in K-12 schools,
- Childcare and other youth settings
- Healthcare settings
- State and local correctional facilities and detention centers
- Homeless shelters
- Emergency shelters and cooling centers

Additionally, masks are required for unvaccinated individuals in indoor public settings and businesses.

The State of California provided the following three options regarding patron masking while masking is still required for unvaccinated individuals:

- Provide information to all patrons regarding vaccination requirements and allow vaccinated individuals to self-attest that they comply prior to mask-less entry
- Implement vaccine verification to determine whether individuals must mask
- Require all patrons to wear masks

Following State of California guidance, The City of Oakland has elected to require all patrons to wear mask.

## Vaccine Information

### **19. Where can I find up-to-date information about the COVID-19 vaccine?**

Please visit the following websites for information on the COVID-19 vaccine:

- [Centers for Disease Control State of California](#)
- [Alameda County Public Health Department](#)
- [We are Greater than COVID](#)

### **20. Who can be vaccinated?**

Everyone 12 years and older is eligible to be vaccinated for free. Vaccination is the most important tool to end the COVID-19 pandemic.

### **21. Is the vaccine mandatory?**

No. At this time there is no requirement from the local, state, or federal government to be vaccinated against COVID-19. Getting vaccinated is a voluntary decision.

### **22. Will the City provide me paid leave, time off, or allow me to be vaccinated on the clock?**

Yes. Time off for vaccinations is available under SB 95 leave.

### **23. Will the need to quarantine, isolate, or be excluded from work change based on whether or not I have taken the vaccine?**

Yes. The City's application of exclusion/quarantine/isolation laws varies depending on employee vaccination status. Risk Management will handle such situations on a case-by-case basis. Employees who refuse to disclose vaccination status will be treated as unvaccinated



## SB 95: COVID-19 Supplemental Paid Sick Leave

### 24. What is SB 95?

SB 95 is a California Senate Bill signed into law on March 18, 2021. This law extended COVID-19 sick leave benefits to California employees. The law applies retroactively to January 1, 2021 and expires on September 30, 2021.

### 25. Who determines whether I am eligible for leave under SB 95?

Risk Management, in coordination with your Department's Single Point of Contact (SPOC), will determine your eligibility for leave under SB 95.

### 26. What are the qualifying reasons to take leave under SB 95?

Covered employees are eligible for SB 95 leave benefits for the following qualifying reasons:

- Employees subject to Federal, State, or local quarantine or isolation order related to COVID-19.
- Employees directed by a health care provider to self-quarantine due to concerns related to COVID-19.
- Employees attending an appointment to receive a COVID-19 vaccine.
- Employees unable to work due to experiencing one or more symptoms related to a COVID-19 vaccine.
- Employees unable to work due to experiencing one or more COVID-19 symptoms for which they are seeking a medical diagnosis.
- Employees who need to care for an individual who is subject to a Federal, State, or local quarantine or isolation order or an individual who was advised by a health care provider to self-quarantine due to reasons related to COVID-19.
- Employees who need to care for a child who is a minor, or who is incapable of self-care due to a disability, and whose school or care-provider is closed or otherwise unavailable on the premises due to COVID-19 precautions.

### 27. What leave benefits are available under SB 95?

SB 95 provides leave benefits to all "covered employees." A "covered employee" is an employee who is unable to work or telecommute for the City for any of the qualifying reasons under SB 95. Leave taken under SB 95 is called COVID-19 Supplemental Paid Sick Leave (SPSL). Covered employees are provided the following leave benefits per the following categories:

**Full-time employees** are entitled to 80 hours of SPSL.



**Firefighters** are not limited to 80 hours of SPSL; rather, active firefighters who were scheduled to work more than 80 hours in the two weeks before the leave is taken can take as many hours as they were scheduled. However, pay for SPSL is still capped at \$5,110 in total.

**Part-time employees with a regular schedule** are entitled to two-weeks' worth of SPSL based on their regularly scheduled hours.

**Part-time employees with an irregular schedule who have worked for more than 14 days** are entitled to SPSL equal to 14 times the average number of hours the covered employee worked each day for the employer in the six months<sup>1</sup> preceding the date the covered employee took SPSL.

**Part-time employees with an irregular schedule who have worked for more 14 days or fewer** are entitled to SPSL equal to the number of hours that they worked in the two weeks preceding the date SPSL leave begins.

## **28. How much will I be paid under SB 95?**

Pay under SB 95 is capped at \$511 per day and \$5,110 in the aggregate.

## **29. May I supplement SB 95 leave with other accruals?**

Yes. Employees who make more than \$511 per day may utilize other qualifying paid leave to receive what they would normally earn if the cap is reached. In such cases **employees are responsible** for calculating how many hours of their time is equivalent to \$511, and that many hours of SPSL shall be reported on the time card. The remaining balance of time shall be recorded as other available paid accruals. An employee will never receive more than their normally allocated pay.

If an employee normally makes more than \$511 per day and does not supplement with other qualifying paid leave, the employee may use available SPSL to complete their time card, but the employee's pay will be capped at \$511 per day.

Similarly, if an employee reaches the \$5,110 total cap and still has hours of SPSL remaining, the remaining SPSL hours will only be available as unpaid SPSL.

## **30. Are SB 95 leave benefits retroactive?**

Yes. SB 95 is retroactive to January 1, 2021. This means that employees who used personal accruals or took unpaid time for any of the qualifying reasons listed above may submit an adjustment to payroll for reimbursement of used time or back pay.

---

<sup>1</sup>If the employee has worked for less than six months, but more than 14 days, then this six-month period will be replaced with however long the employee has worked for the City.

Also, this means that employees who used paid sick leave under the FFCRA Extended Program from January 1, 2021 until today will have those hours deducted from their available hours under SB 95 and any payments made for those hours will be subtracted from their available SB 95 cap of \$5,110.

Leave taken--paid or otherwise--before January 1, 2021 has no effect on SB 95 benefits.

### **31. How do I apply for SB 95 leave?**

Employees may apply for SB 95 leave by completing an [SB 95 Leave Certification form](#) and submitting that form to their Department SPOC.

### **32. May I take SB 95 leave intermittently?**

**It depends.** Intermittent SPSL is available under SB 95 in some cases. Please see the [SB 95 Leave Certification](#) for more information. However, in all cases, intermittent leave is only available when both the employee and the Department agree on the intermittent schedule. Such determinations will be made on a case-by-case basis and will vary depending on an individual's duties, schedule, and circumstances balanced against the operational needs of the City.

### **33. How do I code my timecard when taking SB 95 leave?**

Employees using approved SB 95 leave should code "SPSL Suppl Sick Lv".

### **34. How long is leave under SB 95 available?**

The requirement to provide 2021 COVID-19 Supplemental Paid Sick Leave will end on September 30, 2021. If the law expires while a covered employee is taking this leave, the employee can finish taking the amount of 2021 COVID-19 Supplemental Paid Sick Leave they are entitled to receive.

### **35. Can I cash out SB 95 leave?**

No. The City will not cash out SPSL at any time, including upon separation of employment or upon expiration of the benefit.

### **36. Will my retirement pension be impacted if I use SPSL?**

For retirement questions, please contact [CalPERS](#) at (888) CalPERS (888-225-7377) or use the following link:

## **COVID-19 Testing and Exposure**

### **37. How do I get tested for COVID-19?**

Employees desiring a COVID-19 test can contact their personal doctor or clinic. Additionally, employees are likely eligible for no-cost testing offered by the City. Please see the following [Guidelines](#). Also, please call CarivaCare at 1-877-247-5431 if you experience COVID-19 symptoms, had direct contact with someone who was confirmed to have COVID-19, or want to be tested for COVID-19 for any other reason.

**38. What if I am a first responder in the Oakland Police Department or the Oakland Fire Department and have been exposed to COVID-19 in the workplace but have no symptoms?**

Police officers working in the Oakland Police Department who are exposed to COVID-19 through detentions and transports do not need to quarantine if they were wearing mandated personal protective equipment (“PPE”). However, if an officer is exposed to COVID-19 in the workplace in any other manner, the City may be required to exclude them from the workplace as set forth below.

Firefighters in the Oakland Fire Department who perform “paramedic and emergency medical services,” which includes responding to structure fires, do not need to quarantine if they were wearing mandated PPE. If a firefighter is exposed to COVID-19 in the workplace in any other manner, the City may be required to exclude them from the workplace as set forth below.

**39. What if I have been exposed to COVID-19 in the workplace?**

Under new regulations issued by Cal/OSHA, the City must exclude employees who have been exposed in the workplace to COVID-19 through close contact, except in the following circumstances:

- Employees who were fully vaccinated before the close contact and who do not develop COVID-19 symptoms.
- Employees who test positive for COVID-19, who returned to work pursuant to regulations and have remained free of COVID-19 symptoms for 90 days after the initial onset of COVID-19 symptoms, or for employees who never developed COVID-19 symptoms, for 90 days after the first positive test.

The regulations define a close contact COVID-19 exposure as being within six feet of a COVID-19 positive individual for a total of fifteen (15) minutes or greater in any 24-hour period. The City’s exposure investigation will investigate whether an employee was a close contact of a COVID-19 positive individual by looking back:

1. 48 hours before the COVID-19 positive individual began experiencing COVID-19 symptoms;
2. 48 hours before the individual tested positive for COVID-19 without symptoms; and/or

3. 10 days after the individual first experienced COVID-19 symptoms or tested positive without symptoms.

If you are exposed and identified as a close contact, and not subject to an exception, Cal/OSHA requires an exclusion period of up to fourteen (14) days after the last known COVID-19 exposure. Accordingly, if you have been identified as a close contact exposed to COVID-19, then you will be excluded from the worksite as follows:

- All asymptomatic close contacts (within 6 feet of a COVID-19 positive person for a total of 15 minutes or more over a 24-hour period) shall discontinue quarantine after day 10 from the date of last exposure with or without testing.
- Employees excluded from the worksite are required to complete the City's form C19-EE as soon as they are excluded. This form requires basic information about yourself, your exposure, and a signature from your supervisor/manager.
- Employees excluded as required by the Cal/OSHA regulations due to a workplace exposure will be allowed to use their accrued leave during the period of exclusion if no telecommute options are available and the employee is otherwise able and willing to work. Employees who choose not to use their accrued leave will be required to use their accrued paid sick leave. Employees without accrued sick leave will be placed on paid administrative leave.

If you had exposure to a co-worker who is diagnosed with COVID-19 as determined by Risk Management and/or the DICO (Department Infection Control Officer), you should contact and follow the directions of your personal healthcare provider. Additionally, you are eligible for the City-provided COVID-19 testing at no cost to you. Remember that following the City COVID-19 testing, you should immediately contact your physician for instructions on whether you need to isolate or quarantine or have another COVID-19 PCR test. You must also update your supervisor as to whether you will report to work.

#### **40. What if I have been exposed to COVID-19 outside the workplace?**

The regulations issued by Cal/OSHA also apply to exposure outside of the workplace.

If you had an exposure to someone outside the workplace who is diagnosed with COVID-19, you must contact and follow the directions of your personal healthcare provider. Additionally, you are eligible for the City-provided COVID-19 testing at no cost to you. You must update your supervisor as to whether you will report to work.

While the exposure identification and exclusion processes are generally the same for workplace and non-workplace exposures, leave during the exclusion period is different. Employees excluded from the workplace due to an exposure that is not work related may use their accrued leave during the period of exclusion or utilize unpaid leave if no telecommute options are available and the employee is otherwise able and willing to work. Employees who choose not to use their accrued leave (or do not have any accrued paid leave) must be placed on an unpaid leave of absence.

#### **41. If I think I have been infected with COVID-19 or I am experiencing flu-like symptoms, what should I do?**

The CDC, California Department of Public Health, and Alameda County Public Health Department recommend that if you suspect that you have been infected with COVID-19, you stay home to minimize the potential spread of COVID-19. Additionally, the City mandates that you **do not report to work sick**, especially if you are experiencing flu-like or COVID-19 symptoms. It is imperative that we limit COVID-19 exposure.

If you experience COVID-19 symptoms, please contact your supervisor to inform them that you will not be reporting to work or are unable to telecommute. You can use your accrued paid time off or Emergency Paid Sick Leave, if eligible.

Additionally, alert your doctor if you experience symptoms or have questions about your symptoms. Minimizing the spread of the virus is critical and you must follow the guidance of your physician. Please notify Risk Management if you receive a positive COVID-19 test result and your Single Point of Contact (SPOC) can guide you through City leave policies. You are also likely eligible for the City's COVID-19 testing and must consult the Guidelines for direction. The Guidelines are available [here](#).

#### **42. If I have tested positive for COVID-19, what should I do?**

- Follow the guidance of your doctor.
- Inform your supervisor or Risk Management. Understand that the City is required to exclude you from the workplace as set forth in these FAQs. Any questions on the timeline for your exclusion from the workplace should be directed to your DICO or Risk Management. The City will comply with California's confidentiality laws and will not disclose your identity unless required by a California County Health Department or compelled by law.
- Remain under home isolation and follow the recommendation of your physician until you are cleared to return to work.
- Upon receiving notice of your COVID-19 positive test results, the City will conduct an internal exposure investigation and take additional actions as directed by the Alameda County Public Health Department.

- If you test positive through the City's COVID-19 testing, please contact your personal doctor immediately for further guidance.

#### **43. What will the City do if a co-worker tests positive for COVID-19?**

If a City employee reports to a worksite, then later tests positive for COVID-19, the City and Risk Management or designated Department Infection Control Officer (DICO) will assess the exposure. Risk Management and designated DICOs have implemented internal COVID-19 exposure investigation guidelines.

Upon learning of a COVID-19 positive employee, the City and Risk Management/DICO will investigate and trace the employee's steps at the workplace to identify other employees who may have had "close contact" with the COVID-19 positive employee. The City will assess across Departments to identify everyone who may have been exposed.

The City relies on the Cal/OSHA definition of "close contact," which Cal/OSHA defines as being within six feet of a COVID-19 positive individual for a cumulative total of fifteen (15) minutes or greater in any 24-hour period.

Exposed employees identified through the exposure investigation will receive an individualized communication from Risk Management or the DICO with specific instructions. Typically, the exposure investigation is completed and notices sent out within the same workday but not more than 24 hours after notice. If an employee did not receive an exposure notice from Risk Management or a DICO, that means they were not identified as a close contact of the COVID-19 positive employee. Even so, employees who remain concerned about their COVID-19 status should contact their personal physician or take advantage of City-funded COVID-19 testing. Please understand that an exposure investigation is not perfect, but the City is committed to using all efforts to identify any employee who had close contact with another COVID-19 positive employee. California counties are officially tasked with COVID-19 contact tracing and the City must notify and cooperate in any contact tracing conducted by a California county.

All notices of potential exposure must be sent to Risk Management or a DICO. Risk Management (or DICO) will perform an exposure investigation and the associated workplace investigation. Following the investigation, Risk Management will individually notice possible close contacts and will generally notice the subject Department Director and all other Department Directors. This notice will contain all information required by and allowed under law while respecting employee privacy. Department Directors will, in turn, notice affected employees and subcontractors as required. Employees and subcontractors will be noticed by email. Employee Relations will notify employee representatives as required.

The City will not disclose the identity of the COVID-19 positive employees unless required by law.

#### **44. What if I need an accommodation for work due to COVID-19?**

If you feel you need such an accommodation, please contact your Department Single Point of Contact and/or Risk Management as you would for a FEHA accommodation under Administrative Instruction 139.

### Returning to Work after Testing Positive for COVID-19 or Experiencing COVID-19 Symptoms

#### **45. If I tested positive for COVID-19, experienced COVID-19 symptoms, or was made to isolate/quarantine by a medical provider, when can I return to work?**

First and foremost, you should follow the direction of your medical provider. Neither Risk Management nor DICOs can provide medical advice to City employees. Unless separate applicable individualized medical advice exists, employees may return to work under any of the following circumstances:

- An employee presents a note from a medical provider which indicates that they are not a risk for spreading COVID-19.
- An employee who tested positive but never developed COVID-19 symptoms may return to work after 10 days have passed since the date of their COVID-19 test that resulted in a positive result. Please note that it is the date of the test, not the date the employee received the results. See California Code of Regulations, Title 8, section 3205(c)(11).
- Symptomatic employees who tested positive may return to work when:
  - At least 24 hours have passed since a fever of 100.4 or higher has resolved without the use of fever-reducing medications;
  - COVID-19 symptoms have improved; and
  - At least 10 days have passed since COVID-19 symptoms first appeared.

A negative COVID-19 test shall not be required for any employee to return to work.