

MEMORANDUM

TO: Human Resources Directors of all agencies, departments, institutions and commissions

FROM: Division of State Human Resources Director Karen Wingo

DATE: Aug. 20, 2021

SUBJECT: Updated COVID-19 Guidance

Based on recently updated guidance from the Centers for Disease Control and Prevention (CDC) concerning COVID-19, the Division of State Human Resources provides the guidance below. This information and guidance are based on the information currently available and are subject to the change.

Quarantine and Isolation

According to the CDC, Fully Vaccinated Employees:

- Who have direct exposure to someone with COVID-19 should get tested within three to five days following exposure (even if asymptomatic) and wear a mask indoors at work for 14 days following exposure or until the employee tests negative.
- Who have direct exposure to someone with COVID-19 are NOT required to quarantine unless the employee tests positive for COVID.
- Who test positive for COVID-19 must isolate for 10 days.

According to the CDC, Unvaccinated Employees:

- Who have direct exposure to someone with COVID-19 must quarantine for 14 days after exposure. The quarantine period may be shortened to seven days if the unvaccinated individual tests negative five days after exposure and remains symptom free.
- Who are symptomatic and who test positive for COVID-19 can only return to work when ALL three of these conditions are met:
 - 10 days have passed since the symptoms first appeared.
 - They have been fever-free for 24 hours with no fever reducing medication.
 - Other symptoms of COVID-19 are improving.
- Who are asymptomatic must quarantine for 10 days after a positive test result.

(Continued)



Telecommuting

Agency heads have the flexibility to allow short-term telecommuting for mandatory quarantine or isolation for the employee or the employee's dependent child. This is limited to specific circumstances when the employee or the employee's dependent children are in quarantine or isolation and, therefore, the employee cannot be physically present in the workplace. The employee must be in a position that allows telecommuting and healthy enough to perform their job functions through telecommuting. Additionally, the employee should take leave when caring for a dependent child in quarantine or isolation impacts the employee's ability to telecommute.

Masks

Agency heads have the flexibility to tailor any face mask requirements to specific circumstances within their agencies.

Agencies should consider the CDC recommendations along with other factors including the mission of the agency, the degree of public interaction, OSHA requirements, and the physical environment when implementing mask and telecommuting directives.

A link to the updated CDC guidance can be found [here](#).

If you have any questions, please contact your HR Consultant (803-896-5300) or Division of State Human Resources Director, Karen Wingo (803-422-8645), or reference the Return to Normal Operations FAQs updated May 14, 2021.

