This flow chart explains when you need to notify your employer about COVID-19-related issues, when your employer must notify you about COVID-19 exposures in the workplace, and when your employer must remove you from the workplace.² Return to Work **SCENARIO 1: YOU ARE COVID-19 POSITIVE** Notify your employer Your employer must remove you from the workplace You tested positive for COVID-19 or were diagnosed with until you meet return to work criteria immediately COVID-19 by a licensed healthcare provider Your employer must decide when you can return to work based on: Keep you removed until you meet return to work Option 1 SCENARIO 2: YOU ARE SUSPECTED TO HAVE COVID-19 Guidance from a licensed criteria OR EXPERIENCING CERTAIN SYMPTOMS healthcare provider Notify your employer A licensed healthcare provider has told you they suspect you have COVID-19 immediately. Option 2 CDC guidance on ending isolation. Keep you removed and provide a COVID-19 PCR test at no cost to you You have the following symptoms: Your employer must 1) A recent loss of taste and/or smell with no other remove you from the **Negative Test** Return to work immediately explanation workplace and has two Examples of return to work criteria: options: You must stay removed until you meet return to **Positive Test** 2) Both a fever (≥100.4°F) and new unexplained cough work criteria associated with shortness of breath If you have symptoms: At least 10 days since symptoms You must stay removed until you meet return to If You first appeared work criteria. Your employer does not have to AND Refuse Test At least 24 hours with no fever provide medical removal protection benefits (e.g., SCENARIO 3: YOU HAVE BEEN IN CLOSE CONTACT WITH without fever-reducing pay). A COVID-19 POSITIVE PERSON medication IN THE WORKPLACE AND Your employer notifies you that you have been in close Option 1 Other symptoms of COVID-19 contact with a person at your workplace who is COVID-19 Keep you removed for 14 days are improving (except for loss of positive at a time when you were not wearing a respirator taste or smell). or other PPE3 Keep you removed and provide a Option 2 COVID-19 test at no cost to you at least 5 days after Your employer must the exposure If you have COVID-19 but no remove you from the (1) You have been fully vaccinated against COVID-19 OR symptoms: workplace and has two had COVID-19 and recovered within the last 3 months **Negative Test** Return to work after 7 days following exposure At least 10 days since a positive options: AND No COVID-19 test Are not experiencing recent loss of taste and/or smell with no other explanation or both a fever (≥100.4°F) You must stay removed until you meet return to **Positive Test** work criteria and new unexplained cough associated with If you have severe shortness of breath COVID-19 or an immune disease: If You Follow guidance of a licensed You must stay removed for 14 days. Your employer Yes Refuse Test healthcare provider does not have to provide medical removal You do **not** have to be removed from the workplace protection benefits (e.g., pay).

¹OSHA is requiring medical removal protection benefits to be paid only by employers that have more than 10 employees.

² Your employer may choose to remove or test you for other COVID-19-related reasons not required by the ETS (e.g., additional symptoms from the CDC list or exposure to someone who is COVID-19 positive outside the workplace).

³ Your employer is not required to notify you following exposure to a patient with confirmed COVID-19 if you work in a place where services are normally provided to suspected or confirmed COVID-19 patients (e.g., emergency rooms, urgent care facilities).