



HERE WE GO AGAIN

My goodness Greetings! I answered a COVID question this morning and at 1:30 PM it all changed again. I feel like all I do is COVID, I miss a good old fashioned sexual harassment investigation.

OK, so we work in California, which we all know means the rules are different. When the CDC released relaxed guidelines for isolation and quarantine CAL OSHA was firm that they would keep the dreaded ETS in place as is..well all that changed.

The CDPH (California Department of Public Health) adopted the federal standard on 12/30/21 leaving CAL OSHA no choice but to realign the ETS. This is not a story of acronyms I know it may seem like it, but hang in there.

Effective now.. the following rules apply to quarantine... get ready it's a crazy ride.

[The CDC's updated isolation and quarantine guidance](#) (this link has a neat little chart) reducing the length of time an individual must isolate after contracting COVID-19 and the quarantine period for those exposed to the illness, California has largely aligned these new timeframes – but with a catch. Of course, there is a catch it's California. The catch is booster shots, the time away from work depends on whether or not you are eligible and have received a booster shot. Read on if you

New Isolation and Quarantine Guidance

The new guidance offers revised timeframes and requirements for isolation and quarantine periods that mostly track the new federal guidelines, but does create additional obligations for employers.

Isolation: COVID-19 Cases

All individuals who test positive for COVID-19, regardless of vaccination status, natural immunity, or lack of symptoms, should take the following steps:

- Stay home for at least five days.
- Isolation can end after five days if symptoms are not present or are resolving and a diagnostic specimen collected on Day 5 or later tests negative.
- If unable to test or choosing not to test and symptoms are not present or resolving, isolation can end after Day 10.
- Wear a “well-fitting mask” around others for a total of 10 days.

Quarantine: COVID-19 Exposure

The new CDPH guidance provides two quarantine paths for those who have been exposed to COVID-19, depending on whether the individual has been vaccinated or boosted, if eligible.

Unvaccinated or Vaccinated and Booster Eligible, But Not Boosted

If an individual is unvaccinated or vaccinated and “booster eligible” but has not yet received their booster dose, the following apply:

- Stay home for at least five days after exposure.
- Test on Day 5.
- Quarantine can end after Day 5 if symptoms are not present and a diagnostic specimen collected on Day 5 or later tests negative.
- If unable to test or choosing not to test and symptoms are not present, quarantine can end after Day 10.
- Wear a “well-fitting mask” around others for a total of 10 days.

Boosted or Vaccinated But Not Yet “Booster Eligible”

If an individual is boosted or vaccinated but not yet “booster eligible,” the following apply:

- The individual does not need to quarantine.
- Test on Day 5.
- Wear a well-fitting mask around others for 10 days.

“booster eligible” is defined as follows:

- For Moderna or Pfizer-BioNTech – six months after second dose
- For Johnson & Johnson – two months after first dose
- For WHO emergency-use-listed vaccine – six months after getting all recommended doses
- Mix- and-match series – six months after getting all recommended doses

I know this all sounds crazy, and it also adds an additional burden to the administrative phase of tracking boosters now. Remember the golden rule..DO NOT YELL AT THE NICE CONSULTANT.

Hey Happy New Year Greetings! I hope 2022 is your best year ever. Thank you for choosing GCG as your HR companion, we value your business.
