

Guidance for Employers with Employees Returning to Work

Returning to work after COVID-19 Illness

- Employees that have been off work due to COVID-19 symptoms, may stop home isolation and return to work when they have met the following criteria:
 - The employee has had no fever for at least 72 hours (that is, 3 full days of no fever, WITHOUT the use of fever reducing medications
AND
 - Respiratory symptoms have improved (for example, cough or shortness of breath have improved)
AND
 - At least 10 days have passed since their symptoms first appeared

Employer Documentation Requirements During the Pandemic

- During the pandemic, employees who meet the above criteria for returning to work should NOT be required by employers to provide a healthcare provider's note to return to work.
- The Equal Employment Opportunity Commission (EEOC) as well as the Centers for Disease Control (CDC) have issued guidance, stating that while employers "may require employees who have been away from the workplace during a pandemic to provide a doctor's note certifying fitness to return to work," it is not recommended to do so.
- The EEOC & the CDC advise that, practically speaking, doctors and other healthcare providers may be too busy to provide such documentation, so employers should consider allowing these employees to return to work as they see fit.
- Because of this, the CDC does not recommend that employers require their employees to provide communication from a physician or healthcare provider, "clearing," them to return to work.

Helpful Links

- [CDC Guidance for Business & Employers](#)
- [EEOC Pandemic Preparedness in the Workplace](#)
- [Austin Public Health COVID-19 Information](#)

