

## APPENDIX C

### *City of Battle Creek* **EMPLOYEE RETURN TO WORK PLAN**

Employees who fail entrance screening will only be permitted to return to work under the following circumstances.

Employees who test positive for COVID-19 or display one or more of the principal symptoms of COVID-19 (fever, atypical cough, or atypical shortness of breath) will not be permitted to return to work until:

1. They are no longer infectious according to the latest [guidelines](#) from the CDC and;
2. Meet the guidelines set out in Section 5 of Michigan Public Act 238 of 2020.
3. If isolated by a public health official, they are released from isolation by the public health official.
4. The individual displaying COVID-19 symptoms receives a negative COVID-19 test or is cleared to return to work by a licensed medical professional.

Employees who have been in “close contact”\* (meaning for 15 minutes total or more, you have been within 6 feet of someone who has tested positive for COVID-19, within 48 hours of the onset of their illness or symptoms regardless of whether the contact was wearing a mask; or you were notified by a public health official that you were in “close contact” with the someone testing positive for COVID-19) will not be permitted to return to work until:

1. They are no longer infectious according to the latest [guidelines](#) from the CDC and;
2. Meet the guidelines set out in Section 5 of Michigan Public Act 238 of 2020.
3. If quarantined, by a public health official, until released by the public health official.
4. The individual displaying COVID-19 symptoms receives a negative COVID-19 test or is cleared to return to work by a licensed medical professional.

\*Close contact exemptions: Michigan PA 238/339 of 2020 provides that there is an exemption for quarantine requirements for individuals under very [specific circumstances](#). The following workers may continue to work rather than quarantining if they are asymptomatic and follow all required safety precautions that apply:

- A first responder (e.g., law enforcement officers, fire fighters, paramedics)
- A worker in an election
- A worker at a water, sewer, wastewater, or internet utility
- A worker providing public works, which includes, maintaining , repairing, and cleaning roads or refuse collection or disposal services
- A worker providing public transit services
- A worker who is fully vaccinated and is asymptomatic