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BERKSHIRE COUNTY BOARDS OF HEALTH ASSOCIATION

COVID19 Requirements for Employers and Employees: (2022.08.25)

Employer Actions: (Note, all this information is subject to change based on current conditions.)

- a. Advise COVID positive employees to tell their personal close contacts of their positive status.
- b. Provide staff with resource links for official information. [COVID-19 Isolation and Exposure Guidance for the General Public | Mass.gov](#)

Isolation: Positive PCR/Antigen test or Diagnosis

1. **When did you test positive (PCR or Antigen) or when were you first symptomatic?**
 - a. **Day 0** is the earlier of these two dates. **Vaccination status is not relevant.**
 - b. With or without symptoms, assume a positive test means you are contagious.
2. **Days 1 –5, Isolate.** Don't go anywhere. Avoid others. Wear a fitted mask when around everyone.
3. **Day 6.** If you are fever-free for 24 hours without the use of medication and your symptoms are improving, or you never had symptoms:
 - a. **Rapid antigen test on or after Day 6 or PCR test if no COVID infection for 90 days.**
 - i. If the test is negative, take another test in 48 hours on or after Day 8.
 - ii. If the test is positive, continue to isolate and wear a mask around others.
 - iii. With improved symptoms and two negative tests spaced 48 hours apart after Day 5, you may discontinue isolation and masking before Day 11.
 - b. Individuals with [moderate illness or severe illness](#) or with a weakened immune system, should isolate until Day 11 and consult their doctor before ending isolation.
4. **If Unable to Mask: stay home and away from others and continue to isolate until Day 11** and symptoms are improving, or you have two negative tests after Day 6 at least 48 hours apart.
5. **If your symptoms re-occur or get worse, go back to Day 0.** call your medical provider if concerned.

Quarantine: Exposure to a Positive Case and Asymptomatic

1. **If you were exposed to COVID-19, regardless of your vaccination status and are asymptomatic:**
 - a. **Asymptomatic means no symptoms, you feel normal.** Unusual tiredness is a symptom.
 - b. **If no symptoms, test on or after Day 6.** PCR if no COVID infection for 90 days or Antigen.
 - i. **Day 0** is Exposure Date
 - ii. **Day 1 – 10:** Wear a high-quality mask for at least 10 days when around others
 - iii. **Day 6:** Get tested 5 full days after your last exposure.
2. **Testing:** Rapid antigen or the more sensitive PCR test if no prior COVID infection for 90 days and test again after 48 hours if the test is negative. Individuals with mild cases of COVID19 can test negative several times before testing positive. Take precautions for the full 10 days. If COVID in the last 30 days, only use an Antigen test and only if symptoms develop.
3. **If at any point you develop symptoms:**
 - a. **Follow above Isolation Protocols and test.**
 - b. **If test is positive,** assume you have COVID19 and are contagious. Follow Isolation rules.
 - c. **If test is negative, test again on Day 6 and** continue to follow Quarantine rules until Day 11.
4. **If unable or unwilling to wear a mask, stay home and away from others until Day 11.**
5. **More information on testing.** [COVID-19 Testing: What You Need to Know | CDC; Berkshire Public Health Alliance - Berkshire Regional Planning Commission \(berkshireplanning.org\)](#)