

## 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 if isolated by a public health official, they are released from isolation by the public health official.
2. Meet the guidelines set out in Section 5 of Michigan Public Act 238 of 2020.
3. 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 or displays the principle symptoms of COVID-19, within 48 hours of the onset of their illness or symptoms; 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.

\*The “close contact” rule does not apply to the following classes of workers: first responders (*e.g.*, law enforcement officers, fire fighters, paramedics).