



OFFICE OF HUMAN RESOURCES

DATE: January 19, 2021

TO: All Employees

FROM: Tina Kuperman, Vice President of Human Resources

SUBJECT: Updated LACDPH Orders

This memo supersedes the Updated LACDPH Orders memo issued on January 4.

On January 11, 2022, the County of Los Angeles Department of Public Health updated its [Public Health Emergency Quarantine Order](#) and its [Public Health Emergency Isolation Order](#). Rio Hondo College continues to follow the regulations set forth by the County. The information below summarizes the changes and expectations for Rio Hondo College employees who are [close contacts](#) with a person who has COVID-19, and for Rio Hondo College employees who have tested positive for or have been diagnosed with COVID-19.

Close contact quarantine exemption:

If you are a close contact to someone who has COVID-19, you are **exempt** from quarantine if you have no symptoms and you are up to date on your COVID-19 vaccinations or you have recovered from laboratory-confirmed COVID-19 within the last 90 days. **In other words, you are eligible to come to work.** You should wear a well-fitted, non-cloth mask both indoors and outdoors, for a total of 10 days while you are around others, monitor yourself for symptoms for 10 days following your exposure, and follow all other steps in the [Instructions for Close Contacts](#) to COVID-19.

Close contact quarantine non-exemption:

If you are a close contact to someone who has COVID-19 and you are **not exempt** from quarantine, you must self-quarantine away from others for at least 5 days and up to 10 full days after your last exposure. You may end self-quarantine after day 5 only if you remain asymptomatic and you receive a negative COVID-19 test result taken from a specimen collected on Day 5 or later. If you are unable to test or choose not to test, and symptoms are not present, quarantine ends after Day 10. You are still required to monitor your health for a total of 10 days, wear a well-fitted, non-cloth mask, both indoors and outdoors, for a total of 10 days while you are around others, and follow all other directions in the Order.

If you fall into the category of fully vaccinated but have not yet received your booster dose even though you are eligible to receive one, you are allowed to continue to work on the condition that:

- You remain asymptomatic;

- You get a negative COVID-19 viral test obtained 3-5 days after your last exposure to the case;
- You wear a well-fitting medical-grade mask, ideally an N95/Kn95, around others both indoors and outdoors, and no eating/drinking around others, for a total of 10 days; and
- You observe home-quarantine when not at work

COVID-19 positive test or diagnosis:

If you received a positive test or diagnosis, regardless of vaccination status, previous COVID-19 infection, or lack of symptoms, you must isolate yourself (stay in your home or another residence and away from others) for at least 5 days and until you are no longer at risk for spreading COVID-19.

If you tested positive for COVID-19 or if your doctor thinks that you have COVID-19, and you **have symptoms**, you may only end your self-isolation after Day 5 if at least 5 days have passed since your symptoms first appeared, you have a negative COVID-19 viral test result from a specimen collected on Day 5 or later, you have been fever-free without the use of fever reducing medications, and your symptoms are improving OR at least 10 days have passed since your symptoms first started, you have not had a fever for at least 24 hours without the use of fever-reducing medicine, and your symptoms are improving.

If you tested positive for COVID-19 but **never developed symptoms**, you must stay home until at least 5 days have passed since your initial positive COVID-19 viral test results were taken, and you have a negative COVID-19 viral test result from a specimen collected on Day 5 or later, OR you must stay home for 10 days after your initial positive test was taken.

Main Campus Testing Availability:

Due to the increase in demand, on-site testing has been moved outdoors to Parking Lot 1 for employees. Testing days and times remain Mondays 7:30-11:30 a.m. and from 12:00-4:30 p.m., and Thursdays 7:30 a.m. to 12:30 p.m. through Cosmos Health Solutions. To ensure a smooth testing process, please create an [account](#) with Cosmos ahead of time. Please adhere to social distancing and wear your mask. After you have completed your test, you may leave as you will be notified of your results via text/email. Cosmos provides both antigen tests and PCR tests, and recommends the former for those with active symptoms and the latter for close contacts. Antigen test results should be available within 20 minutes, while PCR results could take up to 72 hours.

Both tests are at no cost to the employee and are covered by insurance. If you do not have insurance, when you create your account, please indicate "none" in the insurance section. You will need to fill out the CARES ACT form (separate attachment). For PCR tests, the PCR form also needs to be completed (separate attachment).

Employees may also seek testing elsewhere. Every home in the U.S. is eligible to order 4 free at-home COVID-19 tests through <https://www.covidtests.gov/>. Orders will usually ship in 7-12 days. In the rare instance where an employee is required to pay for a rapid antigen test out of pocket, the employee may submit a request for reimbursement with their supervisor.

With the presence of the Omicron variant, an increasing percent of fully vaccinated persons can and do get infected. However, fully vaccinated and boosted persons are still at lowest risk of getting infected and are well protected from getting very sick and dying from COVID-19. Importantly, these post-vaccination infections usually cause only mild symptoms, if any. However, it is still possible for fully vaccinated people to spread the virus to other people. That is why we encourage fully vaccinated individuals who are eligible to get the booster to get the booster. Rio Hondo College is hosting a vaccination clinic on the main campus on Thursday, February 17, 2022, and boosters will also be available.

As a reminder, many times, with the best of intentions, employees report or return to work even though they feel ill. Employees who report to work ill will be sent home in accordance with LACDPH guidelines. If you, or someone in your household, exhibits COVID-19 related symptoms, please notify Charlene Nakama (cnakama@riohondo.edu) at the Office of Human Resources immediately. Your health and safety are our priority.