



## San Francisco Department of Public Health

Grant Colfax, MD  
Director of Health

City and County of San Francisco  
London N. Breed  
Mayor

Dear San Francisco Employers (not applicable to skilled nursing facilities):

Thank you for all that you are doing in these unprecedented times to help our community stay safe and recover economically. We truly appreciate all your efforts to modify your businesses and everyday lives to reduce the risk of spreading COVID-19 and to save lives. In this vein, we appreciate all your efforts to make sure your employees are well and not at risk of spreading COVID-19 to others at the workplace. This letter reminds you that according to the Centers for Disease Control and Prevention (CDC), **employees who had COVID-19 are considered no longer contagious and may therefore return to work if it has been at least 10 days since their symptoms started, their symptoms have improved, AND at least 24 hours have passed since their last fever without the use of fever-reducing medications.** If the employee never had symptoms and tested positive for the COVID-19 virus, they are considered no longer contagious and can return to work 10 days after their positive test. For more details, please visit [www.sfgdcp.org/rtw](http://www.sfgdcp.org/rtw).

Both the [CDC](http://www.cdc.gov) and [The San Francisco Department of Public Health](http://www.sfgdcp.org) (SFDPH) **discourage employers from requiring a medical note for clearance to return to work after an employee has COVID-19** because of the strain it causes on the healthcare system to produce these notes and the unnecessary hardship it creates for employees. Employees are considered no longer contagious when they meet the criteria described above.

Additionally, according to both the [CDC](http://www.cdc.gov) and [SFDPH](http://www.sfgdcp.org), **employers should not request employees who were diagnosed with the COVID-19 virus provide proof of negative COVID-19 virus tests before allowing employees to return to work.** Requesting employees provide proof of negative COVID-19 virus tests after they have been diagnosed with COVID-19 is unnecessary, delays return to work, and causes strain on testing availability for others who need to be tested. Employees are considered no longer contagious and may return to work when they meet the criteria described above.

Your employee who had COVID-19 may print this letter out to serve the purpose of 1) showing proof that they can return to work as long as they meet the criteria above (detailed further at [www.sfgdcp.org/rtw](http://www.sfgdcp.org/rtw)) and/or 2) showing proof that employers should not request proof of a negative COVID-19 virus tests to be allowed to return to work. This letter can be found online at [www.sfgdcp.org/workletter](http://www.sfgdcp.org/workletter)

Please refer to the following resources for more details.

- [Ending Isolation or Returning to Work for Those Who Have Confirmed or Suspected COVID-19: www.sfgdcp.org/rtw](http://www.sfgdcp.org/rtw)
- [What To Do if Someone in the Workplace Has COVID-19: www.sfgdcp.org/covid19-positive-workplace](http://www.sfgdcp.org/covid19-positive-workplace)
- [General San Francisco-specific information for employers: www.sfgdcp.org/businesses](http://www.sfgdcp.org/businesses)
- [General CDC guidance for employers: www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html)

Thank you for all that you do to keep our community healthy,

A handwritten signature in blue ink that reads "Tomás Aragón".

Tomás J. Aragón, MD, DrPH  
Health Officer of the City and County of San Francisco

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