



City and County of San  
Francisco London N. Breed  
Mayor

## San Francisco Department of Public Health

Grant Colfax,  
MD Director of  
Health

Dear San Francisco Employers\*:

Thank you for all that you are doing in these unprecedented times to ensure your employees are well and not at risk of spreading COVID-19 to others at the workplace. 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 an effort to support workplace safety and economic recovery we want to remind 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 10 days since their symptoms started AND**
- their symptoms have improved AND**
- it has been at least 24 hours since they have had a fever without the use of fever-reducing medication**

*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.*

Both the [CDC](#) and the [San Francisco Department of Public Health \(SFDPH\)](#) confirm that:

**Employers should not request a medical note for clearance to return to work or a negative COVID-19 test result from employees who were diagnosed with COVID-19 before allowing employees to return to work.**

*Requesting employees provide a medical note or proof of negative COVID-19 virus tests after they have been diagnosed creates a backlog on the healthcare system, 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.sfdcp.org/rtw](http://www.sfdcp.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.sfdcp.org/workletter](http://www.sfdcp.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.sfdcp.org/rtw](http://www.sfdcp.org/rtw)
- What to Do if Someone in the Workplace Has COVID-19: [www.sfdcp.org/covid19-positiveworkplace](http://www.sfdcp.org/covid19-positiveworkplace)
- General San Francisco-specific information for employers: [www.sfdcp.org/businesses](http://www.sfdcp.org/businesses)
- General CDC guidance for employers: [www.cdc.gov/coronavirus/2019-ncov/community/guidancebusiness-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidancebusiness-response.html)

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

Tomás J. Aragón, MD, DrPH

Health Officer of the City and County of San Francisco

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\*not applicable to skilled nursing facilities

## Returning to Work for Those Who Have Had COVID-19

If your employee had symptoms from COVID-19, they may return to work if they respond “Yes” to all three questions below:

1. Has it been more than 10 days since your symptoms started?
  - Yes, it has been more than 10 days since my symptoms started.  
Date symptoms started: \_\_\_\_\_
  - No, it has not been more than 10 days since my symptoms started
2. Have your symptoms improved?
  - Yes my symptoms have improved
  - No my symptoms have not improved
3. Has it been more than 24 hours since your last fever of 100.4F (38C) or more without the use of fever-reducing medications?
  - Yes, it has been more than 24hrs since I had a fever without fever-reducing medications
  - No, it has not been more than 24hrs since I had a fever

If your employee never had any symptoms at all from COVID-19, they may return to work if they respond “Yes” to the following question:

1. Has it been more than ten days, since you had a COVID-19 positive test result?
  - Yes, it has been more than ten days, since I tested positive for the COVID-19 virus.  
Date of positive test: \_\_\_\_\_
  - No, it has not been more than ten days, since I tested positive for the COVID-19 virus

Employee Name \_\_\_\_\_

Employee Signature \_\_\_\_\_