

What's New – Effective March 1, 2022, guidance has been updated to reflect modified requirements regarding face masks for employees in non-congregate care settings. Additionally, effective March 13, 2022, the weekly COVID-19 employee testing program is being suspended. The isolation/quarantine and vaccination reporting requirements for employees remain unchanged.

Wisconsin state government continues to apply COVID-19-related workplace policies consistent with guidance from the U.S. Centers for Disease Control and Prevention (CDC), the Wisconsin Department of Health Services (DHS), and local public health officials. Our goal is to provide a safe environment for Wisconsin state employees, contractors, interns, volunteers, and members of the public.

This change in guidance reflects the current public health environment including:

- The number of new confirmed COVID-19 cases and the test positivity rates have decreased to levels not seen since summer 2021. Additionally, Wisconsin's COVID-like illness activity is currently at a medium level and our influenza-like illness activity is low.
- The number of hospitalized COVID-19 patients is dramatically declining, and Wisconsin's hospital and ICU capacity has decreased to summer 2021 levels.
- Over 77% of Wisconsin state employees have completed their COVID-19 vaccination series. Vaccines are readily available and remain highly effective. In cases where vaccinated people are infected, their symptoms tend to be milder and their risk for hospitalization and death is far, far lower than if they were not vaccinated. Getting vaccinated and boosted could save your life and the lives of your loved ones.
- COVID-19 tests are readily available allowing for rapid testing and identification of positive individuals. Additionally, high quality face masks are readily available and other mitigation steps are in place across the workplace.

This guidance will continue to be updated based on additional information provided by federal, state, and local public health experts.

VACCINATION, TESTING & MASK REQUIREMENT

VACCINATION STATUS. All executive branch employees are required to provide information on their COVID-19 vaccination status. Employees shall utilize the STAR HR system to update their vaccination status and upload documentation verifying their completed vaccination status. Use the following [instructions](#) to access the STAR HR system for this purpose.

TESTING. The weekly COVID-19 testing program will continue to be required through March 12, 2022, for all executive branch employees. Executive branch state employees and interns are exempted from this testing requirement if they are fully vaccinated from COVID-19 and have provided their vaccination status. This requirement also does not apply to individuals who have an approved agreement in place to work 100% of the time at home and have no expectation, under any circumstances, to be physically present in a state facility or have contact with other state employees or members of the public while performing their duties.

For employees and interns who are not exempted, the state is providing an at-home test kit that can be done while in-work status. In addition to the state-provided test kits, employees will also have the option of obtaining a weekly test on their own time via their health care provider, pharmacy, local public health office, or community-based testing location. Employees and interns who opt to use a non-state-provided testing provider will be responsible for any costs associated with the test and are responsible for uploading testing information and documentation into the STAR HR System within 24 hours of completing the test and/or receiving their results.

MASKS. Effective March 1, 2022, except as outlined below, employees and other individuals not experiencing symptoms of respiratory illness may continue to wear masks but are not generally required to do so while in state facilities or indoors. Employees of the Departments of Corrections, Health Services, and Veteran’s Affairs, who work in congregate care facilities, shall continue to wear masks until at least April 1, 2022. The [CDC’s mask guidance](#) may inform individual decision-making on mask wearing. Agencies will continue to make KN95 or N95 respirator masks available to any individual requesting one.

Employees who have concerns regarding face-covering compliance are encouraged to discuss their concerns with their supervisor or human resources. Employees and supervisors are prohibited from discriminating against individuals who choose to wear a face covering or those who choose not to wear a face covering regardless of the reason.

EMPLOYEES SEEKING VACCINATION. COVID-19 vaccines are *safe and effective*. COVID-19 vaccines have consistently been shown to protect against serious illness, hospitalization, and death from COVID-19, including good protection against the worst consequences of the Omicron variant. Unvaccinated employees and vaccinated employees who have not obtained a booster are encouraged to register and schedule a vaccine using [vaccines.gov](#) to search for a local provider. Vaccines.gov provides search options by vaccine type and location, including information about the availability of the COVID-19 vaccine at:

- Your doctor or health care provider,
- Pharmacies,
- Community-based vaccination clinics, and
- On-site vaccination clinics.

Additional information about how to locate a vaccine can be found [here](#).

To further reduce barriers for those employees that would like to be vaccinated, agencies and supervisors shall, to the maximum extent operationally feasible, accommodate requests by individuals to receive the COVID-19 vaccine during working hours. Accommodations may include allowing the individual to remain in pay status, providing flexible work schedules, allowing short notice requests for leave, and/or other flexibilities at the discretion of the agency.

QUARANTINE & ISOLATION GUIDELINES

CDC guidance reflects the current science demonstrating that most transmission of the virus that causes COVID-19 occurs early in the course of illness, generally in the 1-2 days prior to onset of symptoms and the 2-3 days after. Per the CDC guidance, all employees and contract staff shall adhere to the below guidance. Please note the additional guidance below for corrections and health care personnel in congregate living facilities.

Isolation and Quarantine Guidance for General State Employees If You Have COVID-19 Symptoms (Isolate)

- Get a test and stay home until you receive your test results.
- If you test negative and you have been fever-free for 24 hours (without the use of fever-reducing medication), you can return to work.
- If you test positive, follow isolation recommendations below.

If You Test Positive for COVID-19 (Isolate)

Everyone, regardless of vaccination status.

- Stay home for 5 days.
- If, after 5 days, you have no symptoms or your symptoms are resolving and you have been fever-free for 24 hours (without the use of fever-reducing medication), you can return to work.
- Continue to wear a mask around others for 5 additional days.

If You Were Exposed to Someone with COVID-19 (Quarantine)

If you:

Have been boosted

OR

Completed the primary series of Pfizer or Moderna vaccine within the last 5 months

OR

Completed the primary series of J&J vaccine within the last 2 months

- Wear a mask around others for 10 days.
- Test **on day 5**, if possible.
- If you develop symptoms, get tested immediately and isolate until you receive your test results.
- If you test positive, follow isolation recommendations.

If you:

Completed the primary series of Pfizer or Moderna vaccine over 5 months ago and are not boosted

OR

Completed the primary series of J&J over 2 months ago and are not boosted

OR

Are unvaccinated

- Stay home for 5 days. After that continue to wear a mask around others for 5 additional days.
- Test **on day 5**, if possible.
- If you develop symptoms get tested immediately and isolate until you receive your test results.
- If you test positive, follow isolation recommendations.

Isolation and Quarantine Guidance for Healthcare & Corrections Personnel in Congregate Living Facilities

(Note: These guidelines reflect CDC contingency recommendations for healthcare & correctional facilities)

You Have COVID-19 Symptoms (Isolate)

Everyone, regardless of vaccination status.

- Get a test and stay home until you receive your test results.
- If you test negative and you have been fever-free for 24 hours (without the use of fever-reducing medication), you can return to work.
- If you test positive, follow isolation recommendations below.

If You Test Positive for COVID-19 (Isolate)

Everyone, regardless of vaccination status.

- Stay home for 5 days.
- If, after 5 days, you have no symptoms or your symptoms are resolving and you have been fever-free for 24 hours (without the use of fever-reducing medication), you can return to work.
- Continue to wear a mask around others for 5 additional days.

If You Were Exposed to Someone with COVID-19 (Quarantine)

If you:

Have been boosted

OR

Completed the primary series of Pfizer or Moderna vaccine within the last 5 months

OR

Completed the primary series of J&J vaccine within the last 2 months

- Wear a mask around others for 10 days.
- Test **on day 5**, if possible.
- If you develop symptoms, get tested immediately and isolate until you receive your test results.
- If you test positive, follow isolation recommendations.

If you:

Completed the primary series of Pfizer or Moderna vaccine over 5 months ago and are not boosted

OR

Completed the primary series of J&J over 2 months ago and are not boosted

OR

Are unvaccinated

- Wear a mask around others for 10 days.
- Test **on days 1,2,3, and 5-7**.
- If you develop symptoms get tested immediately and isolate until you receive your test results.
- If you test positive, follow isolation recommendations.

Note: All employees, regardless of vaccination status, are required to follow all federal, state, local, tribal, or territorial laws, rules, and regulations, including business guidance, when working on non-state property. Failure to follow this guidance or any law, rule, or regulation may result in disciplinary action.

The Departments of Corrections, Health Services, and Veterans Affairs may issue additional requirements for their employees, residents, and visitors of congregate living facilities. Additionally, any agency may issue additional requirements, if necessary, to comply with federal regulations. All agency rules or guidance require approval by the Division of Personnel Management Administrator prior to implementation.