In the context of sustained community transmission of COVID-19, all workforce members are at risk for unrecognized exposures. Therefore, all workforce members should self-monitor for symptoms daily prior to reporting to work using the ResponsiBLUE screening check: https://responsiblue.umich.edu/

What are the symptoms of COVID-19?

The most common symptoms of COVID-19 include fever, cough, shortness of breath, fatigue, muscle aches, headache, loss of sense of taste or smell, sore throat, upper respiratory symptoms (runny nose, nasal congestion, sore throat), nausea or vomiting, and diarrhea. Symptoms may occur 2-14 days following exposure.

These symptoms are not specific to COVID-19 and can occur with other viral respiratory infections (e.g., influenza) and illnesses.

What should I do if I become ill?

If you become ill with symptoms concerning for COVID-19, you should not come to work and contact Occupational Health Services (OHS). OHS will determine if you meet criteria for COVID-19 testing and can refer you for testing if indicated.

If you are a Michigan Medicine employee with upcoming clinical duties in the next 48 hours, you should call OHS.

Other employees should report their symptoms here, and OHS will follow up as soon as possible.

What should I do if I am diagnosed with COVID-19?

If you are diagnosed with COVID-19, you should stay at home unless you require medical attention.

Depending on whether you are a Michigan Medicine or campus employee, contact tracing for your workplace will be performed by Infection Prevention and Epidemiology (IPE) or Environmental Health and Safety (EHS). You should follow any instructions you are given to ensure that contact tracing can be completed. You should also notify your own close contacts.

Based on guidance from the Centers for Disease Control and Prevention (CDC), employees diagnosed with COVID-19 should adhere to the following guidelines:

1/11/21
How can I protect myself from exposure to COVID-19 at work?

All employees should get vaccinated against COVID-19.

Michigan Medicine employees should follow recommendations from IPE for appropriate use of personal protective equipment (PPE), including masking, and practice hand hygiene regularly. Updated recommendations can be found at: http://www.med.umich.edu/i/ice/resources/coronavirus.html.

U-M campus workforce members should follow guidance from EHS, which is available at: https://ehs.umich.edu/2020/03/24/ehs-covid-19-information/.

1/11/21
How are high-risk exposures to COVID-19 defined?

High-risk exposures are defined based on CDC guidance. Please reference the chart and the links below for more information. All other types of exposures are considered to be low-risk, and no further action is required other than symptom monitoring.


**Exposure to COVID-19**

**Michigan Medicine health care personnel (HCP) with workplace exposures to patients, visitors, or other HCP with confirmed COVID-19**

High-risk exposure is defined as prolonged (cumulative total of >15 minutes over a 24-hour period) close contact (within 6 feet) while not wearing appropriate personal protective equipment (PPE):

- Not wearing a mask
- Not wearing eye protection if the person with COVID-19 was not wearing any type of mask
- Not wearing eye protection and a respirator while performing an aerosol-generating procedure on a patient with COVID-19 for any duration of time

Timing of close contact with confirmed case of COVID-19

- Within 2 days prior to symptom onset until 5 days after symptom onset (for exposure to patient with COVID-19: until patient meets criteria for discontinuation of Special Pathogens Precautions)
- If no symptoms, within 2 days prior to date of positive test until 5 days after

**All other exposures to individuals with confirmed COVID-19**

*High-risk exposure is defined as prolonged (cumulative total of >15 minutes over a 24-hour period) close contact (within 6 feet).*

Timing of close contact with confirmed case of COVID-19:

- Within 2 days prior to symptom onset until 5 days after symptom onset
- If no symptoms, within 2 days prior to date of positive test until 5 days after
What should I do if I had a high-risk exposure to a confirmed case of COVID-19?

Exposure to confirmed case of COVID-19

Michigan Medicine workforce members

You do not need to report your exposure to OHS unless you develop symptoms.
Employees who have completed their primary vaccine series > 2 weeks ago with or without a booster:
  - You may continue to work
  - If asymptomatic, get tested at day 2 and
  - Get tested at days 5-7 following the exposure using the Community Sampling and Tracking Program (CSTP)
  - If you develop symptoms, contact OHS

Unvaccinated workforce members:
  - Quarantine and do not come to work for 10 days from the date of exposure
  - If asymptomatic, get tested at day 7 using a community testing resource
  - If you develop symptoms, contact OHS

Campus workforce members

You do not need to report your exposure to OHS unless you develop symptoms.
Employees who have received their booster shot or are within five months of a two-dose series or two months of a one-dose vaccine:
  - You may continue to work
  - If asymptomatic, get tested around day 5 following the exposure using the Community Sampling and Tracking Program (CSTP)
  - If you develop symptoms, contact OHS

All other workforce members:
  - Quarantine for 5 days from the date of the exposure, then wear a well-fitting mask around others for 5 days
  - If asymptomatic, get tested around day 5 using a community testing resource
  - If you develop symptoms, contact OHS

Why are isolation and quarantine guidelines different for Michigan Medicine workforce members and campus workforce members?

In order to enhance protection for healthcare personnel (HCP), patients, and visitors, the CDC has different guidance for HCP compared with the general public.
What are the criteria for COVID-19 testing for U-M workforce members through OHS?

OHS offers COVID-19 testing for all U-M employees, student employees and health professions students. The criteria for being tested at OHS are as follows:

- If you have any **one** of the following:
  - Fever (temperature greater than 100.4°F or 38°C)
  - New cough
  - New shortness of breath or hypoxia

- Or if you have any **two** of the following:
  - Chills
  - New muscle aches
  - New headache
  - New runny nose or nasal congestion
  - New sore throat
  - New loss of sense of smell or taste
  - New nausea, vomiting or diarrhea
  - New rash

Symptomatic Michigan Medicine employees with upcoming clinical work are eligible for rapid testing.

OHS is not currently able to provide on-demand testing for asymptomatic workforce members, including before or after personal travel.

All U-M employees are eligible to participate in the Community Sampling and Tracking Program (CSTP), which provides saliva testing for asymptomatic individuals. Additional information about CSTP, including how to enroll, can be found at: [https://campusblueprint.umich.edu/testing-monitoring/sampling-tracking-program](https://campusblueprint.umich.edu/testing-monitoring/sampling-tracking-program)

Information about community testing sites can be found at: [https://www.michigan.gov/coronavirus/0,9753,7-406-99891_99912---,00.html](https://www.michigan.gov/coronavirus/0,9753,7-406-99891_99912---,00.html)
Where can I go to get a COVID-19 test?

<table>
<thead>
<tr>
<th>U-M Health Drive / Walk Thru Testing Locations</th>
<th>Location Days/Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brighton Center for Specialty Care</td>
<td>Monday – Wednesday/Friday</td>
</tr>
<tr>
<td>7500 Challis Road, Brighton, MI 48116</td>
<td>Saturday</td>
</tr>
<tr>
<td>KMS</td>
<td>Monday - Saturday 8 a.m. – 6 p.m.</td>
</tr>
<tr>
<td>3621 S. State St, Ann Arbor, MI 48108</td>
<td></td>
</tr>
<tr>
<td>Livonia Center for Specialty Care</td>
<td>Monday-Tuesday &amp; Thursday - Saturday</td>
</tr>
<tr>
<td>19900 Haggerty Road, Livonia, MI 48152</td>
<td></td>
</tr>
</tbody>
</table>

What should I do while I am waiting for my COVID-19 test result?

<table>
<thead>
<tr>
<th>Reason for testing</th>
<th>Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Symptoms concerning for COVID-19</td>
<td>Stay at home and do <strong>not</strong> come to work</td>
</tr>
<tr>
<td>No symptoms, high-risk exposure</td>
<td>Follow post-exposure guidance listed above</td>
</tr>
<tr>
<td>No symptoms, no exposure (including testing done through CSTP)</td>
<td>Continue to work as long as you do not develop symptoms</td>
</tr>
</tbody>
</table>

What should I do if I am ill but do not meet criteria for COVID-19 testing or have a negative test?

If you do not meet criteria for COVID-19 testing or have a negative test, you should follow established general guidance for employees with an illness:

- For fever (temperature more than 100.4F or 38C) and upper respiratory infection (nasal congestion, sore throat, cough), OR laboratory-confirmed influenza, OR influenza-like illness (upper respiratory infection plus chills, headache or myalgia) with or without fever,
  - You must remain off work until fever and other symptoms have resolved for 24 hours without use of medication
- For upper respiratory infection without fever or cough:
  - You may continue to work and should wear a mask at all times
• Workforce members with acute diarrhea should not work in patient care or food handling areas until symptoms resolve.

For additional information about work restrictions due to illness, please refer to the UMHS Infection Prevention work restrictions policy.

How can I report outside COVID-19 test results to OHS?

If you undergo COVID-19 testing that is not ordered by OHS, please report your results by going to this link: https://hr.umich.edu/benefits-wellness/health-well-being/occupational-health-services/covid-19-information

What types of COVID-19 tests are accepted by OHS?

OHS accepts negative and positive PCR tests from all sample types – nasopharyngeal swab, nasal swab, or saliva. For symptomatic workforce members, positive antigen test results are accepted, but not negative results. Follow-up testing with a PCR test is recommended.

Protecting Yourself and Others from COVID-19 Exposure

How can I prevent transmitting COVID-19 to others?

If you have COVID-19, most importantly you should isolate and use the recommended steps to prevent transmission to others, as suggested in this CDC guidance: https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html

How can I protect others living in my home from exposure to COVID-19?

The CDC recommends the following ways to keep your home clean and safe: https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/index.html

What is the latest travel guidance for U-M workforce members?

DOMESTIC OR INTERNATIONAL TRAVEL

Domestic Travel for unvaccinated employees:
• Get tested 1-3 days before domestic travel and
• Get tested 3-5 days after domestic travel
• 5-day quarantine after domestic travel is encouraged but not required.

International travel for employees:
• Get tested 1-3 days before international travel and
• Get tested 3-5 days after international travel.
• If unvaccinated, remain home for 5 days.

Important website links
CDC Guidance on Domestic and International Travel
University of Michigan Guidance on Travel
What are the recommendations for Michigan Medicine employees who are at increased risk for complications related to COVID-19?

Based on risk assessment by IPE and OHS, employees caring for or entering the rooms of symptomatic patients who are being tested for COVID-19 or patients who have confirmed COVID-19 should not:

- Be pregnant
- Be immunocompromised, including:
  - Persons with primary or acquired immunodeficiency
  - Persons on anti-rejection therapy following solid organ transplant or bone marrow transplant
  - Persons on biologic therapeutic agents such as tumor necrosis factor inhibitors
  - Persons with malignancy and ongoing or recent chemotherapy
  - Persons receiving systemic immunosuppressive therapy, including corticosteroids equivalent to 20 mg/day of prednisone for ≥2 weeks
- Be 70 years of age or older

Employees with the above conditions may continue to provide care for or enter the rooms of patients who are not symptomatic and being tested for COVID-19 or are confirmed to be negative for COVID-19. In addition, fully vaccinated employees with the above conditions may choose to care for patients with COVID-19 following consultation with their healthcare provider.

Employees with a documented health condition other than those listed above can request accommodations. They would need to provide supporting documentation to the HR Solutions Center, which would need to include the reason why the employee is unable to perform the essential functions of their role and what, if any, accommodations are recommended.

For additional information about medical conditions that may increase risk for severe illness due to COVID-19, please refer to: [https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/index.html](https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/index.html)

Are there specific recommendations regarding attire for Michigan Medicine employees caring for patients with COVID-19?

The SARS-CoV-2 virus which causes COVID-19 is primarily spread from person to person through respiratory droplets. There are currently no data to support transmission via fomites (objects such as doorknobs and dishes, etc.), although the virus can survive on surfaces such as plastic and steel. Porous surfaces such as clothing are less likely to harbor the virus for long periods of time. Additionally, clothing has not been associated with transmission of other respiratory viruses such as influenza. Finally, the PPE worn when encountering patients with possible or defined COVID-19 includes gloves and a gown. Worn correctly, PPE prevents
contamination of skin and clothing, and current evidence supports that use of appropriate PPE is highly effective at preventing transmission of the virus.

Based on this evidence, we make the following recommendations regarding clothing worn at work:

- Those encountering patients with suspected or proven COVID-19 infection should wear the appropriate PPE.
- If your job requires the wearing of scrubs, you should continue to do so. Scrubs are not required in the care of those with suspected or proven COVID-19 infection. If you did not routinely wear scrubs as part of your work routine prior to the COVID-19 pandemic, you should not require scrubs now.
- Shoe covers and head coverings are not recommended PPE as transmission is via respiratory droplets and direct contact with infectious secretions.
- If employees clothing becomes soiled through exposure to blood or other potentially infectious body fluids, it should be changed and laundered.

**What are the current recommendations for respirator fit testing for Michigan Medicine employees?**

To ensure the appropriate level of protection, respirators such as N95 masks require fit testing. Fit testing is required annually. Additional information about fit testing can be found [here](#).

As a reminder, use of powered air purifying respirators (PAPRs) should be reserved only for those who are unable to wear an N95 mask, or in other circumstances as recommended by IPE.

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**Contact and Additional Resources**

**How Do I Contact OHS?**

- For urgent matters, call (734) 764-8021
  - Available 7 a.m. – 5 p.m. | 7 days a week
- For non-urgent matters, refer to the OHS website or e-mail occupational-health@med.umich.edu
- Contact OHS by phone or e-mail prior to visiting in person
- OHS is located at C380 Med Inn Building; clinic hours of operation are Monday – Friday 7 a.m. - 5 p.m.

**Additional Resources:**

- COVID-19 Sampling and Tracking Program: [https://campusblueprint.umich.edu/testing-monitoring/sampling-tracking-program/](https://campusblueprint.umich.edu/testing-monitoring/sampling-tracking-program/)

1/11/21
OHS website: https://hr.umich.edu/benefits-wellness/health-well-being/occupational-health-services

EHS COVID-19 information: https://ehs.umich.edu/2020/03/24/ehs-covid-19-information/
