

# Frequently Asked Questions about COVID-19 for U-M workforce members

## COVID-19 Symptoms & Diagnosis

### 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 develop symptoms concerning for COVID-19, you should get tested using a home antigen test or through your primary care provider or a [community testing resource](#). Employees who do not have access to testing should contact Occupational Health Services (OHS) for guidance.

### 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. Employees diagnosed with COVID-19 should adhere to the following guidelines:

<b>Michigan Medicine workforce members with a positive COVID-19 test</b>	<p>Employees with <u>mild to moderate illness</u> who are not moderately or severely immunocompromised may not report to work until:</p> <ul style="list-style-type: none"><li>• At least 5 days have passed since symptoms first appeared <b>and</b></li><li>• At least 24 hours have passed since last fever without the use of fever-reducing medications <b>and</b></li><li>• Symptoms have improved (e.g., cough, shortness of breath)</li><li>• A negative COVID-19 home antigen test is <u>not</u> required to return to work.</li><li>• Employees who return to work between days 6-10 should wear a mask at all times and avoid caring for patients in protective precautions during that time.</li></ul> <p>Employees with <u>severe to critical illness</u> or who are <u>moderately or severely immunocompromised</u> may require more prolonged time off work and should consult with their healthcare provider.</p>
--	---

	<p>Employees who are <u>not moderately or severely immunocompromised</u> and were <u>asymptomatic</u> throughout their infection may return to work when at least 5 days have passed since the date of their first positive viral diagnostic test.</p> <p>Employees who return to work between days 6-10 should wear a mask at all times and should avoid caring for patients in protective precautions during that time.</p>
<p><b>Campus workforce members with a positive COVID-19 test</b></p>	<ul style="list-style-type: none"> <li>• Stay home and away from others until symptoms have improved and no fever has been present (without the use of fever-reducing medication) for at least 24 hours.</li> <li>• Check the U-M Health Response <a href="#">website</a> for updated guidance.</li> </ul>

**Why are isolation 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](#).

**COVID-19 Exposures**

**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: <https://umhealth.sharepoint.com/sites/IPE2/>.

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/>.

**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.

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html>

<p><b>Michigan Medicine HCP with workplace exposures to patients, visitors, or other HCP with <u>confirmed</u> COVID-19</b></p>	<p><b>All other exposures to individuals with <u>confirmed</u> COVID-19</b></p>
---	---

<p>High-risk exposure is defined as prolonged (cumulative total of &gt;15 minutes over a 24-hour period) close contact (within 6 feet) while not wearing appropriate personal protective equipment (PPE):</p> <ul style="list-style-type: none"> <li>• Not wearing a mask</li> <li>• Not wearing eye protection if the person with COVID-19 was not wearing any type of mask</li> <li>• Not wearing eye protection and a respirator while performing an aerosol-generating procedure on a patient with COVID-19 <u>for any duration of time</u></li> </ul> <p>Timing of close contact with <u>confirmed</u> case of COVID-19</p> <ul style="list-style-type: none"> <li>• 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)</li> <li>• If no symptoms, within 2 days prior to date of positive test until 5 days after</li> </ul>	<p>High-risk exposure is defined as prolonged (cumulative total of &gt;15 minutes over a 24-hour period) close contact (within 6 feet).</p> <p>Timing of close contact with <u>confirmed</u> case of COVID-19:</p> <ul style="list-style-type: none"> <li>• Within 2 days prior to symptom onset until 5 days after symptom onset</li> <li>• If no symptoms, within 2 days prior to date of positive test until 5 days after</li> </ul>
--	---

**What should I do if I had a high-risk exposure to a confirmed case of COVID-19?**

- You do not need to report your exposure to OHS.
- You do not need to quarantine following an exposure, regardless of vaccination status.
- You should monitor for symptoms and consider getting tested on days 1, 3, and 5 following the exposure. You can test using a home antigen test or a [community testing resource](#). Testing with a home antigen test is preferred if you were diagnosed with COVID-19 in the past 90 days.
- If you develop symptoms, you should get tested for COVID-19.

**COVID-19 Testing Information**

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

Reason for testing	Recommendation
Symptoms concerning for COVID-19	Stay at home and do <b><u>not</u></b> come to work

No symptoms, high-risk exposure	Follow post-exposure guidance listed above
No symptoms, no exposure	Continue to work as long as you do not develop symptoms

**What should I do if I am ill but have a negative COVID-19 test?**

If you have a negative COVID-19 test, you should follow established general guidance for employees with 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](#).

**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/respiratory-viruses/prevention/precautions-when-sick.html>

**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, employees with the above conditions who are [up to date on COVID-19 vaccination](#) 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/people-with-medical-conditions.html>

## **Contact and Additional Resources**

### **How Do I Contact OHS?**

- For urgent matters, call (734) 764-8021; available 7 a.m. – 5 p.m. Monday-Friday
- For non-urgent matters, refer to the OHS [website](#) or e-mail [occupational-health@med.umich.edu](mailto: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:**

IPE website: <https://umhealth.sharepoint.com/sites/IPE2/>

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/>

CDC COVID-19 information: <https://www.cdc.gov/coronavirus/2019-nCoV/index.html>

University of Michigan Health Response: <https://healthresponse.umich.edu/>