

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 physician 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. You should report your positive test result to OHS using the link on [Wolverine Access](#).

Depending on whether you are a Michigan Medicine or campus employee, contact tracing for your workplace may 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:

Michigan Medicine workforce members with a positive COVID-19 test	Employees with <u>mild to moderate illness</u> who are not moderately or severely immunocompromised may not report to work until: <ul style="list-style-type: none">• At least 5 days have passed since symptoms first appeared and• At least 24 hours have passed since last fever without the use of fever-reducing medications and• Symptoms have improved (e.g., cough, shortness of breath)• A negative COVID-19 home antigen test is required to return to work after day 5. Employees with a positive home antigen test on day 5 should retest on day 7, and if
--	---

	<p>the test is negative may return to work on day 8. Employees with a positive test on day 7 should remain off work for 10 days.</p> <ul style="list-style-type: none"> • Employees who test positive for COVID-19 receive instructions on home antigen testing from OHS. • Employees who return to work between days 6-10 should wear a mask at all times. <p>Employees with <u>severe to critical illness</u> or who are <u>moderately or severely immunocompromised</u> may not report to work until:</p> <ul style="list-style-type: none"> • At least 10 days have passed since symptoms first appeared • At least 24 hours have passed since last fever without the use of fever-reducing medications and • Symptoms have improved (e.g., cough, shortness of breath) • Two negative home antigen tests are required to return to work after day 10. Employees should take a home antigen test on day 10 and day 11 (tests should be administered at last 24 hours apart). If both results are negative, the employee may return to work on day 12. Employees with a positive antigen test on day 10 or 11 should contact OHS for guidance. <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, as long as they have a negative COVID-19 antigen test on day 5. Employees with a positive home antigen test on day 5 should retest on day 7, and if the test is negative may return to work on day 8. Employees with a positive test on day 7 should remain off work for 10 days. Employees who test positive for COVID-19 receive instructions on home antigen testing from OHS. Employees who return to work between days 6-10 should wear a mask at all times.</p>
<p>Campus workforce members with a positive COVID-19 test</p>	<ul style="list-style-type: none"> • Isolate for at least 5 days from symptom onset date. • If asymptomatic or symptoms are noticeably better, can end isolation on day 6. • Wear a well-fitting mask (medical mask, KN95, or N95) on days 6-10 following the isolation period. • Continue to isolate for a full 10 days if symptoms are not improving. • A negative test for COVID-19 is not required to return to work. • EHS may provide additional guidance to employees who have severe or critical illness or are moderately or severely immunocompromised.

	<ul style="list-style-type: none"> • Check the U-M Health Response website for updated guidance.
--	---

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:

<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/>.

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>

<https://www.cdc.gov/coronavirus/2019-ncov/your-health/if-you-were-exposed.html>

Michigan Medicine HCP with workplace exposures to patients, visitors, or other HCP with <u>confirmed</u> COVID-19	All other exposures to individuals with <u>confirmed</u> COVID-19
<p>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):</p> <ul style="list-style-type: none"> • Not wearing a mask • Not wearing eye protection if the person with COVID-19 was not wearing any type of mask 	<p>High-risk exposure is defined as prolonged (cumulative total of >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"> • 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> <p>Timing of close contact with <u>confirmed</u> case of COVID-19</p> <ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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?

Michigan Medicine workforce members	Campus workforce members
<ul style="list-style-type: none"> • 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 get 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. 	<ul style="list-style-type: none"> • You do not need to report your exposure to OHS. • If you develop symptoms, you should get tested for COVID-19. • Employees should follow updated guidance available at: https://healthresponse.umich.edu/

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 not 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](#).

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

OHS accepts positive and negative PCR tests from all sample types – nasopharyngeal swab, nasal swab, or saliva. Positive and negative home antigen test results are also accepted.

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?

U-M workforce members should follow updated [CDC guidance](#) for domestic and international travel. There is no requirement to quarantine following domestic or international 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>

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
- 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 COVID-19 information: <http://www.med.umich.edu/i/ice/resources/coronavirus.html>

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/>