

Frequently Asked Questions about COVID-19 for employees or team members with concerns about exposure

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/>.

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?

Michigan Medicine, U-M Ann Arbor, U-M Dearborn and U-M Flint employees and U-M health professions students in the medical, dental, nursing and pharmacy schools may now use the [MyUofMHealth patient portal](#) to assess their eligibility for a U-M employee COVID-19 test. If they are eligible, most employees and health professions students will be able to schedule their COVID-19 test through MyUofMHealth immediately after completing the assessment without needing to contact Occupational Health Services (OHS).

The MyUofMHealth patient portal is the preferred option for symptomatic U-M workforce members to access COVID-19 testing. Workforce members who are unable to access the portal may call OHS to report symptoms and arrange for testing if appropriate. The symptom reporting survey on the OHS website is no longer available.

Asymptomatic workforce members wanting COVID-19 testing should utilize the [U-M Community Sampling and Tracking Program](#) (CSTP) or a [community testing resource](#).

Please refer to the tip sheet on the [OHS website](#) for information on accessing the MUofMHealth portal and using the COVID-19 testing assessment.

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 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:

Work restrictions for **POSITIVE COVID-19**

Michigan Medicine workforce members

Employees with mild to moderate illness who are not severely immunocompromised may not report to work until:

- 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 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 with severe to critical illness or who are severely immunocompromised may not report to work until:

- At least 20 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)
- A negative test for COVID-19 is not required to return to work.

Employees who are not severely immunocompromised and were asymptomatic 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.

Campus workforce members

- 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) days 6-10 following the isolation period.
- Continue to isolate if symptoms are not improving.

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/quarantine-isolation.html>

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 7 days following the exposure
 - Workforce members who tested positive for, and recovered from, COVID-19 within the previous 90 days are not required to quarantine following an exposure, as long as they remain asymptomatic.
- If asymptomatic, take a home antigen test at day 7 to determine eligibility to return to work.
- If you develop symptoms, contact OHS

Campus workforce members

You do not need to report your exposure to OHS unless you develop symptoms.

Employees should follow updated guidance available at: <https://campusblueprint.umich.edu/>

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](#).

COVID-19 Testing Information

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 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>

Information about community testing sites can be found at:
https://www.michigan.gov/coronavirus/0,9753,7-406-99891_99912---,00.html

Where can I go to get a COVID-19 test?

U-M Health Drive / Walk Thru Testing Locations	Location Days/Hours (effective May 2, 2022)
Brighton Center for Specialty Care 7500 Challis Road, Brighton, MI 48116	Mon & Fri 8am-5pm, Tues & Sat 8am-noon Wed 1pm-5pm (no Thurs hours)
KMS 3621 S. State St, Ann Arbor, MI 48108	Mon-Wed & Fri 8am-5pm Thurs & Sat 8am-noon

Please note that testing locations and hours are subject to change.

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 (including testing done through CSTP)	Continue to work as long as you do not develop symptoms

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 positive results using the “Report Positive COVID-19 Test Results” tile on Wolverine Access: <https://wolverineaccess.umich.edu/collection/all/covid-19>. Negative test results should only be submitted to OHS if they are for a symptomatic employee that needs an email clearing them to return to work.

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. Negative antigen test results are not accepted for symptomatic employees and 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>

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.

Contact and Additional Resources

How Do I Contact OHS?

- For workforce members with symptoms concerning for COVID-19, go to the [MyUofMHealth patient portal](#) to assess eligibility for testing and schedule a test
- 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:

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

COVID-19 Sampling and Tracking Program: <https://campusblueprint.umich.edu/testing-monitoring/sampling-tracking-program/>

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 Campus Maize & Blueprint:

<https://campusblueprint.umich.edu/https://www.cdc.gov/coronavirus/2019-nCoV/index.html>