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.

If you have urgent questions about work restrictions related to COVID-19 after reviewing this document, please contact Occupational Health Services (OHS) at (734) 764-8021 (available 7 days a week from 7 a.m. - 5 p.m.). For non-urgent matters, please refer to the OHS website or email occupational-health@med.umich.edu.

Work restrictions for POSITIVE COVID-19 TEST

**Michigan Medicine workforce members**

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

- At least 7 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)

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 (e.g., cough, shortness of breath) have improved

Employees who are not severely immunocompromised and were asymptomatic throughout their infection may return to work when at least 7 days have passed since the date of their first positive viral diagnostic test.

**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.

**Important website links**

- CDC Guidance on Potential Exposure at Work
- CDC Guidance on Quarantine and Isolation

People who are severely ill with COVID-19 or are immunocompromised may need to isolate for longer and should consult with their healthcare provider.

1/11/2022
Symptomatic: Do not report to work until result is available.

Asymptomatic: May continue to work unless work restrictions are in place following an exposure or international travel.

Work restrictions for BEING TESTED FOR COVID-19

RETURN TO WORK
• Follow guidance based on COVID-19 test result and/or...

Work restrictions for ILLNESS, DOES NOT MEET CRITERIA FOR COVID-19 TESTING, OR HAS NEGATIVE TEST

Follow standard work restrictions policy for illness:
• For fever (temperature >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
• Remain off work until fever and other symptoms have resolved for 24 hours without use of medication

For upper respiratory symptoms without fever or cough:
• You may continue to work but should wear a mask at all times.

Employees with acute diarrhea should not work in patient care or food handling areas until symptoms resolve.
Employees who are not vaccinated must quarantine for 10 days.

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

Exposure window is 2 days prior to symptom onset or COVID-19 test collection date (if asymptomatic or symptom onset is unknown) until patient no longer meets criteria for placement in Special Pathogens Precautions (see De-Escalation Strategies for Suspected/Confirmed COVID-19).

Work Restrictions for ALL OTHER EXPOSURES TO INDIVIDUALS WITH CONFIRMED COVID-19

Michigan Medicine workforce members who are not vaccinated must quarantine for 10 days.

Campus workforce members who are not vaccinated and boosted (if eligible) must quarantine for 5 days and wear a well-fitting mask when around others for the next 5 days.

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

Exposure window is 2 days prior to symptom onset or COVID-19 test collection date (if asymptomatic or symptom onset is unknown) until 5 days after symptom onset or test collection date (if asymptomatic or symptom onset is unknown).

RETURN TO WORK

- Michigan Medicine: 10 days from last exposure
- Campus: 5 days from last exposure

Follow guidance based on COVID-19 test result if post-exposure testing is performed.
Work Restrictions for **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**.

**RETURN TO WORK**
- N/A for domestic travel
- 5 days after return from international travel if not fully vaccinated
- Follow guidance based on COVID-19 test result for positive test result

**Important website links**
- [CDC Guidance on Domestic and International Travel](#)
- [University of Michigan Guidance on Travel](#)