

COVID-19 and Other Respiratory Illness Work Restrictions for University of Michigan Workforce Members

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 Monday-Friday 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**

<p>Michigan Medicine workforce members</p>	<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"> • 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 <u>not</u> required to return to work • 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 <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. 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>Campus workforce members</p>	<ul style="list-style-type: none"> • 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. • Check the U-M Health Response website for updated guidance

Work restrictions for **BEING TESTED FOR COVID-19**

Symptomatic: Do not report to work until result is available.

Asymptomatic: May continue to work.



RETURN TO WORK

- Follow guidance based on COVID-19 test result.

Work restrictions for **ILLNESS WITH NEGATIVE COVID-19 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.



RETURN TO WORK

- Per standard work restrictions policy for illness.

Work Restrictions for MICHIGAN MEDICINE HEALTHCARE PERSONNEL (HCP) WITH EXPOSURES TO PATIENTS, VISITORS, OR OTHER HCP WITH CONFIRMED COVID-19

Employees are not required to quarantine following an exposure, regardless of vaccination status. Employees should monitor for symptoms and consider getting tested at days 1, 3, and 5 following the exposure 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.

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*

RETURN TO WORK

- Quarantine is not required, regardless of vaccination status.
- Follow guidance based on COVID-19 test result if post-exposure testing is performed.

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

Michigan Medicine workforce members are not required to quarantine following an exposure, regardless of vaccination status. Employees should monitor for symptoms and consider getting tested at days 1, 3, and 5 following the exposure using a [community testing resource](#) or a home antigen test. Testing with a home antigen test is preferred if you were diagnosed with COVID-19 in the past 90 days.

Campus workforce members should follow updated guidance available [here](#).

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

- Quarantine is not required, regardless of vaccination status.
- Follow guidance based on COVID-19 test result if post-exposure testing is performed.