# 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](https://med.umich.edu/occupational-health) or email occupational-health@med.umich.edu.

## Work restrictions for **POSITIVE COVID-19 TEST**

<table>
<thead>
<tr>
<th>Michigan Medicine workforce members</th>
<th>Employees with <a href="https://med.umich.edu/occupational-health">mild to moderate illness</a> who are not moderately or severely immunocompromised may not report to work until:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• At least 5 days have passed since symptoms first appeared <strong>and</strong>&lt;br&gt;• At least 24 hours have passed since last fever without the use of fever-reducing medications <strong>and</strong>&lt;br&gt;• Symptoms have improved (e.g., cough, shortness of breath)&lt;br&gt;• A negative COVID-19 home antigen test is <strong>not</strong> required to return to work&lt;br&gt;• 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</td>
</tr>
<tr>
<td>Employees with <a href="https://med.umich.edu/occupational-health">severe to critical illness</a> or who are <a href="https://med.umich.edu/occupational-health">moderately or severely immunocompromised</a> may require more prolonged time off work and should consult with their healthcare provider.</td>
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<tr>
<td>Employees who are <a href="https://med.umich.edu/occupational-health">not moderately or severely immunocompromised</a> and were <a href="https://med.umich.edu/occupational-health">asymptomatic</a> 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.</td>
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</tr>
<tr>
<td>Campus workforce members</td>
<td>• 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.&lt;br&gt;• Check the U-M Health Response <a href="https://med.umich.edu/occupational-health">website</a> for updated guidance</td>
</tr>
</tbody>
</table>
Work restrictions for **BEING TESTED FOR COVID-19**

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

**Asymptomatic**: May continue to work.

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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.*

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**RETURN TO WORK**

- Follow guidance based on COVID-19 test result.

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**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

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.