

COVID-19 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 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 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 return to work between days 6-10 should wear a mask at all times.</p>
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<p>Campus workforce members</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. • Check the U-M Health Response website for updated guidance.
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Important website links
[CDC Guidance on Potential Exposure at Work](#)
[CDC Guidance on Quarantine and Isolation](#)

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 get 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 get 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

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

Work Restrictions for **DOMESTIC OR INTERNATIONAL TRAVEL**

Follow CDC and U-M travel guidance. Quarantine is not required following domestic or international travel, regardless of vaccination status.

Important website links

[CDC Guidance on Domestic and International Travel](#)

[University of Michigan Guidance on Travel](#)

RETURN TO WORK

- Quarantine is not required following domestic or international travel, regardless of vaccination status