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

Occupational Health Services (OHS) does not provide COVID-19 testing. You do not need to report your positive COVID-19 test result to OHS. If you need documentation to support time off work, please contact your healthcare provider.

If you have urgent questions about work restrictions related to COVID-19 after reviewing this document, please contact 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://occupational-health.med.umich.edu) 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 moderately or 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) **and**  
| | • A negative COVID-19 home antigen test is not 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  
| | Employees with **severe to critical illness** or who are **moderately or severely immunocompromised** may require more prolonged time off work and should consult with their healthcare provider.  
| | Employees who are **not moderately or 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. 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.  
| Campus workforce members | • 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](https://www.healthresponse.med.umich.edu) for updated guidance |

5/16/2024
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.

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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.*
**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 contact OHS or 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**

Employees are not required to contact OHS or 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.