

COVID-19 Work Restrictions for University of Michigan Workforce

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)
- A negative home antigen test is required to return to work after 7 days. Employees with a positive home antigen test on day 7 must remain off work for 10 days. Employees who test positive for COVID-19 receive instructions on home antigen testing from OHS.

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, as long as they have a negative home antigen test on day 7. Employees with a positive home antigen test on day 7 must remain off work for 10 days. Employees who test positive for COVID-19 receive instructions on home antigen testing from OHS.

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.

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 unless work restrictions are in place following an exposure or international travel.



RETURN TO WORK

- Follow guidance based on COVID-19 test result and/or exposure (see below).

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.



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 who are not vaccinated must quarantine for 7 days*. A negative home antigen test is required to return to work after 7 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](#))

RETURN TO WORK

- 7 days from last exposure if not vaccinated.
- A negative home antigen test is required to return to work after 7 days.
- 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 who are not vaccinated must quarantine for 7 days*. A negative home antigen test is required to return to work after 7 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

- Michigan Medicine: 7 days from last exposure with negative antigen test at day 7.
- Follow guidance based on COVID-19 test result if post-exposure testing is performed.

*Workforce members who tested positive for, and recovered from, COVID-19 within the previous 90 days are not required to quarantine following an exposure, as long as they remain asymptomatic.

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**.

Important website links

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

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