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. Additional information about home antigen testing for workforce members who have tested positive for COVID-19 can be found here.

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 at day 7.

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.
- Wear a well-fitting mask (medical mask, KN95, or N95) days 6-10 following the isolation period.
- Continue to isolate if symptoms are not improving.

Important website links
- CDC Guidance on Potential Exposure at Work
- CDC Guidance on Quarantine and Isolation
**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.

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

**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.*
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 at: https://campusblueprint.umich.edu/

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