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 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 home antigen test is required to return to work after 5 days. 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 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 5 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 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 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.
- 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 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**.

**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

**Important website links**
- [CDC Guidance on Domestic and International Travel](https://www.cdc.gov/travel)
- [University of Michigan Guidance on Travel](https://www.msu.edu/travel/submissions/)

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