

Frequently Asked Questions about COVID-19 for employees or team members with concerns about exposure

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 available at <https://responsiblue.umich.edu/>.

COVID-19 Symptoms & Diagnosis

What are the symptoms of COVID-19?

The most common symptoms of COVID-19 include fever, cough and shortness of breath. On average, symptoms occur five days following exposure, but can occur from 2-14 days following exposure.

Other possible symptoms include chills, muscle aches, headache, upper respiratory symptoms (runny nose, nasal congestion, sore throat), loss of sense of smell or taste, nausea, vomiting, diarrhea and rash.

These symptoms are not specific to COVID-19 and can occur with other viral respiratory infections (e.g., influenza) and illnesses.

What should I do if I become ill?

If you become ill with symptoms concerning for COVID-19, you should not come to work and should contact [OHS](#). OHS will determine if you meet criteria for COVID-19 testing and can refer you for testing if indicated.

What should I do if I am diagnosed with COVID-19?

If you are diagnosed with COVID-19, you should contact OHS and stay at home unless you require medical attention.

Depending on whether you are a Michigan Medicine or campus workforce member, contact tracing for your workplace will be performed by IPE or Environmental Health and Safety (EHS). You should follow any instructions you are given to ensure that contact tracing can be completed. You should also notify your own close contacts.

Based on [guidance](#) from the Centers for Disease Control and Prevention (CDC), workforce members diagnosed with COVID-19 should adhere to the following guidelines:

Those with mild to moderate illness who are not severely immunocompromised should remain off work until:

- At least 10 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 (e.g., cough, shortness of breath) have improved

Those with severe to critical illness or who are severely immunocompromised should remain off work until:

- At least 20 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 (e.g., cough, shortness of breath) have improved

Workforce members who are **not severely immunocompromised** and were **asymptomatic** throughout their infection may return to work when at least 10 days have passed since the date of their first positive test.

Per CDC guidance, a negative test for COVID-19 is **not** required to return to work.

After returning to work, workforce members previously diagnosed with COVID-19 must:

- Wear a mask for source control at all times.
 - A mask for source control does not replace the need to wear an N95 mask or powered air purifying respirator (PAPR) and other appropriate PPE while caring for patients with suspected or confirmed COVID-19.
- Self-monitor for symptoms, and seek re-evaluation from OHS if symptoms recur or worsen.

COVID-19 Exposure

What should I do if I had contact with someone who was exposed to COVID-19?

No further action is required unless you had direct contact with an individual with confirmed COVID-19. See below for guidance about exposures to confirmed cases of COVID-19.

How can I protect myself from exposure to COVID-19 at work?

Michigan Medicine workforce members should follow recommendations from IPE for appropriate use of PPE, including universal masking, and practice hand hygiene regularly. Updated recommendations can be found at: <http://www.med.umich.edu/i/ice/resources/coronavirus.html>.

U-M campus workforce members should follow guidance from EHS, which is available at: <https://ehs.umich.edu/2020/03/24/ehs-covid-19-information/>.

How are high-risk exposures to COVID-19 defined?

High-risk exposures are defined based on CDC guidance. Please reference the chart and the links below for more information. All other types of exposures are considered to be **low-risk**, and no further action is required other than symptom monitoring.

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-risk-assesment-hcp.html>
<https://www.cdc.gov/coronavirus/2019-ncov/php/public-health-recommendations.html>

Michigan Medicine health care personnel (HCP) with workplace exposures to patients, visitors, or other HCP with confirmed COVID-19	All other exposures to individuals with confirmed COVID-19
<p style="text-align: center;">High-risk exposure definition</p> <p>Prolonged (cumulative total of >15 minutes over a 24-hour period) close contact (within 6 feet) while not wearing appropriate personal protective equipment (PPE):</p> <ul style="list-style-type: none"> ● 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 <u>for any duration of time</u> 	<p style="text-align: center;">High-risk exposure definition</p> <p>Prolonged (cumulative total of >15 minutes over a 24-hour period) close contact (within 6 feet)</p>
<p>Timing of close contact with confirmed case of COVID-19</p> <ul style="list-style-type: none"> ● Within 2 days prior to symptom onset until 10 days after symptom onset (for exposure to patient with COVID-19: until patient meets criteria for discontinuation of Special Pathogens Precautions) ● If no symptoms, within 2 days prior to date of positive test until 10 days after 	<p>Timing of close contact with confirmed case of COVID-19:</p> <ul style="list-style-type: none"> ● Within 2 days prior to symptom onset until 10 days after symptom onset ● If no symptoms, within 2 days prior to date of positive test until 10 days after

What should I do if I had a high-risk exposure to a confirmed case of COVID-19?

Michigan Medicine workforce members	University of Michigan campus workforce members
<p><i>COVID-19 testing:</i></p> <ul style="list-style-type: none"> • If you have no symptoms, contact OHS to arrange for testing around day 5 following the exposure. Testing sooner may result in a falsely negative result. • If you have symptoms, contact OHS to arrange for testing at any time following the exposure. <p><i>Work restrictions:</i></p> <ul style="list-style-type: none"> • None for patient care or work that supports patient care. • Do not perform other in person work (e.g., research, teaching) for 14 days from the date of the exposure.* • While at work, wear a mask at all times. If you must remove your mask for any reason (e.g., eating or drinking), maintain at least 6 feet of distance from others. • Do not come to work if you develop symptoms. If you develop symptoms while at work, leave and contact OHS. • While not at work, follow public health guidance to prevent transmission in the community. 	<p><i>COVID-19 testing:</i></p> <ul style="list-style-type: none"> • If you have no symptoms, contact OHS to arrange for testing around day 5 following the exposure. Testing sooner may result in a falsely negative result. • If you have symptoms, contact OHS to arrange for testing at any time following the exposure. <p><i>Work restrictions:</i></p> <ul style="list-style-type: none"> • Do not come to work for 14 days from the date of the exposure.*

*Workforce members who tested positive for and recovered from COVID-19 within the previous 3 months are not required to quarantine following an exposure, as long as they remain asymptomatic.

Why are asymptomatic Michigan Medicine workforce members allowed to continue performing in-person clinical work following a high-risk exposure to COVID-19?

This policy -- implemented in March 2020 -- is based on guidance from the state of Michigan, as well as [recommendations](#) from the CDC in the setting of health care staffing shortages. Workforce members with symptoms concerning for COVID-19 following an exposure should not report to work and should contact OHS.

OHS and Infection Prevention & Epidemiology (IPE) are carefully monitoring for transmission of COVID-19 in the workplace and will update this policy as indicated.

COVID-19 Testing Information

What is the criteria for COVID-19 testing for U-M workforce members through OHS?

OHS offers COVID-19 testing for all U-M employees, student employees and health professions students. The [criteria](#) for being tested at OHS is as follows:

- If you have any one of the following:
 - Fever (temperature greater than 100.4°F or 38°C) or chills
 - New cough
 - New shortness of breath or hypoxia
 - High-risk occupational or other close contact exposure to someone with COVID-19 (If you have no symptoms, OHS will test at Day 5 following exposure)
 - Public health department recommended testing due to an exposure to COVID-19

- **Or** if you have any two of the following:
 - New muscle aches
 - New headache
 - New upper respiratory symptoms (runny nose, nasal congestion, sore throat)
 - New loss of sense of smell or taste
 - New nausea, vomiting or diarrhea
 - New rash
 - High-risk occupational or other close contact exposure to someone with COVID-19 (OHS will test any time following exposure if you have any symptoms)

Symptomatic Michigan Medicine workforce members with upcoming clinical duties within the next 48 hours are eligible for rapid testing (turnaround time 4-6 hours).

Where do I get tested if I'm symptomatic?

Employees are offered standard testing, with results usually available within 24-48 hours at the locations below. Please contact OHS at 734-764-8021 for more information.

Taubman Center- floor 2, reception H (asymptomatic employees only)

Huron Valley Ambulance (HVA) Facility
1200 State Circle, Ann Arbor, MI 48108 (this is a drive-thru facility)

Brighton Center for Specialty Care (BCSC) - 7500 Challis Road, Brighton, MI 48116
Brighton COVID-19 Testing Unit is located at entrance 1

Livonia Center for Specialty Care (LCSC) – Route to CHC
19900 Haggerty Road, Livonia, MI 48152
Entrance on the South side of the building

What should I do while I am waiting for my COVID-19 test result?

Reason for testing	Recommendation
Symptoms concerning for COVID-19	Stay at home and do not come to work
No symptoms, high-risk exposure	Continue in-person clinical work, if necessary
No symptoms, no exposure (including testing done through CSTP)	Continue to work as long as you do not develop symptoms

What should I do if I am ill but do not meet criteria for COVID-19 testing or have a negative test?

If you do not meet criteria for COVID-19 testing or have a negative test, you should follow established general guidance for workforce members with an illness:

- For fever (temperature more than 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,
 - You must remain off work until fever and other symptoms have resolved for 24 hours without use of medication
- For upper respiratory infection without fever or cough:
 - You may continue to work and should wear a mask at all times
- Workforce members with acute diarrhea should not work in patient care or food handling areas until symptoms resolve

For additional information about work restrictions due to illness, please refer to the UMHS Infection Prevention work restrictions [policy](#).

How can I report outside COVID-19 test results to OHS?

If you undergo COVID-19 testing that is not ordered by OHS, please report your results by going to this link:

<https://hr.umich.edu/benefits-wellness/health-well-being/occupational-health-services/covid-19-information>

What is the Community Sampling Program and how can I participate?

All U-M workforce members are eligible to participate in the Community Sampling and Tracking Program (CSTP), which provides saliva testing for asymptomatic individuals. Additional information about the CSTP, including how to enroll, can be found at:

<https://campusblueprint.umich.edu/testing-monitoring/sampling-tracking-program>

The Towsley Lobby has been selected as the new location for Michigan Medicine Asymptomatic Testing. This location is planning to open in mid-December. The opening date and detailed information about signing up for testing will be shared in future communications.

Information about community testing sites can be found at:

https://www.michigan.gov/coronavirus/0,9753,7-406-99891_99912---,00.html

How can I obtain COVID-19 serology testing?

OHS offers COVID-19 serology testing for Michigan Medicine workforce members who have provided patient care or performed work that supported patient care since Jan. 1, 2020.

Additional information can be found at:

<https://hr.umich.edu/benefits-wellness/health-well-being/occupational-health-services/serology-testing>

Protecting Yourself and Others from COVID-19 Exposure

How can I prevent transmitting COVID-19 to others?

If you have COVID-19, most importantly you should self isolate yourself and use the recommended steps to prevent transmission to others, as suggested in these CDC guidelines:

<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>

How can I protect others living in my home from exposure to COVID-19?

If you must quarantine at home with others, the CDC recommends the following ways to keep your home clean and safe while living in close quarters. The following guidance for preventing transmission in the home:

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/index.html>.

What is the latest travel guidance for U-M employees?

The CDC advises against travel and gatherings with people outside of your household and shares specific guidance at this link:

<https://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html>

The University has specific travel resources and guidance which can be found at:

<https://global.umich.edu/travel-resources/warnings-restrictions/>.

If you are required to travel on work-related business for U-M, OHS can arrange for COVID-19 testing, but OHS does not offer COVID-19 testing for personal travel.

There are no work restrictions for employees who return from recent domestic or international travel. OHS does not offer COVID-19 testing following any travel unless an employee

experiences COVID-19 related symptoms or had a high-risk exposure to a confirmed case of COVID-19.

What are the recommendations for Michigan Medicine workforce members who are at increased risk for complications related to COVID-19?

IPE and OHS have developed recommendations based on previous experience with novel pathogens, as well as ongoing experiences with COVID-19.

There is evidence that pregnant women who become ill with COVID-19 [have a higher risk of hospitalization](#) and need for intensive care unit admission and mechanical ventilation when compared to similar patients who are not pregnant.

Based on risk assessment by IPE and OHS, workforce members caring for or entering the rooms of symptomatic patients who are being tested for COVID-19 or patients who have confirmed COVID-19 **should not:**

- Be pregnant
- Be immunocompromised, including:
 - Persons with primary or acquired immunodeficiency
 - Persons on anti-rejection therapy following solid organ transplant or bone marrow transplant
 - Persons on biologic therapeutic agents such as tumor necrosis factor inhibitors
 - Persons with malignancy and ongoing or recent chemotherapy
 - Persons receiving systemic immunosuppressive therapy, including corticosteroids equivalent to 20 mg/day of prednisone for ≥ 2 weeks
- Be 70 years of age or older
- Be unable to wear an N95 respirator or PAPR
- Be unable to don and doff PPE safely

Workforce members with the above conditions may continue to provide care for or enter the rooms of patients who are not symptomatic and being tested for COVID-19 or are confirmed to be negative for COVID-19.

Workforce members with a documented health condition other than those listed above can request accommodations. They would need to provide supporting documentation to the HR Solutions Center, which would need to include the reason why the workforce member is unable to perform the essential functions of their role and what, if any, accommodations are recommended.

For additional information about medical conditions that may increase risk for severe illness due to COVID-19, please refer to:

<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/index.html>

Are there specific recommendations regarding attire for Michigan Medicine workforce members caring for patients with COVID-19?

The SARS-CoV-2 virus which causes COVID-19 is primarily spread from person to person through respiratory droplets. There is currently no data to support transmission via fomites (objects such as doorknobs and dishes, etc.), although the virus can survive on surfaces such as plastic and steel. Porous surfaces such as clothing are less likely to harbor the virus for long periods of time. Additionally, clothing has not been associated with transmission of other respiratory viruses such as influenza. Finally, the PPE worn when encountering patients with possible or defined COVID-19 includes gloves and a gown. Worn correctly, PPE prevents contamination of skin and clothing, and current evidence supports that use of appropriate PPE is highly effective at preventing transmission of the virus.

Based on this evidence, we make the following recommendations regarding clothing worn at work:

- Those encountering patients with suspected or proven COVID-19 infection should wear the appropriate PPE.
- If your job requires the wearing of scrubs, you should continue to do so. Scrubs are not required in the care of those with suspected or proven COVID-19 infection. If you did not routinely wear scrubs as part of your work routine prior to the COVID-19 outbreak, you should not require scrubs now.
- Shoe covers and head coverings are not recommended PPE as transmission is via respiratory droplets and direct contact with infectious secretions.
- If workforce member clothing becomes soiled through exposure to blood or other potentially infectious body fluids, it should be changed and laundered.

What are the current recommendations for respirator fit testing for Michigan Medicine workforce members?

In order to ensure the appropriate level of protection, respirators such as N95 masks require fit testing. Workforce members who have been fit tested for an N95 respirator at any time in the past may continue to use the same make/model/size mask when indicated. Repeat fit testing is necessary only when there has been a significant change that may impact how the mask fits (e.g., weight gain or loss, facial hair).

OHS has expanded its fit testing program to fit test workforce members for other types of respirators that have been procured and meet the appropriate level of protection. Fit testing can be scheduled by contacting OHS.

As a reminder, use of PAPRs should be reserved only for those who are unable to wear an N95 mask, or in other circumstances as recommended by IPE.

Contact and Additional Resources

How Do I Contact OHS?

- For urgent matters, call (734) 764-8021 (available 7am-5pm 7 days per week)
- For non-urgent matters, e-mail occupational-health@med.umich.edu
- Contact OHS by phone or e-mail prior to visiting in person
- OHS is located at C380 Med Inn Building; hours of operation are 7am-5pm Monday-Friday

Additional Resources:

IPE COVID-19 information: <http://www.med.umich.edu/i/ice/resources/coronavirus.html>

COVID-19 Sampling and Tracking Program:

<https://campusblueprint.umich.edu/testing-monitoring/sampling-tracking-program/>

OHS website:

<https://hr.umich.edu/benefits-wellness/health-well-being/occupational-health-services>

EHS COVID-19 information: <https://ehs.umich.edu/2020/03/24/ehs-covid-19-information/>

CDC COVID-19 information: <https://www.cdc.gov/coronavirus/2019-nCoV/index.html>

University of Michigan Campus Maize & Blueprint:

<https://campusblueprint.umich.edu/https://www.cdc.gov/coronavirus/2019-nCoV/index.html>