



Return to Work Criteria for UToledo Employees, including Healthcare Providers (HCP) with Close Contact, Suspected or Confirmed, COVID-19

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PREFACE

- The information in this document reflects current available information as of the drafting date and will be updated as necessary and posted on the UToledo Human Resources webpage, “Working Through COVID-19” (<https://www.utoledo.edu/depts/hr/Working-Through-COVID-19.html>).
- Information in this document regarding testing, quarantine, isolation, and self-monitoring is intended as a supplement to public health authorities and the advice of each individual’s healthcare provider or emergency medical service provider. In the event of conflict, individuals should follow quarantine and isolation instructions of their local health department, and care instructions from their healthcare provider or emergency medical care personnel.
Information in this document regarding exclusion from work is subject to applicable law and policies related to absences, sick-leave, or other time away from work. Refer to UToledo’s FMLA/leave page for information regarding requesting leave <https://www.utoledo.edu/depts/hr/benefits/time-off/>
- For information regarding ADA reasonable accommodations please go to <https://www.utoledo.edu/depts/hr/eo-aa/ADA-Accommodation-Request-Process.html>.

I. Confirmed COVID-19 Cases

A. Symptom-based strategy for those with laboratory-confirmed COVID-19:

If your COVID-19 illness is **mild or moderate**, exclude from work/school until:

- At least 10 days have passed *since symptoms¹ first appeared*
AND
- At least 24 hours have passed *since last fever² without the use of fever-reducing medications*
AND
- improvement in other COVID-19 symptoms¹ (e.g., cough, shortness of breath). Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation.
- HCP⁴ follow “*Return to Work Practices and Work Restrictions*” in Section IV below
- Follow “*Self-monitoring and Self-isolation Recommendation*” in Section V below

If your illness from COVID-19 is severe to critical (e.g., you were admitted to the hospital with oxygen requirements) or if you are severely immunocompromised, you may need to stay in isolation until 20 days have passed since your first symptoms appeared, and 24 hours have passed since your last fever² and until symptoms have improved. Please consult your primary care physician if you need to be absent longer than 10 days.

¹ Symptoms can include but not limited to: fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea

² CDC considers a person to have a fever when he or she has a measured temperature of at least 100.0°F [37.8°C].

B. Asymptomatic strategy for those with laboratory-confirmed COVID-19:

Exclude from work/school until:

- At least 10 days have passed since the date of the first positive viral COVID-19 diagnostic test assuming symptoms³ have not subsequently developed since the positive test
 - If symptoms³ develop, then the *symptom-based strategy* above should be followed
- HCP⁴ follow “*Return to Work Practices and Work Restrictions*” in Section IV below
- Follow “*Self-monitoring and Self-isolation Recommendations*” in Section V below

C. Regardless of vaccination status, persons with a positive result should remain in isolation until they have met the aforementioned criteria.

Note: Because symptoms cannot be used to gauge where these individuals are in the course of their illness, it is possible that the duration of viral shedding could be longer than 10 days after their first positive test, especially if they are severely immunocompromised.

II. Close Contacts with Confirmed Cases - Persons identified through Contact Tracing as a Close Contact of a COVID-19 case

A. Fully vaccinated against COVID-19

Individuals that have been fully vaccinated or recovered from COVID-19 within the last 90 days should:

- Continue to work and/or attend classes if they remain without symptoms³
- Get a COVID-19 test within 3-5 days after exposure
- Call the UTM COVID-19 testing line (419-383-4545) or another desired testing site and identify yourself as a COVID-19 exposure
 - **IF SYMPTOMATIC OR HAVE RECENTLY BEEN SYMPTOMATIC – DO NOT RETURN TO WORK OR SCHOOL WHILE AWAITING RESULTS**
 - If the test is positive, follow *symptom-based strategy* or *asymptomatic strategy* in Section I above
- For HCP⁴ that are involved in the delivery of care to a patient, a hospital provided facemask is required while at work or in public places for the 14 days after the last exposure event (cloth face covering is not to be worn during this time)
 - If caring for a confirmed COVID-19 patient an N95 or PAPR/CAPR needs to be worn when performing an aerosolizing procedure or when indicated in lieu of a facemask
- For non-HCP, wear a mask in public indoor settings for 14 days after the last exposure event
- Monitor temperature and confirm absence of symptoms³ each day for 14 days following the last exposure event
- If even mild symptoms³ develop, cease working or leave class and immediately notify your supervisor/professor prior to leaving work/class

B. Not fully vaccinated against COVID-19

Individuals that have **not** been fully vaccinated:

- Exclude from work/school for at least 10 days
- Get a COVID-19 test in 8 days after last exposure or immediately if symptoms³ develop
- If even mild symptoms develop, call the UTM COVID-19 testing line (419-383-4545) or another desired testing site and identify yourself as a COVID-19 exposure

³ Symptoms can include but not limited to, fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea

⁴ A **Health Care Provider (HCP)** is anyone employed at any doctor’s office, hospital, health care center, clinic, medical school, or post-secondary educational institution that currently offers clinicals at the stated areas, any facility that performs laboratory or medical testing, pharmacy, or any similar institution, employer, or entity.

- **IF SYMPTOMATIC OR HAVE RECENTLY BEEN SYMPTOMATIC – DO NOT RETURN TO WORK OR SCHOOL WHILE AWAITING RESULTS**
- If the test is positive, follow *symptom-based strategy* or *asymptomatic strategy* in Section I above
- If test is negative, return to work/school no earlier than 10 days following last exposure (results must be available)
- For HCP⁵ that are involved in the delivery of care to a patient, a hospital provided facemask is required while at work or in public places for the 14 days after the last exposure event (cloth face covering is not to be worn during this time)
 - If caring for a confirmed COVID-19 patient an N95 or PAPR/CAPR needs to be worn when performing an aerosolizing procedure or when indicated in lieu of a facemask
- For non-HCP⁵, wear a mask in public indoor settings for 14 days after the last exposure event
- Monitor temperature and confirm absence of symptoms each day for 14 days following the last exposure event

III. Suspected Cases

Persons that know or think they may have been potentially exposed or in Close Contact to a COVID-19 case:

- Follow guidance above Section II for *Persons identified through Contact Tracing as a close contact of a COVID-19 case*
- [Close contact](#) is defined as:
 - being within 6 feet of a sick person with COVID-19 for a cumulative total of 15 minutes or longer over a 24-hour period starting from 2 days before symptom onset
 - being coughed or sneezed on by a COVID-19 confirmed person or exposed to respiratory droplets
 - providing care in home to someone who is sick with COVID-19
 - having direct physical contact with someone who is sick with COVID-19
 - sharing eating or drinking utensils with someone who is sick with COVID-19
- If you were not in “Close Contact” (as defined above) with a sick person with COVID-19, you are at low risk for infection
- For general questions call 1-833-4-ASK-ODH (1-833-427-5634) from 9 a.m. to 8 p.m. daily
- Monitor your health for fever⁶, cough and shortness of breath during the 14 days after your potential exposure and call the UPMC COVID-19 testing line (419-383-4545) or another desired testing site if symptoms develop

NOTE: If you are being testing for COVID-19 and are symptomatic or have recently been symptomatic do not return to school or work until you have the results of your test, regardless if you are symptomatic or not. If results are positive, follow the appropriate *symptomatic* or *asymptomatic strategy* in Section I above.

IV. Return to Work Practices and Work Restrictions for HCPs:

After returning to work, HCP⁵ should:

- Hospital provided facemask are always required for source control while in the healthcare facility until all symptoms are completely resolved or at baseline
- If caring for a confirmed COVID-19 patient an N95 or CAPR/PAPR needs to be worn when indicated in lieu of a facemask
- Be restricted from contact with severely immunocompromised patients (e.g., transplant, hematology-oncology) until all symptoms are completely resolved or at baseline
- Adhere to hand hygiene, respiratory hygiene, and cough etiquette (e.g., cover nose and mouth when coughing or sneezing, dispose of tissues in waste receptacles)

⁵ **A Health Care Provider (HCP)** is anyone employed at any doctor’s office, hospital, health care center, clinic, medical school, or post-secondary educational institution that currently offers clinicals at the stated areas, any facility that performs laboratory or medical testing, pharmacy, or any similar institution, employer, or entity

⁶ CDC considers a person to have a fever when he or she has a measured temperature of at least 100.0°F [37.8°C].

- Self-monitor for symptoms and seek re-evaluation from primary care physician if respiratory symptoms recur or worsen

V. Self-monitoring and Self-isolation Recommendations:

- Follow care instructions from your healthcare provider and quarantine or isolate in accordance with your local health department. Your healthcare provider or local health department may give you instructions on checking your symptoms and reporting information
- Stay home, except to get medical care
- Restrict activities outside your home
- If condition worsens seek medical care **and**
 - **Call 9-1-1** or call ahead to your healthcare provider or Emergency Department (ED) to notify them you are suspected to have COVID-19
 - If possible, put on a facemask before emergency medical services arrive or before arrival ED.
- Monitor temperature twice a day and remain alert for respiratory symptoms
- Stay in a separate room from others household members, if possible.
- Household members should use a separate bedroom and bathroom, if available
- Make sure that shared spaces in the home have good air flow, such as by an air conditioner or an opened window, weather permitting and if consistent with safety and health (e.g., would not create a fall risk or trigger asthma)
 - Consider portable high-efficiency particulate air (HEPA) fan/filtration systems to help enhance air cleaning
- If possible, wear a face mask when you are around other people or pets, and before you enter a healthcare provider’s office
- Clean and disinfect “high-touch” surfaces and items every day: This includes tables, doorknobs, light switches, handles, desks, toilets, faucets, sinks, and electronics
- Perform hand hygiene frequently – wash your hands often with soap and water for at least 20 seconds or use an alcohol-based hand sanitizer that contains at least 60% alcohol, covering all surfaces of your hands and rubbing them together until dry. Soap and water are preferred if hands are visibly dirty

References:

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/return-to-work.html>

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

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

<https://www.cdc.gov/vaccines/covid-19/info-by-product/clinical-considerations.html#Administration>

<https://coronavirus.ohio.gov/static/docs/COVID-19-Quarantine-FAQs.pdf>

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/testing-overview.html>

Occupational Exposure to COVID-19; Emergency Temporary Standard; OSHA 2021, 86, 116 Fed Reg.

1910.502 (June 2, 2021). – Retrieved on August 24, 2021 from: <https://ecfr.federalregister.gov/on/2021-06-21/title-29/subtitle-B/chapter-XVII/part-1910/subpart-U/section-1910.502>

Ohio Department of Health (2021). *Infectious Disease Control Manual (IDCM) Section 3: Reportable and non-reportable infectious diseases*. Coronavirus Desae 2019 (COVID-19).