



COVID-19 Testing & Return to Work Grid

Effective December 14, 2023

	Testing and Monitoring	Return to Work Criteria
Symptomatic		
Symptoms in the past 24 hours which are new or not explained by a pre-existing condition.**	<ul style="list-style-type: none"> • Immediate notification of supervisor and EHS/Student Health • SARS-CoV-2 PCR Testing or laboratory Antigen Testing must have 2 patient identifiers on results.‡ 	<p>If negative PCR test and fever-free for 24 hours, may return to work with mask until symptoms resolve.</p> <p>If negative antigen test (laboratory or home) and symptoms persist or worsen, obtain PCR test.</p> <p>If positive test: at least 5 days* from symptom onset (date of symptom onset is day 0), fever-free for 24 hours with resolving symptoms and no antipyretics.</p> <ul style="list-style-type: none"> • Follow EHS instructions for clearance • While on site must wear N95 respirator or well fitted surgical facemask and distance from others when not wearing the appropriate mask for a total of 10 days from symptom onset.
Asymptomatic		
<p>Work or MSHS school-related high risk exposure (HRE)†</p> <p>Close contact‡ with a patient, visitor, or colleague with confirmed COVID-19 without appropriate PPE</p> <p>Community exposure: close contact‡ or household contact¶</p>	<ul style="list-style-type: none"> • Perform SARS-CoV-2 PCR or Antigen testing 1, 3, and 5 days post exposure.‡ • Monitor for symptoms and wear a mask for at least 10 days after HRE • If symptoms develop, immediately notify supervisor, remove oneself from work/school setting and contact EHS/Student Health for testing. 	<p>If positive test‡:</p> <ul style="list-style-type: none"> • Positive test must be reported to EHS/student health • Isolate at least 5 days* from positive test (date of test is day 0) • After 5 days, if still asymptomatic, can return to work. While on site must wear N95 respirator and distance from others when not wearing a N95 for total of 10 days from positive test. <p>If being on site is essential to your role and responsibilities, an asymptomatic student or employee may return to school or work with a well-fitting mask while test is pending. <i>If individual develops symptoms, see symptomatic protocol above.</i></p>

**Symptomatic employees are advised to wear a mask at all times.

‡For COVID-19 sick pay eligibility, two (2) patient identifiers must be present on PCR or antigen test result; positive home antigen tests are not considered eligible for COVID-19 sick pay. Employees are allowed up to three (3) episodes of COVID-19 sick pay since the start of pandemic.

* In certain settings (e.g., high risk clinical areas like the neonatal ICU, oncology or transplant) testing for influenza and RSV may be warranted prior to return to work and return to patient care may be restricted in the setting of a positive test due to population being served being high risk for severe COVID-19 infection.

† High Risk Exposure in the healthcare setting: Person not wearing mask or respirator, or person not wearing eye protection if source not wearing mask, or person not wearing eye protection or respirator for an aerosol-generating procedure

‡ Close contact at work or in the community – within 6 feet for a total time of 15 minutes or more; household exposures usually have close and ongoing contact

¶ In the setting of an ongoing exposure in a household, the employee should be tested immediately, repeat testing every 2 days up to day 5 post exposure may be needed.