

Guidelines for Covid Illness Exclusion and Return to Work Documentation for COVID-19: Adult and Pediatric

Title: Guidelines for Covid Illness and Return to Work

CreationDateandTime: 04/13/2021

Work Force Member Roles Impacted: All Work Force Members

ModifiedDate: 6/28/2022

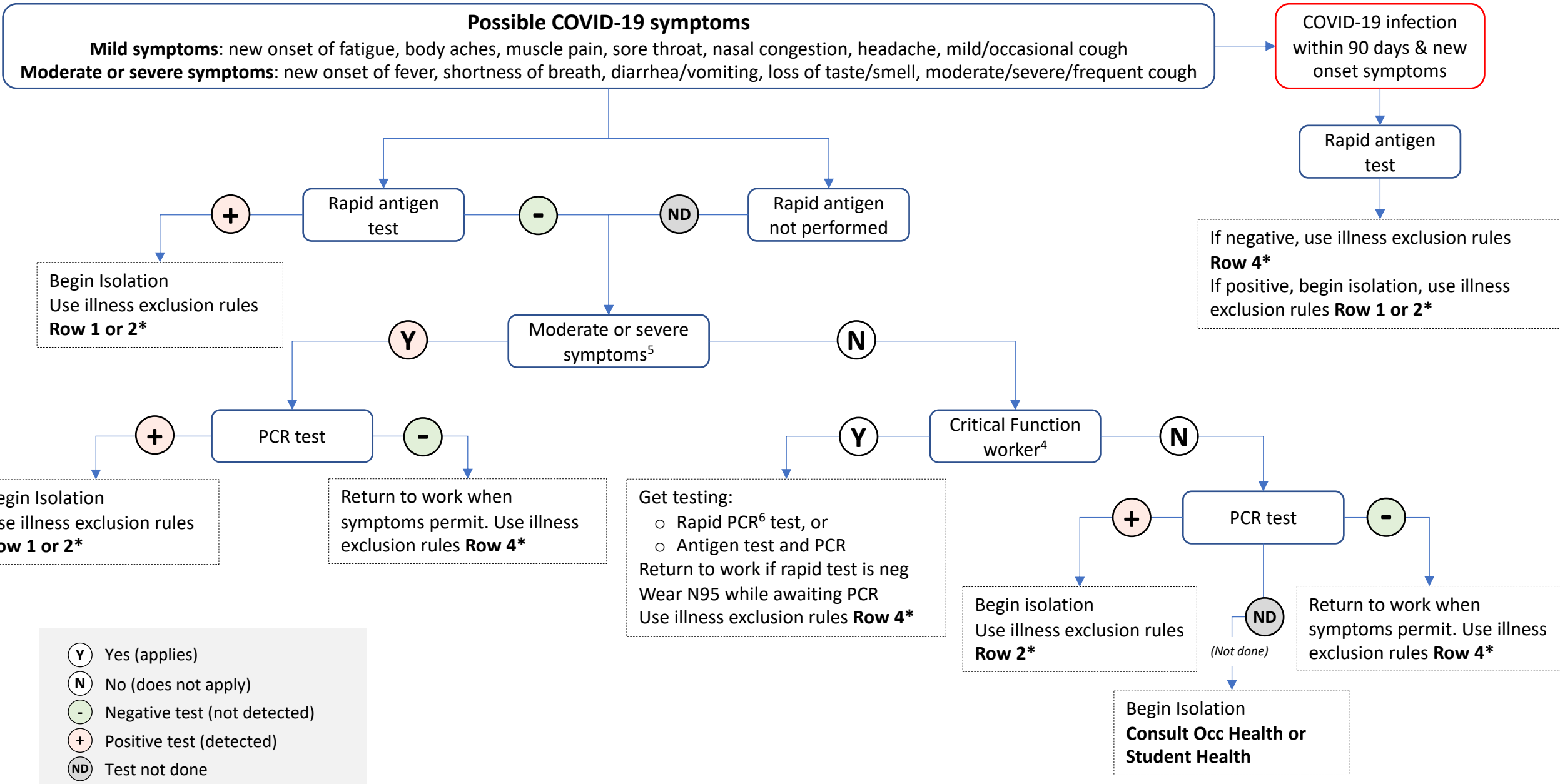
Sponsoring Department: Occupational Health

ReviewbyDate: 6/28/2023



1	Positive test, Critical function	<p>If you have a positive COVID-19 test AND are <u>not</u> immunocompromised¹ AND you are a critical function worker⁴ supporting direct patient care, you may return to in-person work if:</p>	<p>It has been at least 5 days from positive test date or symptom onset² whichever is later regardless of follow-up antigen test results (return to work day 6 or later) and</p> <ul style="list-style-type: none"> You meet the return to work symptom criteria³ and You must wear an N95 while at work until day 11 and You must eat in a private space or outdoors until day 11 if your antigen test is still positive
2	Positive test	<p>If you have a positive COVID-19 test AND are <u>not</u> immunocompromised¹ AND you are <u>not</u> a critical function worker⁴ supporting direct patient care, you may return to in-person work if:</p>	<p>It has been at least 10 days from test date or symptom onset² whichever is later (return to work day 11 or later) and</p> <ul style="list-style-type: none"> You meet the return to work symptom criteria³ (see page 3) OR <p>It has been at least 5 days from positive test date or symptom onset² whichever is later (return to work day 6 or later) and</p> <ul style="list-style-type: none"> You have a negative antigen test result taken on day 5 or later (return to work on the day following the negative antigen test) and You meet the return to work symptom criteria³ <p>Regardless of when you return to work, you must wear an N95 until day 11</p>
3	Immuno-compromised	<p>If you have a positive COVID-19 test AND are immunocompromised¹, you may return to in-person work if:</p>	<p>It has been at least 20 days from test date or symptom onset² whichever is later (return to work day 21 or later) and</p> <ul style="list-style-type: none"> You meet the return to work symptom criteria³ (see page 3) OR <p>It has been at least 10 days from positive test date or symptom onset² whichever is later (return to work day 11 or later) and</p> <ul style="list-style-type: none"> You have a negative antigen test result taken on day 10 or later (return to work on the day following the negative antigen test) and You meet the return to work symptom criteria³ <p>Regardless of when you return to work, you must wear an N95 while at work until day 21</p>
4	Negative test	<p>If you have a viral illness (mild or severe symptoms) and a negative test, you may return to in-person work now if:</p>	<p>You are a critical function worker⁴ and you have only mild symptoms⁵ and</p> <ul style="list-style-type: none"> You have a negative PCR test or You have a negative antigen test and COVID-19 infection within 90 days or You have a negative antigen test while PCR is pending. Wear an N95 while awaiting your PCR test <p>You are not a critical function worker⁴ or you are a critical function worker⁴ with moderate/severe symptoms⁵ with a negative PCR test and</p> <ul style="list-style-type: none"> It has been at least 48 hours since symptom onset and You have been fever free for at least 24 hours without using fever-reducing medications and Your symptoms have significantly improved <p><i>If you have ongoing or new/worsening symptoms after a negative test, please get retested after two days</i></p>

Covid-19 Testing Algorithm



- (Y) Yes (applies)
- (N) No (does not apply)
- (-) Negative test (not detected)
- (+) Positive test (detected)
- (ND) Test not done

Definitions and information

1. **Immunocompromised** – Having a medical condition or taking a medication that can substantially weaken the immune system. This includes but not limited to:
 - Receiving active cancer treatment for tumors or cancers of the blood
 - Received an organ transplant and are taking medicine to suppress the immune system
 - Received a stem cell transplant within the last 2 years or are taking medicine to suppress the immune system
 - Moderate or severe primary immunodeficiency (such as DiGeorge syndrome, Wiskott-Aldrich syndrome)
 - Advanced or untreated HIV infection
 - Active treatment with high-dose corticosteroids or other drugs that may suppress their immune response
 2. **Date of test/symptoms onset** (whichever is later) is counted as **Day 0**.
 3. **Return to work symptom criteria:** fever-free for 24 hours without fever reducing medications AND symptoms have significantly improved (able to perform work duties without excessive fatigue, discomfort, or cough. Please reach out to Occupational Health or Student Health if you have ongoing symptoms and are not sure if you meet return to work criteria)
 4. **Critical Function Workers** - Any OHSU Member whose attendance at an OHSU work site is required in order for a Critical Function to remain operational, regardless of the existence of an emergency condition. More information can be found [here](#).
 5. **Mild symptoms:** new onset of fatigue, body aches, muscle pain, sore throat, nasal congestion, headache, mild/occasional cough
Moderate or severe symptoms: new onset of fever, shortness of breath, diarrhea/vomiting, loss of taste/smell, moderate/severe/frequent cough
 6. **Rapid PCR test** – This is a PCR test done on a platform with rapid turn-around, usually resulting in approximately 4 hours. Due to supply limitations, rapid PCR tests should be done for critical function workers with mild symptoms who have an upcoming shift within 24 hours, when supplies are available.
 7. **What is the difference between PCR and antigen tests?** PCR tests are completed in the laboratory and usually take at least 24 hours to result. PCR tests are the most sensitive tests available and may remain positive long after a person is no longer infectious. Antigen tests detect virus production and usually results in 15 minutes. Antigen tests may miss some early infections but correlate better with infectivity during the first 10 days. A positive antigen test after day 10 does not prove infectivity.
- * The rows refer to the numbered rows on page one.

Please visit the [COVID FAQ page](#) for answers to more frequently asked questions. For questions about exclusion for non-Covid illness, see [Illness Policy](#)

If you have any additional questions in regard to your return to work eligibility please reach out to Occupational Health by email occhealth@ohsu.edu for assistance. Students please contact Student Health and Wellness via SHWcompliance@ohsu.edu with questions about return to in-person activities. These Guidelines are based on following [new guidance from the Centers for Disease Control](#), dated 12 23 2021.