

**NOVEL CORONAVIRUS (COVID-19)
UCSF CONTINUE TO WORK - RETURN TO WORK GUIDELINES FOR STAFF ⁽¹⁾
Effective April 3, 2023**

New Updates:

COVID Policy Changes effective 4/3/2023.

- Daily requirement to complete the Digital Health Screen Ends
- Masking Requirements Change
- Color Testing Ends

Symptom/Exposure Review	Can I Work Today?	Do I Need to Stay at Home? <i>Additional actions</i>	When Can I Return to Work? <i>Complete Symptom Resolution required for staff working on *High Risk Units²</i>
+Symptom/Exposure Review	Can I Work Today?	Do I Need to Stay at Home?	When Can I Return to Work?
<p>1. In the past 10 days, have you had one or more of these symptoms, which is new or not explained by a pre-existing condition?</p> <ul style="list-style-type: none"> • Fever, chills, or shivering/shakes ($\geq 37.8^{\circ}\text{C} / 100^{\circ}\text{F}$) • Cough • Sore throat • Runny or congested nose (not related to allergies) • Difficulty breathing or shortness of breath • Unexplained muscle aches • Feeling unusually weak or fatigued • Loss of sense of smell or taste • Diarrhea (defined as ≥ 3 stools in 24 hrs.) • Eye redness +/- discharge (“pink eye,” not related to allergies) 	<p>No, stay at home</p> <ul style="list-style-type: none"> • Consult with your medical provider as needed or if symptom worsen. • For guidance, see far right column. 	<p>YES, stay at home</p> <ul style="list-style-type: none"> • Consult with your medical provider as needed or if symptom worsens. • <u>Please use Digital Screener for guidance</u> 	<p>If you have COVID symptoms for < 10 days, you should perform a COVID test using one of the two options below before entering health care facilities:</p> <p><u>Home Antigen 2 - Test Option:</u></p> <ul style="list-style-type: none"> • 2 negative Antigen results • First antigen test performed after symptoms have started, and 2nd antigen test at least 48 hours after first. <p><u>PCR or other nucleic acid amplification test Option:</u></p> <ul style="list-style-type: none"> • Negative test result after symptoms started and before returning on-site. <p>If COVID-negative AND symptom-free >24 hours: You are cleared to work onsite if you meet ALL the following criteria:</p> <ul style="list-style-type: none"> • Fever-free for 24 hours without use of a fever-reducing medication • Diarrhea-free for 48 hrs. (when not part of a pre-existing condition) • Symptoms have greatly improved, OR I work in a high-risk unit (Mission Bay: C3 ICN, C6BMT, C6 Heme/Onc, Birth Center and Parnassus 11 and 12 Long) and my symptoms ARE GONE. • You have communicated with your supervisor about your negative result and meeting criteria above. <p>If COVID-negative AND lingering symptoms:</p> <ul style="list-style-type: none"> • You have consulted with your medical provider to consider additional treatment or alternative diagnoses. • Take the Digital Screener for Return-to-Work guidance. <p>If COVID-positive: Take the Digital Screener and report that you tested positive to COVID-19. You will receive instruction on testing and when you need to contact the COVID Hotline.</p>
	Cont. on pg. 3		

			<p>If recent COVID infection: If you are having NEW COVID SYMPTOMS after feeling better within 90 days of previous infection, (this includes early rebound symptoms after Paxlovid treatment) you should:</p> <ul style="list-style-type: none">• Take the Digital Screener and follow testing instructions.• Isolate at least 5 days if your new symptoms are within 28 days of the previous COVID-19 infection.<ul style="list-style-type: none">○ If your new symptoms are > 28 days, isolation will be based on COVID test results and symptom resolution.• If you tested COVID POSITIVE AND >28 days since your previous positive COVID test, repeat the COVID clearance requirements based on your immunocompromised status (Immunocompromised persons will be managed on individual basis) <p>CLEARANCE FROM THE COVID RESPONSE TEAM IS REQUIRED BEFORE RETURNING TO WORK. CONTACT THE COVID HOTLINE AT (415)514-7328</p>
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Symptom/Exposure Review	Can I Work Today?	Do I Need to Stay at Home?	When Can I Return to Work?
<p>2. In the past 10 days, have you had unprotected, prolonged close contact⁴ (or Aerosol Generating Procedure (AGP) of any duration) with someone with confirmed/diagnosed COVID-19?</p> <p>Unprotected⁴ includes:</p> <ul style="list-style-type: none"> • The exposed Individual not wearing an approved facemask or covering. • The exposed Individual wearing a mask but not wearing eye protection, if the person with COVID-19 was not wearing a cloth face covering or facemask. • The exposed individual not wearing all recommended PPE while performing aerosol-generating procedure for any time- period of exposure <p>Recommendation – The exposed individual had an on-going exposure, not wearing all recommended PPE while an aerosol-generating procedure was in progress</p> <p>Prolonged, close contact defined as within 6 feet for 15 mins or longer.</p>	<p>YES, if you complete the UCSF Digital Screener and attest to conditions for continuation/return to work.</p> <p>If you develop symptoms, immediately cease patient care or other work activities, notify supervisor, go home, retake the Digital Screener</p> <p>CLEARANCE using the UCSF Digital Screener IS REQUIRED:</p> <ul style="list-style-type: none"> • Return to work if asymptomatic with testing protocol (see High Risk Exposure Module in Digital Screener) 	<p>Not usually. <u>Please use Digital Screener for guidance.</u></p>	<p>CONDITIONS FOR CONTINUING OR RETURNING TO WORK ARE BASED ON COVID-19 EXPOSURE RISK ASSESSMENT. THE DIGITAL SCREENER WILL PROVIDE CONTINUATION AND RETURN TO WORK GUIDANCE.</p> <p>Persons ⁽⁸⁾ with High Risk COVID - 19 exposure who are asymptomatic may return to work if they have a negative COVID test result prior to entering campus/hospital, and attest to a testing protocol in the Digital Screener for the High-Risk Exposure</p> <p>TESTING PROTOCOL:</p> <ul style="list-style-type: none"> • 1st test: Negative COVID test requirement prior to entering campus/hospital can be met: <ul style="list-style-type: none"> • Negative Home-based antigen or PCR test (must submit documentation with name, date of birth, test date to COVIDOHSMZ@ucsf.edu) • 2nd Test 3 days after if < 10 days since exposure • 3rd Test 5 days after if still < 10 days since exposure • Symptom monitor for 14 days from initial exposure. <p>For COVID infection in the past 90 days, if Asymptomatic it is recommended but NOT required to complete home-based COVID antigen test 3-5 days after your exposure. If symptoms develop, follow symptoms guidance.</p> <p>Acceptable Tests if outside UCSF</p> <ul style="list-style-type: none"> - Home-based Antigen Test (BiNax Now, iHealth, Abbott Now, FlowFlex, QuickView) - Reverse-transcriptase PCR (RT-PCR) PCR - Nucleic acid amplification (NAAT) excludes Abbott ID Now - Transcription-mediated amplification (TMA) - Loop-mediated amplification (LAMP) <p>SYMPTOM MONITORING</p> <p>All persons must complete symptom monitoring for 14-days.</p>

Symptom/Exposure Review	Can I Work Today?	Do I Need to Stay at Home?	When Can I Return to Work?
<p data-bbox="23 103 520 203">3. Do you live with someone (Household member) who is waiting for COVID test results* due to COVID type symptoms?</p> <p data-bbox="23 324 520 349" style="text-align: center;">-</p> <p data-bbox="23 389 520 527"><i>*If household member has COVID compatible symptoms and does not test for COVID, See the last column for guidance</i></p>	<p data-bbox="527 103 926 1424">Possibly, if asymptomatic</p>	<p data-bbox="932 103 1310 1424">You may continue to work, and call Covid Response Team for final clearance.</p>	<p data-bbox="1316 103 2055 170">If household member's result returns NEGATIVE for COVID-19, you may return to work.</p> <p data-bbox="1316 203 2055 332">If household member's result returns POSITIVE for COVID-19, take the Digital Screener, and report a High-Risk Exposure, or call the COVID Hotline (415.514.7328) for assessment and further instructions.</p> <p data-bbox="1316 365 2055 397">If your household member <u>DECLINES TESTING</u>:</p> <ul data-bbox="1316 397 2055 535" style="list-style-type: none"> • Continue/return to work if asymptomatic. • Employee COVID testing on day 3-and day 5 after initial exposure. • Symptom monitor for 14 days after initial exposure. <p data-bbox="1316 568 2055 600">If your household member <u>HAS A TEST PENDING</u>:</p> <ul data-bbox="1316 600 2055 633" style="list-style-type: none"> • Continue/return to work if asymptomatic. <p data-bbox="1316 657 2055 722">If the test pending is not resulted within 5 days of symptoms onset, then Employee COVID test after day 5</p> <ul data-bbox="1316 722 2055 755" style="list-style-type: none"> • Symptom monitor until test results.

Symptom/Exposure Review	Can I Work Today?	Do I Need to Stay at Home?	When Can I Return to Work?
<p>4. Have you been diagnosed with COVID-19 infection in the past 10 days (or 20 days if you have been told by a provider you are immunocompromised)?</p>	<p>NO, YOU MAY NOT WORK UNTIL YOU RECEIVE AN EMAIL CLEARANCE LETTER FROM THE COVID RESPONSE TEAM.</p>	<p>YES, stay at home and inform your manager that you will not be going to work:</p> <ul style="list-style-type: none"> • To report your COVID illness or positive test... <ul style="list-style-type: none"> ○ UCSF Employees: Complete Digital Screener or call COVID Hotline (415.514.7328) to report your COVID-positive illness and receive follow-up instructions. ○ Students call SHCS at 415-476-8736 ○ BCH Oakland Enterprise Health at 510-428-3620 • Self-monitor⁵ • Home Isolation instructions⁶ • Limit travel outside of the home • Consult with your medical provider as needed or if symptoms worsen <p>• If you are hospitalized, please have a family member call to report on your behalf.</p>	<p>COVID RESPONSE TEAM CLEARANCE EMAIL LETTER IS REQUIRED BEFORE RETURNING TO WORK. CLEARANCE EMAIL LETTER TO BE SENT ONCE POSITIVE TEST IS REPORTED AND CONTACT TRACING SURVEY IS COMPLETED VIA THE DIGITAL SCREENER</p> <p>Asymptomatic or Mild-Moderate Illness^{7a}</p> <ul style="list-style-type: none"> • Return to work after 5 days since positive test (if asymptomatic) or since first day of symptoms, if the following criteria are met: <ul style="list-style-type: none"> ○ Home Based rapid antigen test is negative ○ At least 24 hours have passed since last fever without the use of fever-reducing medications (e.g., acetaminophen, ibuprofen, aspirin); AND 48 hours have passed since last episode of diarrhea, AND ○ Symptoms have greatly improved, OR I work in a high-risk unit (Mission Bay: C3 ICN, C6BMT, C6 Heme/Onc, Birth Center and Parnassus 11 and 12 Long) and my symptoms ARE GONE, AND ○ No concurrent immunocompromising conditions (see Page 8) ○ Agree to wear N-95 mask through 10 days. • Return to work after 10 days with no testing if other criteria above are met <p>Severe or Critical Illness^{7b}</p> <ul style="list-style-type: none"> • Return to work after 20 days since first day of symptoms, if the following criteria are met: <ul style="list-style-type: none"> ○ At least 24 hours have passed since last fever without the use of fever-reducing medications (e.g., acetaminophen, ibuprofen, aspirin); AND 48 hours have passed since last episode of diarrhea, AND ○ Symptoms are improving <p>Immunocompromising Conditions^{7c}</p> <ul style="list-style-type: none"> ○ Return to work clearance provided after 20 days since symptom onset, or as indicated by your primary health provider. Examples of immunocompromising conditions are listed below^{7c}. ○ If you have an immunocompromising condition or are being treated with biologics, please obtain written confirmation from a medical provider, and be prepared to share that with the COVID Response Team.

⁽¹⁾ Staff includes all employees, faculty, temporary workers, trainees, volunteers, students, and staff who provide services to or work in UCSF patient care or clinical areas.

⁽²⁾ UCSF High Risk Units or Areas

1. Mission Bay: C3 ICN, C6 BMT, C6 Heme/Onc, and the Birth Center

2. Parnassus: Units 11L and 12L

- During critical staffing periods:
 - Employees/providers without symptoms after single/brief high-risk exposures and not immunocompromised may return to work with a COVID test result pending.
 - Employees/Providers with On-Going/Prolonged HRE may return to work if asymptomatic with testing protocol (see High Risk Exposure Module in Digital Screener)
- **High Risk Populations:** defined as immunocompromised patients (*Solid organ transplant (SOT), SOT listed, SOT evaluation in process, primary immunodeficiency, and receiving immunosuppressants including chronic high-dose steroids, chemotherapy, biologics*)

⁽³⁾ CDC Travel Advisories Listed Here: <https://www.cdc.gov/coronavirus/2019-ncov/travelers/map-and-travel-notice.html#travel-1>

WHO Weekly Epidemiological Update: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/situation-reports>

⁽⁴⁾ UCSF exposure definitions for testing & return to work decisions [Click here](#) (Also accessible on pg. 8 of this document)

⁽⁵⁾ Coronavirus Symptom Self-Monitoring:

- Manual monitoring form can be found [Here](#)

⁽⁶⁾ Home Isolation Instructions from CDC found [Here](#)

^(7a) **Mild Illness:** Individuals who have any of the various signs and symptoms of COVID 19 (e.g., fever, cough, sore throat, malaise, headache, muscle pain) without shortness of breath, dyspnea, or abnormal chest imaging. **Moderate:** Individuals who have evidence of lower respiratory disease by clinical assessment or imaging and a saturation of oxygen (SpO₂) ≥94% on room air at sea level.

^(7b) **Severe Illness:** Anyone requiring hospitalization or supplemental O₂. **Critical Illness:** Individuals who have respiratory failure, septic shock, and/or multiple organ dysfunction.

^(7c) **Immunocompromising conditions** may include (adapted from CDC guidance):

1. Receiving current chemotherapy for malignancy
2. Having a hematologic malignancy that may be suppressing the immune system.
3. Untreated HIV infection and CD4 T lymphocyte count < 200
4. Primary severe immunodeficiency disorder
5. Solid organ or hematopoietic stem cell (bone marrow) transplant recipient
6. Receipt of prednisone 20 mg/day or the equivalent for more than 14 days, or treatment with other high-risk immunosuppressive medications
7. The determination of whether persons with these conditions should return to work at 10 vs. 20 days should be made by the person's health care provider.

(4) UCSF EXPOSURE DEFINITIONS FOR TESTING & RETURN TO WORK DECISION

Infectious Period

COVID + Individual	Infectious Period Begins
Asymptomatic	2 days before COVID positive test collection
Symptomatic	2 days before date of symptom onset OR 2 days before COVID positive test collection- whichever came first

Exposure Risk Level	Direct Contact with a COVID + individual during infectious period*	Length of time within 6 feet of COVID + individual	PPE of COVID + individual	PPE of employee
No Exposure	No	0-2 minutes of cumulative** contact at any proximity	Any or none	Any or none
Lower Risk Exposure	Yes	15 or more minutes of cumulative** contact	At least a surgical mask	At least a face covering (Regardless of if eye protection is worn)
Lower Risk Exposure	Yes	15 or more minutes of cumulative** contact	None	Face covering + Eye protection
Higher Risk Exposure	Yes	15 or more minutes of cumulative** contact	At least a surgical mask	None
Higher Risk Exposure: Non-Household Contact	Yes	15 or more minutes of cumulative** contact	None	Not wearing a face covering and/or not wearing eye protection
Higher Risk Exposure: Household Contact	Does not have to be direct contact, but more than 24 hours of time spent in the same household with person with confirmed COVID-19 during infectious period	Length of time is not relevant for household contacts- it is assumed to be ongoing given potential for droplet and surface exposures	Any or none	Any or none
Higher Risk Exposure: Aerosol Generating Procedure	Yes	Any length of time during the AGP or within 1 hour afterwards in non-OR setting at any proximity within the room/general vicinity. Depending on air turnover, OR suites are either 15- or 30-minute conversions- HEIP can provide info to make this determination.	Any or none	Anything less than eye protection + fit-tested N95 or PAPR

***To determine cumulative contact time, this could refer to a single 15-minute exposure to one infected individual or several briefer exposures to one or more infected individuals adding up to at least 15 minutes during a 24-hour period. However, the presence of extenuating factors (e.g., exposure in a confined space, performance of aerosol-generating procedure) could warrant more aggressive actions even if the cumulative duration is less than 15 minutes.*