University of Wisconsin-Milwaukee
On-Site Employee Work Practices
During the COVID-19 Pandemic

Updated April 21st, 2022

Note: These practices are intended to apply to on-site employees only. The practices outlined in this document do not apply to employees who are not working on-site.

Highlighted text indicates the most recent updates to the work practices.

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1. Background

COVID-19 is a contagious disease that can cause severe illness and death, particularly for vulnerable individuals such as those with underlying health conditions. The University of Wisconsin-Milwaukee (UWM) is committed to ensuring that it acts to the extent possible to shield its students, employees, and visitors from COVID-19. UWM is implementing prudent health and safety protocols that align with recommendations by local, state, and national public health authorities. UWM is also asking campus community members to adhere to published health and safety guidelines and procedures outlined in the guidance document to minimize the prevalence of and exposure to COVID-19. However, UWM cannot guarantee that individuals will not get sick, as it cannot control all activities and movement within the UWM community.

This guidance is only applicable to individuals who are working on-site. Departments with employees who may be subject to additional public health guidelines, such as healthcare workers, law enforcement, or departments with other unique requirements, may impose additional or alternative guidelines beyond those provided in this document. Employees who are working remotely should follow the guidance of local and state government and public health authorities.

These practices will be in place until further notice, and any significant updates will be sent to the roster of on-site employees and their supervisors, Executive Committee Chairs, Human Resources (HR) Business Partners, Department Chairs, and/or Deans.

Each on-site employee should read this document in its entirety and review UWM COVID-19 Employee Training to have familiarity with and understanding of this guidance.

2. On-Site Work Practices

All employees working on-site are encouraged to wear masks when indoors and outdoors when social distancing is difficult to achieve. They should also routinely practice handwashing, social distancing (when possible), and good hygiene practices. In addition, employees shall continuously self-monitor for symptoms of COVID-19.

2.1. Handwashing

Wash your hands often with soap and water for at least 20 seconds, following the guidelines in the figure below. Use hand sanitizer with at least 60% alcohol if soap and water are not available. Avoid touching your eyes, nose, and mouth with unwashed hands.
2.2. UWM’s Mask and Social Distancing Policy

UWM strives to create an environment that will allow our students, faculty, and staff to live, learn and research to the maximum amount possible. Our community members come from a wide variety of backgrounds, including many who have heightened risk factors themselves or within their families.

The Centers for Disease Control and Prevention (CDC) has recommended that individuals wear masks while indoors under certain circumstances.

Effective March 19, 2022, given the ongoing pandemic, all individuals, including UWM employees, students, and visitors, are highly encouraged to wear face coverings indoors when present with any other person(s) in the same room, common area, or any shared space. UWM may impose a face covering requirement in the future based on changing conditions related to COVID-19 variants, including but not limited to CDC guidance, state and local public health conditions, and campus safety. Face coverings are required through March 18.

Certain units and activities, including but not limited to the Children’s Learning Center, the Norris Health Center, the UWM Psychology Clinic, and healthcare professional clinical training programs, may continue to require face coverings based on CDC and/or other external guidance, standards, and requirements as approved by the COVID Management Team. Units or activities not subject to such external guidance, standards and/or requirements may not require face coverings but may highly encourage face coverings in any shared space using university-provided signage.

Individuals are required to wear face coverings on a campus shuttle bus and in BOSS vehicles. Individuals are highly encouraged to wear face coverings when two or more people are present in a university vehicle.

No individual is required to wear masks when actively eating or drinking.

Social distancing is not required in indoor spaces, including in UWM classrooms. Where individuals can maintain social distancing without disruption to operations and activities, individuals may maintain or encourage such distancing, particularly in indoor spaces.
Social distancing may be required for all individuals on a temporary, emergency basis in some or all UWM facilities based on any change in local public health conditions, local public health guidance, and/or CDC guidance. Such a requirement, including its duration, will be announced to the UWM community and will be posted in UWM facilities.

Employees requesting a modification to this policy due to a disability should work with UWM’s Disabilities in Employment Coordinator in central HR following UWM’s Reasonable Accommodation Policy. Any other requests for a modification should be directed to the employee’s HR Business Partner.

This information and more can be found in UWM’s Interim COVID-related Health and Safety Rules

2.3. Masks

The primary route by which COVID-19 spreads is through respiratory droplets produced when a person with COVID-19 coughs, sneezes or talks. Masks reduce the spread of the virus, so all UWM employees will be encouraged to wear them indoors unless doing so creates unsafe work conditions (such as in some research laboratories or an employee with specific health conditions). See policy above. Department managers can request masks for employees through the EOC - PPE and Supplies Team by submitting a request through the EOC PPE Request Form located at https://uwm.edu/ppe.

Follow these instructions from the CDC to wear your mask properly:
• Wash your hands before putting mask on
• Put it on over your nose and mouth and secure it under your chin
• Fit it snugly against the side of face
• Make sure you can breathe easily

2.4. Good Hygiene Practices

Cover your mouth and nose with a tissue or use the inside of your elbow when you cough or sneeze. Throw used tissues in the trash and immediately wash hands with soap and water for at least 20 seconds. If soap and water are not available, use hand sanitizer containing at least 60% alcohol. It is also important to avoid touching your eyes, nose, and mouth with unclean hands. Avoid using other employees’ phones, desks, offices, or other work tools and equipment, when possible. It is recommended that shared work areas, tools, and equipment are cleaned and disinfected before and after each use.

2.5. Routine Disinfection in Office Spaces by Employees

Influenza viruses and coronaviruses (such as COVID-19) can survive on a variety of surfaces, such as door handles, tables, and keyboards. Besides good hand washing practices, routine disinfection of surfaces people may encounter is an excellent way to minimize exposure to these viruses and many other infectious agents. These include workstations, countertops, doorknobs/ push bars, hard-backed
chairs, remotes, desks, and light switches. It is important to clean in between users, or daily for single user workstations. After disinfecting an area, make sure hands are promptly washed at the nearest sink.

Routine cleaning and disinfection procedures using an EPA-registered disinfectant following the manufacturer’s instructions is appropriate.

The following are some recommended products for use in general disinfection/ routine cleaning that are effective for influenza and COVID-19. This is not an all-inclusive list; these are simply some recommended products. If you have questions or inquiries about products you are currently using, feel free to contact the EOC- PPE and Supplies Team at uwm-supplyreq@uwm.edu to discuss your disinfectant products.

- Clorox Brand Products, including Clorox Disinfecting Wipes, Clorox Clean-Up Cleaner + Bleach, and Clorox Disinfecting Bleach. These can be found at most major retailers but are harder to find due to high demand. Contact times and additional information may be found on the Clorox website.
- Clorox Disinfecting Wipes are a good option for cleaning of computer keyboards and related items.
- Lysol Brand Products, including Lysol Disinfectant Spray, Lysol Disinfectant Spray Cover Mist, Lysol Multi-Surface Cleaner Pourable, Lysol Multi-Purpose Cleaner with Hydrogen Peroxide, Lysol Multi-Purpose Cleaner with Bleach EPA, Lysol Power Bathroom Cleaner, Lysol Power Foam Bathroom Cleaner, Lysol Power Toilet Bowl Cleaner and Lysol Toilet Bowl Cleaner with Bleach. These can be found at most major retailers but are harder to find due to high demand. Contact times and additional information may be found on the Lysol website.
- Any of the disinfectants listed as registered on U.S. EPA List N: Disinfectants for Use Against SARS-CoV-2. Review product information for appropriate contact times.

Department accounts and/or P-cards may be used to purchase office cleaning products. Department managers can request hand sanitizer and disinfectants through the EOC - PPE and Supplies Team by submitting a request through the EOC PPE Request Form located at https://uwm.edu/ppe.

2.6. Self-Monitoring
Employees are required to self-monitor for COVID-19 symptoms each day before working on-site and can utilize the UWM COVID-19 Symptom Monitor. An employee with any of the following symptoms, if they are new or not related to an existing health condition/situation, is defined as “symptomatic.”:
  - Fever (100.4 degrees Fahrenheit or higher) 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

This list may not include all possible symptoms.

Symptoms may appear 2-14 days after exposure to the virus. See [CDC’s Website for more information about COVID-19 symptoms](https://www.cdc.gov/coronavirus/2019-ncov/symptoms-treatment/symptoms.html). In addition to this document, see [CDC’s Website for more information about what to do if you are experiencing symptoms](https://www.cdc.gov/coronavirus/2019-ncov/index.html).

3. Procedures for Supervisors, HR Business Partners (HRBPs), or Deans (or their designees) and Staff

3.1. Department Actions for Individuals On-Site that are Ill

The symptomatic individual or colleague who notices a symptomatic individual, should notify a supervisor, HRBP/Prep, or Dean (or their designee) for their school/college/division immediately. **Supervisors, HRBPs, or Deans (or their designees) have the right to ask employees about how they are feeling as it relates to COVID-19 symptoms (fever, coughing, shortness of breath, or other COVID-19 symptoms). They should maintain 6 feet of distance when asking questions.** This should be done respectfully and compassionately, taking into consideration the employee’s feelings.

Questions could include:

- Do you feel feverish (ex. chills, sore/achy, weak/fatigued)?
- Do you have a cough?
- Are you experiencing shortness of breath or difficulty breathing?

If an employee appears in distress follow normal emergency response procedures, contact 9-911 or 414-229-9911 from a campus phone.

3.1.1. Immediate directions for any individual who has symptoms or is informed they tested positive for COVID-19 while in the Workplace

1) The individual should maintain 6 feet of social distancing.
2) The individual should ensure that their nose and mouth is covered with an appropriate mask.
3) The individual should avoid touching equipment and furniture as much as possible, should not move around the workspace and should locate themselves in a room with a closable door.
4) The individual should contact their supervisor, HRBP, or Dean (or their designee) to:
i. Provide information necessary to complete the UWM Employee COVID-19 Case Management Submission Form. If preferred, the employee may self-report using the same form.

ii. Arrange to go home. The individual should provide current contact information, either a phone number or email address in the event they need to be contacted. The individual should continue to practice this guidance in this section in route to their residency. Modes of transportation for the individual to get to their residency are prioritized below, starting with the top recommendation:
   i. Personal transportation.
   ii. A ride with a member of their household.
   iii. A ride with a family member or friend.
   iv. Milwaukee County Transit System

5) Once at their residence, the individual should isolate themselves per city, county and Wisconsin guidelines and contact a medical professional for evaluation to determine if symptoms are consistent with COVID-19.

3.1.2. Department Supervisor, HR Business Partner (HRBP), or Dean (or their designee) Immediate Actions

Supervisors, HRBPs, Deans (or their designees) and employees shall NOT reveal the identity of an individual who has been diagnosed with COVID-19 to anyone except a public health official with authority to request and receive this information, campus health staff, appropriate Human Resources staff, University Safety and Assurances staff, Dean of Students office, or COVID Data Monitoring Core Team.

Supervisors, HRBPs, Deans (or their designees) shall interview the employee to gather information needed to complete the UWM Employee COVID-19 Case Management Submission Form. This interview should be performed while social distancing or via phone or Teams. The interview may occur before or after the employee has left the workplace. If preferred, the employee may self-report using the same form. A staff member of University Safety & Assurances (US&A) will follow-up on the case report.

After completing the UWM Employee COVID-19 Case Management Submission Form and/or sending the individual home, the following actions should be taken:

1) If possible, vacate and cordon off areas that the individual was in for more than 15 minutes (cumulative over 24 hours) in the 48 hours preceding, or any time after, the onset of symptoms or COVID-19 test date (for example, person’s office, shared work areas, kitchen area).
   a. Notify key personnel (such as employees that work in the area and/or the department and building chairs or managers) that the area is closed off until cleaning and disinfection is completed.
b. Post signage to warn employees to “Temporarily Closed- Do Not Enter.” (Sign available via Sign Library)

2) Supervisors, HRBPs, or Deans (or their designees) should not notify cleaning staff directly. University Safety & Assurances will dispatch cleaning and disinfection of the work areas as warranted based on the responses provided in the UWM Employee COVID-19 Case Management Submission Form. If, based on CDC Guidance, University Safety & Assurances determines that cleaning and disinfection of the work areas is necessary, the point of contact will be notified via email within 24 hours of submitting the form. If no notification is received within 24 hours after the case submission, the area does not require disinfection and may be reopened.
   a. Facilities staff will coordinate with the point of contact and cleaning staff to conduct sanitation of the affected area, in accordance with UWM and CDC guidelines. If the area could not be sectioned off or evacuated, cleaning staff should prioritize disinfecting the space.
   b. Completion of cleaning and disinfection will be reported back to the Point of Contact listed in the UWM Employee COVID-19 Case Management Submission Form and US&A.

3) UWM employees, students, and visitors that are determined to be Close Contacts of an employee with COVID-19 (tested positive or diagnosed by healthcare provider) will be notified by Human Resources, Dean of Students Office, or US&A, respectively. Close Contacts should follow applicable quarantine guidance outlined in Section 3.4. See Section 3.2 for further Close Contact actions.

4) US&A will be available for additional consultation. Campus staff will consult with local public health officials as appropriate.

3.2. Department Supervisor, HR Business Partner (HRBP), or Dean (or their designee) Actions for On-Site Individuals that are Close Contacts

A Close Contact is defined as “Someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before they have symptoms (or, for asymptomatic patients, 2 days prior to test specimen collection date) until they meet the criteria to end isolation.”

If an employee has been identified as a Close Contact with someone that has COVID-19 AND
   • Is age 18 or older and has received all recommended vaccine doses when eligible, including boosters and additional primary shots for some immunocompromised people, OR
   • Is ages 5-17 years and completed the primary series of COVID-19 vaccines, OR
   • Had confirmed COVID-19 within the last 90 days (employee tested positive using a viral test), the supervisor, HR Business Partner (HRBP), or Dean (or their designee) will:
     1) Inform the employee of the following:
        a. The employee does NOT need to quarantine per CDC Guidance.
        b. The employee can continue coming to work as long as they do not have symptoms or test positive.
c. The employee must wear a mask when around others for a full 10 days after the last date of contact with the infected person.
d. The employee is advised to get tested at least 5 days after their last instance of close contact with the infected person.

2) Does not need to file a case submission form.

If an employee has been identified as a Close Contact with someone that has COVID-19 AND

- Is age 18 or older and completed the primary vaccine series, but have not received a booster vaccine shot when eligible, OR
- Received the single-dose Johnson & Johnson vaccine over 2 months ago and have not received a booster vaccine shot, OR
- Is not vaccinated or has not completed a primary vaccine series,

the supervisor, HR Business Partner (HRBP), or Dean (or their designee) will:

1) Collect information from the employee or the reporting mechanism about the close contact including the last date of contact with a person that is COVID-19 positive or diagnosed by healthcare provider as having COVID-19 and any other relevant information.
2) Complete the UWM Employee COVID-19 Case Management Submission Form.
3) Disinfection measures including cordoning off areas are not required for close contacts unless they become symptomatic or test positive and were onsite 48 hours prior to being symptomatic and testing positive.
4) Work with employee on telework or leave options.
   a. If telework is possible, the quarantining employee may be able to telework.
   b. If telework is not an option, supervisors, HRBPs, or Deans (or their designees) should discuss leave options with the employee.

3.3. Employee Procedures

1) Employees should not report to work and follow appropriate isolation guidance detailed in Section 3.4 if they have COVID-19 symptoms and/or have tested positive for COVID-19.

2) Employees should not report to work and follow appropriate quarantine guidance detailed in Section 3.4 if they have had close contact with someone who has COVID-19 AND:
   - Is age 18 or older and completed the primary vaccine series, but have not received a booster vaccine shot when eligible, OR
   - Received the single-dose Johnson & Johnson vaccine over 2 months ago and have not received a booster vaccine shot, OR
   - Is not vaccinated or has not completed a primary vaccine series.

3) Employees that have had close contact with someone who has COVID-19 AND
   - Is age 18 or older and has received all recommended vaccine doses, including boosters and additional primary shots for some immunocompromised people when eligible OR
   - Is ages 5-17 years and completed the primary series of COVID-19 vaccines, OR
   - Had confirmed COVID-19 within the last 90 days (employee tested positive using a viral test)
     i. Do NOT need to quarantine per CDC Guidance.
ii. Can continue coming to work as long as they do not have symptoms or test positive.
iii. Must wear a mask when around others for a full 10 days after the last date of contact with the infected person.
iv. Are advised to get tested 5 days after their last instance of close contact with the infected person.
v. Does not need to file a case submission form.

4) It is the responsibility of all employees who are scheduled to be on-site to inform their supervisor, HR Business Partner (HRBP), or Dean (or their designee) if they are unable to come to work or unable to continue working on-site because they have COVID-19 symptoms, have tested positive for COVID-19, or if they had close contact with someone who has COVID-19 and are advised to quarantine per CDC Guidance. Supervisors, HR Business Partners (HRBP), or Deans (or their designees) will complete the UWM Employee COVID-19 Case Management Submission Form as stated in Section 3.1.2. If preferred, the employee may self-report using the same form. Employees should not report to work until they receive approval to return after completing their isolation or quarantine.

5) Employees should self-monitor daily for fever, cough, shortness of breath and other COVID-19 symptoms by utilizing the UWM COVID-19 Symptom Monitor, wear a mask when around others, and call their health care provider for advice if they experience COVID-19 symptoms. Student employees can contact either their personal healthcare provider or Norris Health Center at 414-229-4716.

3.4. Isolation and Quarantine

Isolation

Isolation is to separate people with confirmed or suspected COVID-19 from those without COVID-19.

1) Stay home. Do not go to school, work, public areas, or attend large gatherings, such as parties, weddings, meetings, and sporting events. If you need medical care, call a health care provider.
2) Monitor your symptoms. If you have an emergency warning sign (trouble breathing; persistent pain or pressure in the chest; new confusion; inability to wake or stay awake; pale, gray, or blue-colored skin, lips, or nail beds, depending on skin tone), seek emergency medical care immediately.
3) Stay in a separate room from other household members, if possible.
4) Use a separate bathroom, if possible.
5) Avoid contact with other members of the household and pets.
6) Don’t share personal household items, like cups, towels, and utensils.
7) Wear a well-fitting mask when around others.

Quarantine

Quarantine is a strategy used to prevent transmission of COVID-19 by keeping people who have been in close contact with someone with COVID-19 apart from others.
1) Stay home. Do not go to school, work, public areas, or attend large gatherings, such as parties, weddings, meetings, and sporting events. If you need medical care, call a health care provider. Call ahead before going to a doctor’s office or to an emergency room.

2) Wear a well-fitting mask when around others.

3) If possible, stay away from people you live with, especially people who are at higher risk for getting very sick from COVID-19, as well as others outside your home throughout the full quarantine period.

4) During quarantine, a person should self-monitor for symptoms of COVID-19 by:
   a. Taking temperature twice daily with a thermometer. A fever is typically 100.4°F or greater. If person does not have a thermometer, symptoms of fever may include feeling unusually hot, having chills, or having the sweats.
   b. Watching for fever, cough, trouble breathing, or other COVID-19 symptoms.

5) If you develop symptoms, get tested immediately and isolate until you receive your test results. If you test positive, follow isolation recommendations.

If you or a household member are ill, the following guidance will assist you and your household members in staying safe by avoiding instances of close contact with the infected person: Guidance to Prevent Close Contact when a Household Member is Sick with COVID-19.

3.5. Returning to the Workplace: Sick Employees; Employees that had Close Contact

Employees should contact their supervisor, HRBP, or Dean (or their designee) prior to returning to on-site work to ensure the employee meets the criteria for returning based on CDC guidance. The supervisor, HRBP, Dean (or their designee), or the employee (whomever originally submitted the case report) shall complete the follow-up/return to work section or update the UWM Employee COVID-19 Case Submission Form as necessary via the link they were provided. (Note: The individual who submitted the report is listed at the bottom of the initial email that the employee received after the report was submitted.)

   o US&A will evaluate and determine the return date based on criteria below. Please allow at least 1 business day for a response. The supervisor, HRBP, or Dean (or their designee) and the employee will be notified via email if the employee is approved to return to on-site work or if return-to-work criteria is not yet met. If the return-to-work criteria is not yet met, the supervisor, HRBP, or Dean (or their designee) will receive additional comments for re-evaluation.
**Summary of Return-to-work Criteria**

<table>
<thead>
<tr>
<th><strong>If Employee Tests Positive for COVID-19 or has COVID-19 Symptoms (Isolate)</strong></th>
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<tbody>
<tr>
<td><strong>All Employees, regardless of vaccination status.</strong></td>
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<tr>
<td>• Employee must isolate for 10 days.</td>
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<tr>
<td>○ Isolation may be shortened if the employee never had symptoms (asymptomatic case) or symptoms have resolved** ** AND they receive a negative follow-up antigen test result at least 5 days after the date of their initial positive test result (for asymptomatic cases) or date of symptom onset (for symptomatic cases). <strong>Note:</strong> The follow-up antigen test should occur on or after the 6th day. The date of the initial positive test result (for asymptomatic cases) or date of symptom onset (for symptomatic cases) is considered Day 0.</td>
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<td>• Employee must continue to wear a mask at ALL TIMES when around others for 10 days.</td>
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<tr>
<td>• <strong>At least 24 hours have passed since the resolution of fever without the use of fever-reducing medications and other symptoms have improved (Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation.)</strong></td>
<td></td>
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| **If Employee is a Close Contact (Quarantine)** |  |
| **If Employee:** |  |
| • Is age 18 or older and has received all recommended vaccine doses, including boosters and additional primary shots for some |  |
| • Employee does NOT need to Quarantine. |  |
| • Employee must continue to wear a mask at ALL TIMES when around others for 10 days. |  |
| • Employee is advised to get tested after at least 5 days from the last instance of close contact with infected person. **Note:** The follow-up test should |  |
免疫抑制的人群在符合条件时。
- 年龄5-17岁且完成了Covid-19疫苗的初级系列。
- 最近90天内确诊Covid-19并得到确认（员工用病毒测试呈阳性）。

如果员工：
- 年龄18岁及以上且完成了初级疫苗系列，但未接种加强疫苗。
- 接种了一剂强生疫苗且超过2个月，并未接种加强疫苗。
- 未接种或未完成初级疫苗系列。

员工必须在第6天之后隔离10天。最后一次接触的日期被视为第0天。

如果员工出现症状或测试结果为阳性，员工不得上班，并应通知其上级、HRBP或院长（或其指定人）并遵循上述返回工作标准。

无隔离选项

UWM部门如果因隔离要求而发生运营影响，并且在5-10天的隔离期不可行的情况下，可向COVID19-safety@uwm.edu提交例外请求，未经UWM EOC应急指挥官（或由UWM行政委员会指派）的最终批准。此类请求应包括：

- 原因；
- 可能影响的员工数量；
- 计划在最后接触的第5天后进行测试，并在与他人接触时佩戴合适口罩。

如果获得批准，员工在保持无症状的情况下可以不隔离返回工作：
1. 每日症状监测持续10天。
2. 员工在与他人接触时始终佩戴合适口罩。

如果员工出现症状或测试结果为阳性，员工不得上班，并应通知其上级、HRBP或院长（或其指定人）并遵循上述返回工作标准。
3. Employee receives a negative test result after the 5th day from the last instance of close contact with the infected person. Note: The follow-up test should occur on or after the 6th day. The date of the last instance of close contact is considered Day 0.

3.6. Procedures Related to Testing and Vaccinations

1) Testing
   a. Employees and students who are not fully vaccinated who work or learn onsite (i.e., not 100% online) will be required to undergo asymptomatic testing on a weekly basis, unless otherwise announced by the Chancellor, on the main and branch campuses, through March 20, unless extended, terminated, or otherwise modified based on changing conditions related to the COVID-19 Delta and Omicron (or other) variants, including but not limited to CDC guidance, state and local public health conditions, and campus safety.
   b. Employees who are not required to get tested may register for a test on their campus if they wish.
   c. Employees who are fully vaccinated (see definition below) can get an exemption from the testing requirement by completing COVID-19 Testing Exception Request Form and do not need to continue to be tested. The exemption requires a proof of vaccination, which can be a copy of your vaccination card or a copy of your vaccination record from the Wisconsin Immunization Registry. Individuals who previously submitted proof of vaccination or otherwise obtained an exemption do not need to resubmit those requests. Other related forms can be found on the Human Resources’ COVID-19 website.
   d. Employees who receive a positive PCR test result for COVID-19 do not have to be tested again for 90 days because research shows reinfection is uncommon during that time and a positive test is more likely to represent pieces of the virus still in their system than a new infection. Anyone who tests positive again after 90 days must isolate for another 10-day period.
   e. Employees who receive a positive antigen test result for COVID-19 but do not get a confirmatory PCR test must continue to be tested because antigen results are considered probable, not confirmed.
   f. International Travel: Employees who have traveled abroad for personal or UWM business must undergo COVID testing and isolation/quarantine as required by the CDC. See CDC guidance.

2) Vaccinations
   a. Fully Vaccinated = Employees are considered fully vaccinated:
      i. 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
      ii. 2 weeks after a single-dose vaccine, such as Johnson & Johnson’s Janssen vaccine
If employees do not meet these requirements, they are NOT fully vaccinated. Keep taking all precautions until fully vaccinated.


4. Administrative Actions for Onsite COVID-19 Cases

UWM will work with and, at the direction of public health authorities, take immediate steps to respond to any health and safety risk to the campus community.

1) Supervisors, HRBPs, or Deans (or their designees) and employees shall NOT reveal the identity of an individual who has been diagnosed with COVID-19 except as permitted above.

2) The local and/or state public health authorities, as capacity allows, will conduct contact tracing related to individuals who have been determined by a health professional to be a probable or confirmed case. Patients under investigation for COVID-19 are reportable conditions in accordance with Wis. Stat. Ch. 252 and Wis. Admin. Code Ch. DHS 145. Reporting is normally done by either an individual’s clinical provider or lab. Contact tracing conducted by local and/or state public health authorities does not preclude department management from identifying Close Contacts of an on-site employee who is ill or who has tested positive and sending them home to begin isolation procedures. Campus health officials partner with local and state public health authorities when it is determined that there is a health and safety risk.

5. Reference Sources

1. Wisconsin Department of Health Services COVID-19
2. City of Milwaukee Health Department COVID-19
3. Centers for Disease Control and Prevention: COVID-19
UWM COMMUNICATION PLAN FOR EMPLOYEE COVID-19 CASES

DEFINITIONS:

Close contact: within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset until the time the patient is isolated.

Isolate: Stay home in a separate room from other household members and use a separate bathroom, if possible. Do not share personal household items, like cups, towels and utensils, and avoid contact with other members of the household and pets. Learn more at cdc.gov/coronavirus.

Quarantine: Stay home for 10 days from the last contact, watch for COVID-19 symptoms and follow CDC guidance.

Employee receives positive COVID-19 test, has COVID-19 symptoms, or has had close contact.

Employee notifies supervisor of COVID-19 diagnosis and reports recent on-site locations and any UWM close contacts. Employee must isolate at home and cannot return to work without supervisor approval.

Supervisor notifies University Safety & Assurances of the positive employee case, campus locations and UWM close contacts through submission of Case Management Form uwm.edu/employeecovid19report.

University Safety & Assurances requests cleaning from the appropriate unit (Environmental Services, UWM Student Union or University Housing).

University Safety & Assurances notifies Human Resources, which directs UWM employees identified as close contacts to quarantine.

University Safety & Assurances notifies the Dean of Students Office of any UWM students who have been identified as close contacts. DOS directs students to quarantine.