

COVID-19 Workplace Safety Emergency Rules, State Emphasis Programs, Consultation

Getting Open, Staying Open



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**

HOW A MASK WORKS

Research shows that masks can greatly reduce the chance of spreading COVID-19, especially when approximately 40% of those who have COVID-19 may be asymptomatic. We can only contain the virus and keep Michigan open if everyone stays careful and masks up when they leave home, whether they feel sick or not.



COVID-19 spreads mainly among people who are in close contact.



All of us have droplets in coughs and sneezes that can carry COVID-19 to others.



Coughs spray droplets at least 6 feet. Sneezes travel as far as 27 feet. Droplets also may spread when we talk or raise our voice.



These droplets can land on your face or in your mouth, eyes and nose.



When you wear a mask, it keeps more of your droplets with you.



A mask also adds an extra layer of protection between you and other people's droplets.

CHANCE OF TRANSMISSION

Highest

High

Medium

Low

Lowest

Practically None

ASYMPTOMATIC OR SICK



without mask



without mask



with mask



with mask



social distancing



staying home

UNINFECTED



without mask



with mask



without mask



with mask



social distancing



staying home



Michigan Workplace Outbreaks

DHHS Data (11/14) - *Not including schools, colleges, childcare, nursing homes, jail/prison/detention center:*

- **Tracking 245 ongoing Workplace Outbreaks**
 - **87** - Associated with Manufacturing or Construction
 - **28** - Associated with Offices

- **51 new workplace Outbreaks reported on 3rd**
 - **4** - in Office settings
 - **23** - Manufacturing or Construction
 - **15** - Retail
 - **1** - Restaurants & Bars
 - For reference, 9 reported for social gatherings
- Michigan cases per million at 171 /million, in D category
- Michigan positivity Rate at 6.9%



Emergency Rules & Epidemic Orders

Effective October 14

- Format Differences between former EO's and Rules
- Largely same requirements with some modifications
- All guidelines have been updated on website
- [Infographic](#)

General Duty Clause

- Authority prior to rules not based on Executive Orders
- General Duty remains

DHHS Epidemic Orders

- [Infographic](#)
- [Factsheet](#)

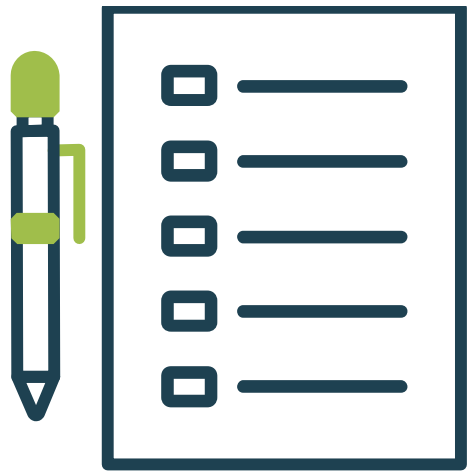


Establish Exposure Determination

- The employer should evaluate routine and anticipated tasks to determine anticipated employee exposure to COVID-19.
- **The employer should categorize jobs into the following risk categories:**
 - Lower exposure risk
 - Medium exposure risk
 - High exposure risk
 - Very high exposure risk



Create a COVID-19 Preparedness and Response Plan



- The plan should include exposure determination and detail the measures the employer will implement to reduce employee exposure, including any:
 - Engineering controls
 - Administrative controls
 - Hygiene and environmental surface disinfection
 - Personal protective equipment
 - Health surveillance
 - Training



Establish Workplace Procedures

- Identify a workplace COVID-19 coordinator.
- Examine and update policies like telework.
- Mandate face coverings as required.
- Train employees on new procedures and policies.
- Employee health screening procedures – prior to work.



Workplace Procedures – Cleaning



- The employer must routinely clean and disinfect all areas such as offices, common areas, bathrooms, shared electronic equipment and frequently touched surfaces.
- If a sick employee is suspected or confirmed to have COVID-19, perform enhanced cleaning and disinfection of the workplace.



Workplace Procedures – Sick Employees

- Require employees to report when they receive a positive test or are experiencing symptoms of COVID-19.
- Require employees to self-isolate. Employees should notify supervisors and stay home. Do not allow employees to return until home isolation criteria is met (Follow CDC Guidance) and inform other employees of possible workplace exposure (ADA compliant – keep confidentiality).



Employee Training



- Training should cover new policies and procedures like screening procedures, telework duties and employee reporting policy. Be sure to train on new controls like personal protective equipment (PPE) requirements and cleaning of workspace.



Face Coverings in MIOSHA Rules All Workplaces

- Low and Medium Risk Work:
 - 7(4) The employer shall provide non-medical grade face coverings to their employees at no cost to the employee.
 - 7(5) The employer shall require face coverings to be worn when employees cannot consistently maintain 6 feet of separation from other individuals in the workplace and **consider face shields** when employees cannot consistently maintain 3 feet of separation from other individuals in the workplace.
 - 7(6) The employer shall require face coverings in **shared spaces**, including during in-person meetings and in restrooms and hallways.



Quarantine

- Quarantine (close contact)
 - Standard 14-day quarantine period remains and is the strategy that maximally reduces risk of post-quarantine transmission.
 - Can be reduced to 10 days if the following conditions exist:
 - The individual does not develop any symptoms or clinical evidence of COVID-19 infection during continued daily symptom monitoring for the 10 days after the last exposure.
 - Daily symptom monitoring continues through day 14 after the last exposure.
 - Persons returning adhere strictly through day 14 to all recommended, including wear a mask, stay at least 6 feet from others, wash their hands, avoid crowds, and take other steps to prevent the spread of COVID-19.
 - They should be advised that if any symptoms develop, they should immediately self-isolate and contact the local public health authority or their healthcare provider to report this change in clinical status.
- Critical Infrastructure-close contacts



Isolation

- Isolation (symptoms or confirmed with or without symptoms):
 - At least 10 days since symptoms first appeared (or confirmed test), and
 - At least 24 hours with no fever without fever-reducing medication and
 - Other symptoms of COVID-19 are improving**Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation



Remote Work

- Remote work Rule:
 - 5(8)-The employer shall create a policy prohibiting in-person work for employees to the extent that their work activities can feasibly be completed remotely.
- MIOSHA will accept a written policy which indicates that employees are not to perform in-person work activities where the work activity can be feasibly completed remotely.
- Employers are obligated to demonstrate infeasibility of remote work.
- Employers should include in the remote work determination information which covers at least:
 - Which positions/classifications report for in-person work and why they must be physically present in the workplace.
 - Reasons that this work cannot be performed remotely, this must include enough specificity to show this analysis has been performed.
- This written policy may be part of the employer's COVID-19 preparedness and response plan. It does not have to be a stand-alone document.



Construction Specific Rules

- Construction. Businesses or operations in the construction industry must:
 - (a) Create dedicated entry point(s) at every worksite, if possible, for daily screening as provided in Rule 6 of these rules, or in the alternative issue stickers or other indicators to employees to show that they received a screening before entering the worksite that day.
 - (b) Identify choke points and high-risk areas where employees must stand near one another (such as hallways, hoists and elevators, break areas, water stations, and buses) and control their access and use (including through physical barriers) so that social distancing is maintained.
 - (c) Create protocols for minimizing personal contact upon delivery of materials to the worksite.



MIOSHA State Emphasis Programs

- Proactive Enforcement of MIOSHA Emergency Rules:
 - Hospitals
 - Restaurants, bars, retail, gyms
 - Offices
 - Manufacturing
 - Construction
- Includes randomly selected inspections of workplaces (in addition to complaints)
- Some Must Haves:
 - Preparedness and Response Plan
 - COVID Coordinator
 - Daily Health Screenings
 - Training
 - Record Keeping
 - Remote Work Policy



What We've Seen in Construction

- Lack of a Plan
- Employees failing to wear face coverings when social distance cannot be maintained, in common areas, or during in-person meetings
- Employees riding in buses/vehicles without face coverings, distancing (as possible)
- Failure to quarantine/isolate as required
- Failure to notify co-workers that may have been exposed and isolate
- No exposure determination in plan
- Remote Work
- Failure to conduct daily health screening



Materials Available

Michigan.gov/COVIDWorkplaceSafety

- [FAQ on Rules](#)
- Posters
- Videos
- Fact Sheets
- Industry Specific Guidelines
- & More



WORKPLACE GUIDELINES AND SAFETY

We're all anxious to get Michigan back to work, but we must ensure that we are properly prepared to reopen our economy safely. Learn more about how we can do that by checking out our resources for your industry, or for industry as a whole.

[GENERAL BUSINESS RESOURCES](#)

GUIDELINES BY INDUSTRY

PRE K-12 SCHOOLS	MEAT AND PROCESSING	PRINTABLE POSTERS
GYMS/FITNESS CENTERS	SPORTS/ENTERTAINMENT	PERSONAL CARE SERVICES
IN-HOME SERVICES	OFFICES	RESEARCH LABORATORIES
RESTAURANTS AND BARS	HEALTHCARE	RETAIL
MANUFACTURING	GENERAL INDUSTRY	CONSTRUCTION



MIOSHA Hotline



Employers and employees with questions regarding workplace safety and health may contact MIOSHA using the new hotline at **855-SAFE-C19 (855-723-3219)**.



MIOSHA Consultation Programs

AMBASSADOR PROGRAM

- MIOSHA Ambassador Program offers one-on-one guidance to help businesses understand regulations and Executive Orders on workplace safety.
- Ambassadors will not propose citations or issue penalties.
- Accessibility and Languages

Consultation and Education

- Employers can request consultation services available on-site, phone, or otherwise.
- [Learn more about consultation services](#)
- [MIOSHA Training Programs](#)



Websites

- **Covid-19 Workplace Safety**
Michigan.gov/COVIDWorkplaceSafety
- **MEDC PMBC PPE Procurement**
MichiganBusiness.org/PPE
- **MI Symptoms App**
MISymptomApp.State.Mi.us
- **MI Safe Start**
Michigan.gov/MISafeStart
- **Mask up, Michigan**
Michigan.gov/MaskUp
- **MI Covid Alert app**
Michigan.gov/MICovidAlert



Questions?



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