

PERMITTED WORKPLACES COVID-19 SICK EMPLOYEE PROCEDURES

Screen* all employees at beginning of each shift

- *Screening includes:
- Taking the employee's temperature (or getting verbal confirmation if a thermometer is unavailable)
 - Monitoring for symptoms including cough, shortness of breath, sore throat or diarrhea.

- Tested positive for COVID-19
- Feels feverish or temp 100.4+
- Has a new or worsening cough
- Has shortness of breath
- Has a sore throat
- Has diarrhea
- Has traveled internationally or outside of Michigan in the last 14 days

Has been in close contact with an individual who tested positive for COVID-19 in the past 14 days

If visitors or customers show signs of illness (such as coughing or sneezing), employees should try and stay at least six feet away. If this is not possible, contact should be limited to under 10 minutes. The public should have access to tissues, trash receptacles, and a no-touch hand sanitizer dispenser if possible.

May continue work at the employer's discretion provided they remain asymptomatic and the employer implements the following additional precautions

Isolate at home

- Employee may return to work**:
- 7 days after the symptoms started AND
 - They are 72 hours fever-free without the use of fever-reducing medication
 - 14 days following travel*** unless that travel was due to commuting from a home location outside of Michigan

- Screen for fever & self monitor
- Send employee home immediately if they become symptomatic
- Employee must wear a face mask at all times
- Employee should maintain at least six feet of distance from other people as work duties permit.
- Beyond standard cleaning protocol, clean and disinfect all areas & equipment routinely known to be impacted by the exposed employee for 14 days after last exposure.

** Persons who are released from isolation will have a release letter from BLDHD
 *** Except for necessary workers engaged in travel related to supply chain and critical infrastructure

Permitted Businesses Guidelines from Executive Order 2020-59

Any store open for in-store sales must adhere to the following restrictions:

- Must establish lines to regulate entry, with markings for patrons to enable them to stand at least six feet apart from one another while waiting. Stores should also explore alternatives to lines, including by allowing customers to wait in their cars for a text message or phone call, to enable social distancing and to accommodate seniors and those with disabilities.
- For stores of less than 50,000 square feet of customer floor space, must limit the number of people in the store (including employees) to 25% of the total occupancy limits established by the State Fire Marshal or a local fire marshal.
- For stores of more than 50,000 square feet, must:
 - Limit the number of customers in the store at one time (excluding employees) to 4 people per 1,000 square feet of customer floor space.
 - Create at least two hours per week of dedicated shopping time for vulnerable populations, which for purposes of this order are people over 60, pregnant women, and those with chronic conditions like heart disease, diabetes, and lung disease.
- The director of the Department of Health and Human Services is authorized to issue an emergency order varying the capacity limits described in this subsection as necessary to protect the public health.
- May continue to sell goods other than necessary supplies if the sale of such goods is in the ordinary course of business.
- Must consider establishing curbside pick-up to reduce in-store traffic and mitigate outdoor lines

Businesses, operations, and government agencies that remain open for in-person work must adhere to sound social distancing practices and measures, which include but are not limited to:

- Developing a COVID-19 preparedness and response plan, consistent with recommendations in Guidance on Preparing Workplaces for COVID-19, developed by the Occupational Health and Safety Administration. Such plan must be available at company headquarters or the worksite.
- Restricting the number of workers present on premises to no more than is strictly necessary to perform the in-person work permitted.
- Promoting remote work to the fullest extent possible.
- Keeping workers and patrons who are on premises at least six feet from one another to the maximum extent possible.
- Increasing standards of facility cleaning and disinfection to limit worker and patron exposure to COVID-19, as well as adopting protocols to clean and disinfect in the event of a positive COVID-19 case in the workplace.
- Adopting policies to prevent workers from entering the premises if they display respiratory symptoms or have had contact with a person with a confirmed diagnosis of COVID-19.
- Any other social distancing practices and mitigation measures recommended by the CDC.

For businesses and operations whose in-person work is permitted, the following additional measures must also be taken:

- Barring gatherings of any size in which people cannot maintain six feet of distance from one another.
- Limiting in-person interaction with clients and patrons to the maximum extent possible, and barring any such interaction in which people cannot maintain six feet of distance from one another.
- Providing personal protective equipment such as gloves, goggles, face shields, and face masks as appropriate for the activity being performed.
- Adopting protocols to limit the sharing of tools and equipment to the maximum extent possible and to ensure frequent and thorough cleaning of tools, equipment, and frequently touched surfaces.

This document was last updated on 4/28/2020. Visit https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705---,00.html for the most recent executive order

