

COVID-19 Workplace Safety Emergency Rules and State Emphasis Programs

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 (11/12) - *Not including schools, colleges, childcare, nursing homes, jail/prison/detention center:*

- **Tracking 210 ongoing Workplace Outbreaks**

- **63** - Associated with Manufacturing or Construction
- **31** - Associated with Offices

- **93 new workplace Outbreaks reported on 12th**

- **9** - in Office settings
- **28** – Manufacturing or Construction
- **19** - Retail
- **21** - Restaurants & Bars
- For reference, 17 reported for social gatherings
- Michigan cases per million at 519.1 /million, in E category
- Michigan positivity Rate at 14%



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](#)



MIOSHA State Emphasis Programs

- Proactive Enforcement of MIOSHA Emergency Rules:
 - 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



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.



Additional Specific Rules

- 9 (1) 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.
- 9 (2) Manufacturing. Manufacturing facilities must:
 - (a) Create dedicated entry point(s) at every facility for daily screening and ensure physical barriers are in place to prevent anyone from bypassing the screening.
 - (b) Create protocols for minimizing personal contact upon delivery of materials to the facility.



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
- 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.



Quarantine & Isolation

- It is critical that employees showing symptoms or having close contacts are isolated or quarantined as quickly as possible.
- Rule:
 - 6(3) The employer shall physically isolate any employees known or suspected to have COVID-19 from the remainder of the workforce, using measures such as, but not limited to:
 - (a) Not allowing known or suspected cases to report to work.
 - (b) Sending known or suspected cases away from the workplace.
 - (c) Assigning known or suspected cases to work alone at a remote location (for example, their home), as their health allows.
 - Summary of CDC Guidance on Timeline:
 - Quarantine (non-confirmed, no symptoms) 14 days from the date of the last close contact
 - Isolation (symptoms or confirmed with or without symptoms):
 - At least 10 days since symptoms first appeared 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
- Critical Infrastructure-close contacts



Materials Available

Michigan.gov/COVIDWorkplaceSafety

- FAQ on Rules
- Posters
- Videos
- Fact Sheets
- Industry Specific Guidelines
- & More

The screenshot shows the Michigan.gov website for COVID-19 Workplace Safety Guidance. The header includes the Michigan.gov logo, the Department of Labor and Economic Opportunity, and navigation links for Job Seekers, Employers, Housing, Business, and Inside LEO. The main heading is "COVID-19 WORKPLACE SAFETY GUIDANCE". Below this is a video player for "General Workplace Guidelines" with a play button and a hand sanitizer icon. To the right of the video is a section titled "WORKPLACE GUIDELINES AND SAFETY" with a paragraph of text and a "GENERAL BUSINESS RESOURCES" button. At the bottom, there is a "GUIDELINES BY INDUSTRY" section with a grid of buttons for various industries.

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

- New MIOSHA Ambassador Program offers one-on-one guidance to help businesses understand regulations and Executive Orders on workplace safety.
- Ambassadors are visiting businesses statewide now to offer education and support focused on restaurants, bars, gyms, retail, etc.
- Ambassadors will not propose citations or issue penalties.

[View the ambassador program toolkit.](#)

Consultation and Education

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



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?



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**