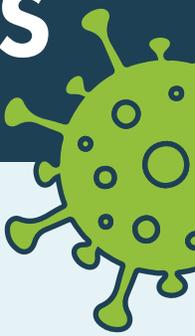




COVID-19

MIOSHA EMERGENCY RULES



The rules implement workplace safeguards for all businesses. These rules take effect on May 24 and expire October 14, 2021.

EMPLOYER REQUIREMENTS



Create a COVID-19 Preparedness and Response Plan

- The employer must develop and implement a written plan to prevent employee exposure to COVID-19.
- The plan should include the measures the employer will implement to prevent employee exposure, including any applicable:
 - **Engineering controls** – barriers between the worker and exposure to the virus.
 - **Administrative controls** – policies, procedures and practices such as staggered work schedule, teleworking and increase social distancing measures.
 - **Basic infection prevention measures** – handwashing and facility cleaning, in accordance with CDC guidance.
 - **Health surveillance** – screening protocols to identify known or suspected COVID-19 cases at the start of work shifts, employees should report any signs or symptoms of COVID-19.
 - **Training** – employers should provide COVID-19 exposure prevention training to employees, including steps to report signs and symptoms of COVID-19.



Establish Workplace Procedures

- Identify a workplace COVID-19 coordinator.
- Examine and update policies.
- 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 increase facility cleaning and disinfection to limit exposure to SARS-CoV-2, in accordance with the latest CDC guidance.
- If a sick employee is suspected or confirmed to have COVID-19, perform enhanced cleaning and disinfection of the workplace.



Workplace Procedures - Employees Experiencing Symptoms of COVID-19

- 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:
 - Not allowing known or suspected cases to report to work.
 - Sending known or suspected cases away from the workplace.
 - Assigning known or suspected cases to work alone at a remote location (for example, their home), as their health allows.
- 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.
- Include information about available vaccinations for COVID-19.



Overall Changes

- Employers may allow fully vaccinated employees to not wear face coverings and social distance provided they have a policy deemed effective to ensure non-vaccinated individuals continue to follow these requirements.
- The rules have been reformed focusing on performance, eliminating industry-specific requirements. Definitions have been updated to more clearly reflect changes in close contact and quarantining requirements for fully vaccinated employees.
- Cleaning requirements have been updated to reflect changes in CDC recommendations.
- Employers should continue to have and implement a written COVID-19 preparedness and response plan in accordance with the updated rules.



Additional Resources

- [Guidelines for Employees](#)
- [Guidelines for Employers](#)

To read the complete Emergency Rules, visit Michigan.gov/COVIDWorkplaceSafety. For further information, call 855-SAFEC19 (855-723-3219). To report health and safety concerns in the workplace, go to Michigan.gov/MIOSHAComplaint.

