

# COVID-19 MIOSHA Emergency Rules

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 (10/22)** - *Not including schools, colleges, childcare, health care, nursing homes, jail/prison/detention center:*

- **Tracking 52 ongoing Workplace Outbreaks (in these categories)**
  - **26** - Associated with Manufacturing/Construction
  - **10** - Associated with Offices
  - **7**-Associated with Restaurants & Bars
  - **6**-Associated with Ag/Food Processing
  - **3**-Associated with Retail & Personal Services

- **34 new workplace Outbreaks reported on 19<sup>th</sup> (in these categories)**
  - **14**-Manufacturing/Construction
  - **8**-in Office settings
  - **5**-Restaurants & Bars
  - **4**-Retail & Personal Services
  - **3**-Ag/Food Processing
  - For reference, 15 reported for social gatherings
- Michigan cases per million high at 123.8 /million, in D category
- Michigan positivity Rate at 5.1%



# 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
- [Factsheet](#)

## General Duty Clause

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

## DHHS Epidemic Orders effective Oct. 9

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

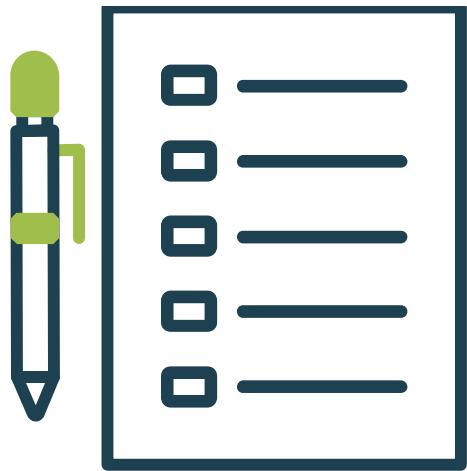


# Establish Exposure Determination

- 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.



# Industry-Specific Requirements

- An employer of a business, operation, or facility in the industry sectors named below shall comply with the requirements specific for its business, operation, or facility:

- [Casinos](#)
- [Construction](#)
- [In-Home Services](#)
- [Manufacturing](#)
- [Offices](#)
- [Retail](#)
- [Gyms and Fitness Centers](#)
- [Pre K-12 Schools](#)
- [Restaurant and Bars](#)
- [Outpatient Healthcare](#)
- [Personal Care Services](#)
- [Research Laboratories](#)
- [Meat and Processing](#)



# MDHHS Epidemic Order

- **Face coverings are still required.**
- **Limits on attendance at residential gatherings** - Indoor gatherings of up to 10 persons and outdoor gatherings of up to 100 persons.
- **Limits on attendance at non-residential venues**
  - Indoor gatherings of more than 10 and up to 500 people are permitted.
    - **FIXED SEATING:** limit attendance to 20% of seating capacity.
    - **WITHOUT FIXED SEATING:** limit attendance to 20 persons per 1,000 square feet in each occupied room.
  - Outdoor gatherings of up to 100 persons occurring at a non-residential venue are permitted.
  - Outdoor gatherings of more than 100 and up to 1,000 persons are permitted.
    - **FIXED SEATING:** limit attendance to 30% of seating capacity.
    - **WITHOUT FIXED SEATING:** limit attendance to 30 persons per 1,000 square feet



# MDHHS Epidemic Order

## Capacity Limitations

- Public facilities may not exceed 50% total occupancy limits.
- Recreational sports and exercise facilities may not exceed 25% of total occupancy limits or are not allowed if it is not possible to maintain six feet between workout stations.
- Professional sports and entertainment facilities are allowed only if the venue can ensure there is six feet of distance between patrons not of the same household.
- Outdoor pools must not exceed 50% of capacity limits and indoor pools must not exceed 25% of capacity limits.
- Non-tribal casinos may not exceed 15% of total occupancy limits.
- **Workplace gatherings are prohibited under the following circumstances:** it is not necessary to perform job duties; employees not wearing face coverings cannot maintain six feet of distance; employees not wearing face coverings occupy the same shared space; if they include any person experiencing COVID-19 symptoms or who is subject to a CDC recommendation to isolate or quarantine.



# MDHHS Epidemic Order

## Food Service Establishments

- Must maintain six feet of distance between each party.
- Must not exceed 50% of normal seating capacity.
- Close indoor common areas.
- Prohibit indoor gatherings anywhere alcoholic beverages are sold for consumption except for where parties are seated and separated by at least six feet.

## Organized Sports

- Athletes must wear face coverings (except when swimming) or consistently maintain six feet of distance from others.
- Follow live audience limits (two per player)
- No concession sales.



# Materials Available

[Michigan.gov/COVIDWorkplaceSafety](https://Michigan.gov/COVIDWorkplaceSafety)

- 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

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



# 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)**.

To report safety and health concerns in the workplace, go to [Michigan.gov/MIOSHAcomplaint](https://Michigan.gov/MIOSHAcomplaint)





# MIOSHA Ambassador Program

- New MIOSHA Ambassador Program offers **one-on-one guidance** to help businesses understand regulations and Emergency Rules on workplace safety.
- Ambassadors are visiting businesses statewide now to **offer education and support.**
- Ambassadors will not propose citations or issue penalties.
- [View the ambassador program toolkit.](#)



# Websites

- **Covid-19 Workplace Safety**  
[Michigan.gov/COVIDWorkplaceSafety](https://Michigan.gov/COVIDWorkplaceSafety)
- **MEDC PMBC PPE Procurement**  
[MichiganBusiness.org/PPE](https://MichiganBusiness.org/PPE)
- **MI Symptoms App**  
[MISymptomApp.State.Mi.us](https://MISymptomApp.State.Mi.us)
- **MI Safe Start**  
[Michigan.gov/MISSafeStart](https://Michigan.gov/MISSafeStart)
- **Mask up, Michigan**  
[Michigan.gov/MaskUp](https://Michigan.gov/MaskUp)



# Questions?



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