

## COVID-19

# MIOSHA EMERGENCY RULES

The rules implement workplace safeguards for all businesses and specific requirements for industries, including manufacturing, construction, retail, health care, sports and exercise facilities and restaurants and bars. These rules take effect on October 14, 2020 and shall remain in effect for six months.

### EMPLOYER REQUIREMENTS



#### Establish Exposure Determination for Employees

- 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** – do not require contact with public or other workers.
  - **Medium exposure risk** – require frequent and/or close contact (ex. within six feet) with people who may be infected with SARS-CoV-2, but who are not known or suspected COVID-19 patients. Workers in this category have contact with the general public and coworkers.
  - **High exposure risk** – high potential for exposure to known sources of COVID-19, these could include healthcare professionals, law enforcement, nursing home employees, medical transport or mortuary workers.
  - **Very high exposure risk** – high potential for exposure to known or suspected sources of COVID-19 during specific medical, postmortem or laboratory procedures. Workers in this category include healthcare, dental and morgue workers performing aerosol-generating procedures.



#### Create a COVID-19 Preparedness and Response Plan

- The employer should develop and implement a written plan to prevent employee exposure to COVID-19.
- The plan should include exposure determination and detail the measures the employer will implement to reduce employee exposure, including any:
  - **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.

- **Hand hygiene and environmental surface disinfection** – regularly clean and disinfect surfaces and equipment.
- **Personal protective equipment** – employees in frequent or prolonged close contact with known or suspected cases of COVID-19 must be provided with and wear, at a minimum, an N95 respirator.
- **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 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 should 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
  - Gyms and Fitness Centers
  - In-Home Services
  - Manufacturing
  - Meat and Processing
  - Offices
  - Outpatient Healthcare
  - Personal Care Services
  - Pre K-12 Schools
  - Research Laboratories
  - Restaurant and Bars
  - Retail
  - Sports and Entertainment Facilities



## Additional Resources

- Guidelines for Employees
- Guidelines for employers

To read the complete Emergency Rules, visit [Michigan.gov/COVIDWorkplaceSafety](https://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/MIOSHAc Complaint](https://Michigan.gov/MIOSHAc Complaint).

