

# COVID-19 Workplace Safety Offices and Remote Work

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

 | 6 ft. |   
social distancing

  
staying home

## UNINFECTED

  
without mask

  
with mask

  
without mask

  
with mask

  
social distancing

  
staying home



# Michigan Workplace Outbreaks

- DHHS Data (11/5)-Not including schools, colleges, childcare, nursing homes, jail/prison/detention center:
  - Tracking 150 ongoing Workplace Outbreaks:
    - 40-Associated with Manufacturing/Construction
    - 21-Associated with Offices
  - 91 new workplace Outbreaks reported on 19<sup>th</sup>
    - 18 in Office settings
    - 26 Manufacturing/Construction
    - For reference, 12 reported for social gatherings
  - Michigan cases per million high at 494.4/million, in E category
  - Michigan positivity Rate at 12.8%



# Emergency Rules & DHHS Epidemic Orders

- MIOSHA-Authority regarding workplace safety and health primarily related to employee/employer obligations to protect employees:
  - Effective October 14
  - Format Differences between former EO's and Rules
  - Consistency between EO expectations, CDC guidance and workplace rules
  - All guidelines have been updated on website
  - [Infographic](#)
- DHHS Epidemic Orders-Authority over individuals, businesses, others:
  - Some overlap in Orders and Rules.
  - [Factsheet](#)
  - [Infographic](#)



# 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 Face Coverings in MIOSHA Rules-Specific Industries

- **Retail, Libraries, Museums:**
  - 9(3)(b) Require patrons to wear a face covering (unless the patron is unable medically to tolerate a face covering).
- **Restaurants & Bars:**
  - 9(4)(b) Require patrons to wear a face covering except when seated at their table or bar top (unless the patron is unable medically to tolerate a face covering).
  - 9(4)(g) Require hosts, servers, and staff to wear face coverings in the dining area in addition to areas where social distancing cannot be maintained.
- **Health Care:**
  - 9(5)(f) Require patients to wear a face covering when in the facility, except as necessary for identification or to facilitate an examination or procedure.



# Additional Face Coverings in MIOSHA Rules-Specific Industries

- **Personal Care Services (salons, spas, etc.)**
  - 9(7)(g) Require employees and customers to wear a face covering at all times, except that customers may temporarily remove a face covering when receiving a service that requires its removal. During services that require a customer to remove their face covering, an employee must wear a face shield or goggles in addition to the face covering.
- **Public Accommodations (sports venues, cinemas, recreation centers, etc.)**
  - 9(8)(c) Require patrons to wear a face covering (unless the patron is unable medically to tolerate a face covering).
- **Sports & Exercise Facilities:**
  - 9(9)(a) Post signs at all entrances instructing customers to wear a face covering when inside the facility.
- **Casinos:**
  - 9(11)(e) Require patrons to wear a face covering, except while eating or drinking or for identification purposes.



# MIOSHA State Emphasis Program

- Proactive Enforcement of MIOSHA Emergency Rules
- Includes randomly selected inspections office type workplaces (in addition to complaints)
- Must Haves:
  - Preparedness and Response Plan
  - Daily Health Screenings
  - Training
  - Record Keeping
  - Compliance with Rules
  - Good Faith Effort
  - Remote Work





# 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 which indicates that employees are not to perform in-person work activities where the work activity can be feasibly completed remotely.
- 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.



# 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)**.



# 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](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/MISafeStart](https://Michigan.gov/MISafeStart)
- **Mask up, Michigan**  
[Michigan.gov/MaskUp](https://Michigan.gov/MaskUp)
- **MI Covid Alert app**  
[Michigan.gov/MICovidAlert](https://Michigan.gov/MICovidAlert)



# Questions?



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