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### **Requirements for All Businesses**

All businesses must, at a minimum:

- Develop COVID-19 Preparedness and Response Plan consistent with OSHA guidance
- Within 2 weeks of resuming operations
- Make available to employees, labor unions and customers whether via website, internal network or hard copy
- Designate one or more worksite supervisors to implement, monitor and report on COVID-19 control strategies

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### **Requirements for All Businesses**

### All businesses must, **<u>at a minimum</u>**:

- Provide (AND MAINTAIN A RECORD OF) COVID-19 employee training
- Workplace infection-control practices
- Proper use of PPE
- Steps employees must take to notify business they are having symptoms of or have a suspected/confirmed diagnosis of COVID-19
- How to report unsafe working conditions

### Requirements for All Businesses

All businesses must, <u>at a</u> minimum:

- Conduct (AND MAINTAIN A RECORD OF) daily entry self- screenings for all employees and contractors
- Keep everyone on the worksite
   premise at least 6 feet away from
   one other, to extent possible
- Use ground markings, signs, physical barriers



### **Requirements for All Businesses**

All businesses must, <u>at a</u> <u>minimum</u>:

- Provide non-medical grade face coverings to employees
- Require face coverings to be worn if an employee cannot consistently maintain 6 feet of separation



### **Requirements for All Businesses**

All businesses must, at a minimum:

- Increase facility cleaning and disinfection
- Adopt protocols for cleaning and disinfection if positive COVID-19 case
- Make cleaning supplies available at entry and around the worksite
- Provide time to wash hands and use sanitizer

### Requirements for All Businesses

All businesses must, at a minimum:

1) **Immediately** notify local public health department of a confirmed case and 2) **Within 24 hours**, notify any employees, contractors or suppliers who may have come in contact with the employee

• MUST MAINTAIN A RECORD OF THIS

Can only allow an employee with a confirmed or suspected case to return after they are no longer infectious according to CDC guidance and they are released from any quarantine or isolation by the local health department.

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### **Requirements for All Businesses**

All businesses must, at a minimum:

- Establish response plan for dealing with confirmed infection in workplace
- Encourage employees to use PPE and hand sanitizer on public transports
- Promote remote work to fullest extent possible
- Restrict business travel to essential travel only
- Do not retaliate under EO 2020-36

### Requirements for All Businesses

Catch-all:

ADOPT ANY ADDITIONAL INFECTION-CONTROL MEASURES THAT ARE REASONABLE IN LIGHT OF THE WORK PERFORMED AND THE RATE OF INFECTION IN THE SURROUNDING COMMUNITY

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### Manufacturing

- Daily screenings include temperature screenings as soon as no-touch thermometers available
- Create dedicated entry points with physical barriers for screenings
- Suspend non-essential in-person visits and tours
- Conduct additional COVID-19
   employee training

### Manufacturing (cont.)

- Implement rotational shift schedules where possible and stagger meal, break and entrance times.
- Install physical barriers between work stations and cafeteria tables
- Create protocols to minimize contact during deliveries
- Adopt protocols to limit sharing of tools and equipment
- Notify plant leaders of positive case(s) and maintain a central log for symptomatic and positive cases.

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### Offices

schedule)

- Assign dedicated entry points with indicators of appropriate spacing
- Take steps to reduce congestion (staggering start times, rotational
- Require face coverings in shared spaces (in-person meetings, restrooms, hallways)
- Restrict non-essential common spaces

### Offices

- Prohibit meetings, gatherings that don't allow for social distancing. Use virtual meetings whenever possible.
- Provide disinfecting supplies and require employees to clean work stations twice a day
- Post signs about the importance of personal hygiene
- Disinfect high-touch items and minimize sharing of items

### Offices

- Institute cleaning and communication protocols when employees are sent home with symptoms
- Notify employees of anyone who has visited the office with a confirmed case of COVID-19
- Suspend all non-essential visitors and travel

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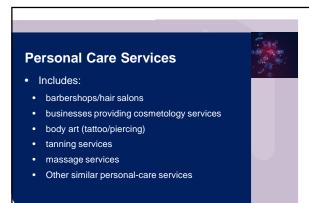
### **In-Home Services**

- Require daily health screening for employees (or if sole-owned, the business owner) prior to going to the job site
- Maintain accurate appointment records (date, time of service, name of client, contact information) for contact tracing purposes
- Limit direct contact with customers by using electronic communication whenever possible

### **In-Home Services**

- Prior to entering home, ask whether anyone in the household has been diagnosed with COVID-19, is experiencing symptoms of COVID-19, or has had close contact with someone diagnosed with COVID-19. If so, must reschedule.
- Limit the number of employees to the minimum necessary to perform the work in a timely fashion.
- Gloves should be worn when practical and disposed of in accordance with CDC guidance.

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### **Personal Care Services**

- Maintain accurate appointment and walk-in records (date/time of services, name of client, contact information) for contact tracing purposes
- Post sign(s) at the store entrance(s) informing customers not to enter if they are or have recently been sick
- Restrict entry to customers, a caregiver of those customers, or to the minor dependents of those customers

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### Personal Care Services

- Require in-use workstations to be separated by at least six feet. If feasible, separate workstations with physical barriers.
- Limit waiting-area occupancy to the number of individuals who can be present while staying six feet away from one another.
- Ask customers, if possible, to wait in cars for their appointment to be called.

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### Personal Care Services

- Discontinue all self-service refreshments.
- Discard magazines in waiting areas and other nonessential shared items that cannot be disinfected.
- Mark waiting areas to enable six feet of social distancing (e.g. place X's on the ground and/or remove seats in waiting room).

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### **Personal Care Services**

- Require employees to properly use PPE per guidance from CDC/OSHA.
- Require customers and employees to wear face coverings at all times.
- Customers can remove face coverings for services that require its removal.
- During those services, employees must wear a face shield or goggles in addition to their face covering.

### **Personal Care Services**

- Install physical barriers (sneeze guards/partitions) at cash registers, where maintaining physical distance of six feet is difficult.
- Cooperate with local health department if a confirmed case of COVID-19 is identified in the facility.

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### Sports/Entertainment Facilities

 Includes: arenas, cinemas, concert halls, performance venues, sporting venues, stadiums, theaters, amusement parks, arcades, bingo halls, bowling alleys, night clubs, skating rinks, trampoline parks

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### **Sports/Entertainment Facilities**

- Post signs outside of entrances informing customers not to enter if they are or have recently been sick
- Encourage or require patrons to wear face coverings
- Establish crowd-limiting measures to meter the flow of patrons

### Sports/Entertainment Facilities

- Use physical/visual cues to maintain six feet of distance between persons
- Limit seating occupancy to the extent necessary to enable patrons not of the same household to maintain six feet of distance (stagger group seating, close off every other row, etc.)
- Establish safe exit procedures for patrons

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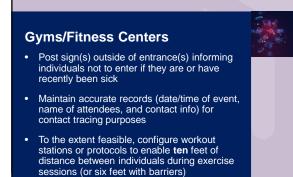
### Sports/Entertainment Facilities

- For sports and entertainment facilities, adopt specified entry and exit times and specified entrances/exits for vulnerable populations to the extent feasible
- Train employees who interact with patrons on: (1) monitoring and enforcing the COVID-19 protocols; (2) helping patrons who become symptomatic

Sports/Entertainment Facilities

- Frequently disinfect high-touch surfaces during events or as necessary throughout the day
- Disinfect and deep-clean the facility after each event or as necessary throughout the day
- Close self-serve food or drink options

# Gyms/Fitness Centers Includes: Gyms Fitness centers Rec centers Sports facilities Exercise facilities Exercise studios Other like facilities



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### **Gyms/Fitness Centers**

- Ensure that ventilation systems operate properly
- Increase introduction/circulation of outdoor air as much as possible by opening windows/doors, using fans, etc.
- Regularly clean and disinfect public areas, locker rooms, and restrooms
- Close steam rooms and saunas

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### **Other Industries**

- Industries primarily operating outdoors
- Construction
- Research laboratories
- Retail stores (these requirements now also apply to libraries and museums)
- Restaurants and bars
- Outpatient health-care facilities including clinics, dental offices, vets.

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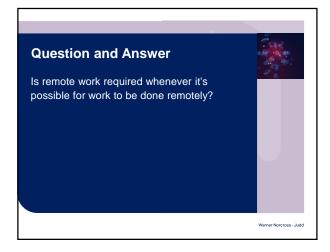
### Enforcement Mechanisms

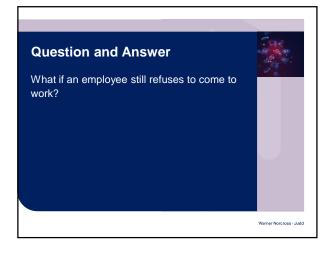
The EO says:

- The requirements outlined have the "force and effect" of regulations adopted by government departments and agencies who oversee workplace health-and-safety and are fully enforceable by those agencies.
- Any business that violates the requirements has failed to provide a place of employment free from recognized hazards that are causing, or likely to cause, death or serious physical harm according to the MIOSH Act.
- BUT . . . Associated Builders & Contractors of Michigan
   v. Whitmer

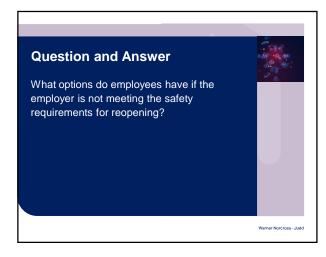








### Question and Answer When may facial coverings no longer be required in manufacturing? Can a face shield be worn alone as a facial covering?



### **Question and Answer**

What is reasonable in terms of compliance with the "daily screening protocol"? Is posting a questionnaire on entry doors sufficient?

### **Question and Answer**

What is reasonable in terms of face covering usage in offices? If 2 people are having a conversation 10 feet apart in a large room, is that still an in-person meeting?

