

# Getting Open, Staying Open, Updates on Workplace Safety and COVID 19

July 28, 2020





MICHIGAN DEPARTMENT OF  
**LABOR & ECONOMIC  
OPPORTUNITY**

# COVID-19 Workplace Safety

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



# Mask Up, Michigan

[Michigan.gov/MaskUp](https://www.michigan.gov/MaskUp)

Wear a mask or cloth face covering every time you leave home, stay 6 feet from others and continue to stay home as much as possible.



# What We're Doing



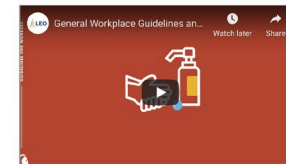
- **Coordinating Across Agencies**
- **Developing Communications**



# 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>



# Michigan COVID-19 Safety Grants

## COVID-19 SAFETY GRANTS

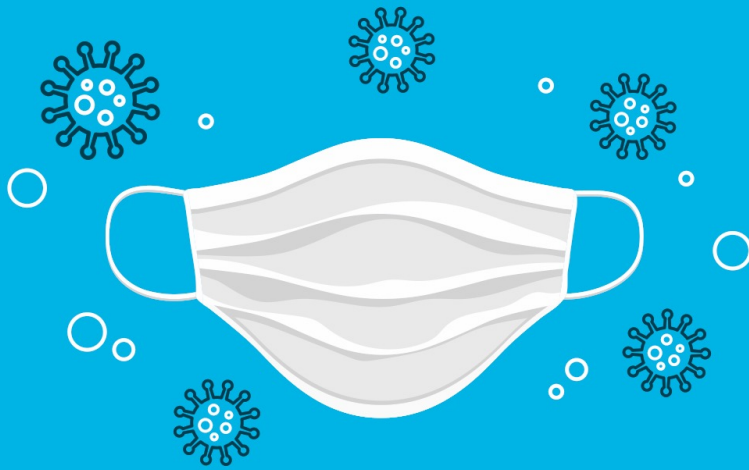
- These grants will provide small businesses matching funds – up to \$10,000 – to decrease the risk of COVID-19 spread through safety and health-related equipment purchased and training in response to COVID-19.
- The initial grant application window will be open from Monday, July 27 through Friday, August 7, 2020, with awards given shortly thereafter.

[Apply for the covid-19 safety grant](#) and [learn more about the grant program](#) at [Michigan.gov/COVIDWorkplaceSafety](https://Michigan.gov/COVIDWorkplaceSafety)





**NO MASK  
NO ENTRY**



**IT'S THE LAW**



*waiting area*

IS

**CLOSED**

PLEASE WAIT *in* YOUR CAR

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



**KNOW  
YOUR  
RIGHTS**

EMPLOYEE

For more information on employee rights  
visit [bit.ly/KnowYourEmploymentRights](https://bit.ly/KnowYourEmploymentRights).



# 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)**.



# 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/MSafeStart](https://Michigan.gov/MSafeStart)
- **Mask up, Michigan**  
[Michigan.gov/MaskUp](https://Michigan.gov/MaskUp)



# Getting Open, Staying Open, Updates on Workplace Safety and COVID 19

July 28, 2020



# Protecting Workers from COVID-19



MICHIGAN DEPARTMENT OF  
**LABOR & ECONOMIC  
OPPORTUNITY**

Presented By:  
Barton G. Pickelman, CIH  
MIOSHA Director  
[www.michigan.gov/miosha](http://www.michigan.gov/miosha)  
517-284-7777



# **MIOSHA's Mission**



**Help protect the safety  
and health of  
Michigan workers!**

# **MIOSHA's Motto**

**Educate before we Regulate!**

# **MIOSHA COVID-19 Hotline**

## **855-SAFE-C19 or 855-723-3219**

### **I HAVE QUESTIONS? CONTACT MIOSHA**

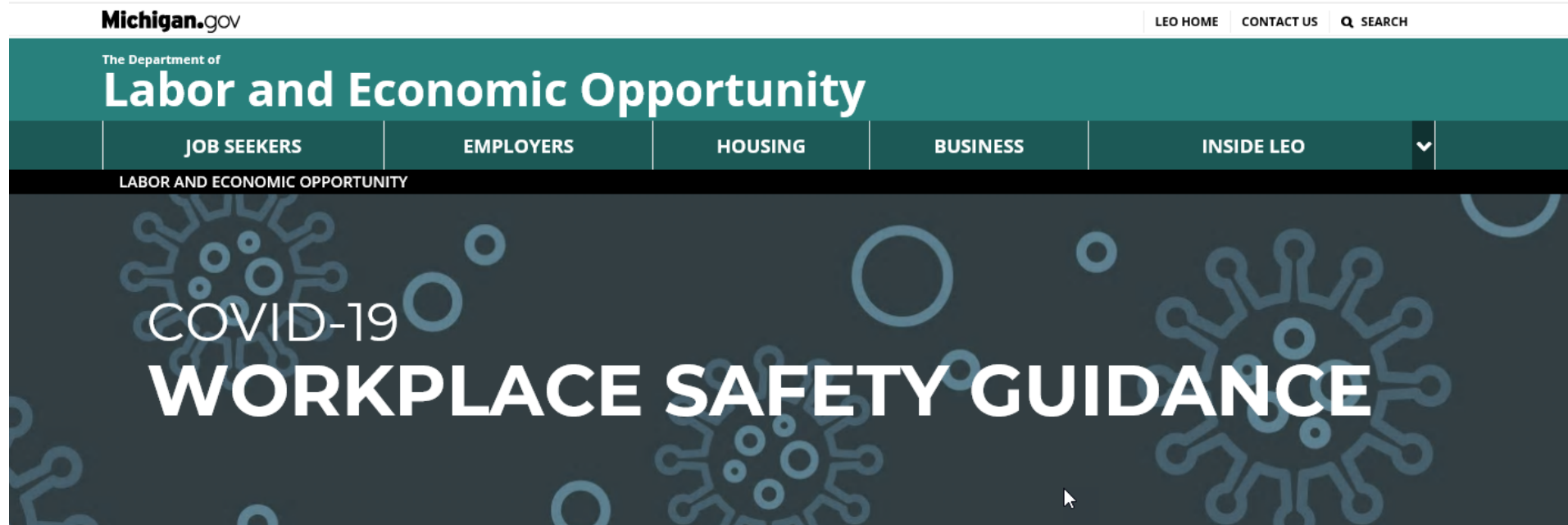
The Michigan Occupational Safety and Health Administration (MIOSHA) launched a new hotline to help answer COVID-19 workplace guideline questions. The new toll-free number will provide additional support, utilizing experienced MIOSHA staff, to best answer questions from employers and workers to quickly respond to inquiries related to COVID-19 for all involved.

Employers and employees with questions regarding workplace safety and health may contact MIOSHA using the new hotline at

**855-SAFEC19 (855-723-3219).**

**REPORT WORKPLACE SAFETY & HEALTH CONCERNS**

# COVID-19 Workplace Safety Website



## 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](#)



# COVID-19 Workplace Safety Website

## GENERAL WORKPLACE SAFETY RESOURCES



Check out the printable posters for you and your business to use to promote social distancing, workplace safety and other rules established by the Governor's executive orders.

[WORKPLACE SAFETY POSTERS](#)



These sharable social media graphics were created for your businesses' social media accounts to help spread the values of safety and health in the workplace and prevent misinformation.

[SOCIAL MEDIA GRAPHICS](#)

# COVID-19 Workplace Safety Website

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## GUIDELINES BY INDUSTRY

<a href="#">MEAT AND PROCESSING</a>	<a href="#">PRE K-12 SCHOOLS</a>	<a href="#">GYMS/FITNESS CENTERS</a>
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[SAMPLE COVID-19 PREPAREDNESS AND RESPONSE PLAN FOR LOW-MED RISK EMPLOYEES](#)

[REOPENING CHECKLIST](#)

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## FACT SHEETS

[Workplace Safety Guidelines for Employers](#)

[Workplace Safety Guidelines for Employees](#)

[COVID-19 Facemasks vs. Respirators](#)

[COVID-19 Voluntary vs. Required Respirator Use](#)

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## OTHER RESOURCES

[Back to Work Safely \(AIHA\)](#)

[Re-opening checklist](#)

[State of Michigan Resources](#)

[CDC Resources](#)

[OSHA Resources](#)

# COVID-19 Workplace Safety Website



## RESTAURANTS AND BARS

### RESTAURANT AND BAR GUIDANCE

- [COVID-19 WORKPLACE GUIDELINES FOR RESTAURANT AND BARS](#)
- [WORKPLACE SAFETY FACT SHEET FOR RESTAURANTS AND BARS](#)



# COVID-19 Workplace Safety Website



## COVID-19 Restaurants and Bars Guidelines

SUMMARY OF STATE OF MICHIGAN  
EXECUTIVE ORDER 2020-145

# COVID-19 Workplace Safety Website

## General Workplace Requirements – Overview

### All Businesses with In-Person Operations must:

Develop COVID-19 Preparedness & Response Plan

Designate COVID-19 site supervisor

Provide Employee COVID-19 Training

Conduct Daily Entry Self-Screening Protocol

Maintain 6ft Social Distancing

Provide Non-Medical Face Coverings & Consider Use of Face Shields

Update Cleaning & Disinfection Protocols

Develop Response & Notification Plan for confirmed cases

Restrict non-essential business travel

Encourage use of PPE & Hand Sanitizer

Promote Remote Work

Adopt additional controls as necessary

# COVID-19 Workplace Safety Website

## General Workplace Requirements

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- Designate one or more worksite supervisor to implement, monitor & report on COVID-19 Preparedness & Response Plan
  - Worksite supervisor must remain on-site at all times when employees are present
  - May be an employee designated & trained in this role
- Develop Daily Entry Self-Screening Protocol For Employees & Contractors
  - At a minimum must include questionnaire
- Maintain 6ft Social Distancing
  - Ground Markings
  - Signs
  - Physical Barriers
- Promote Remote Work
- Restrict Non-essential Business Travel
- Encourage use of PPE & hand sanitizer on public transportation

# COVID-19 Workplace Safety Website

## Face Coverings vs Respirators

### COVID-19 FACEMASKS VS. RESPIRATORS



Cloth or Paper Face Mask



Surgical Face Mask



Filtering Facepiece Respirator (e.g. N95)

Testing & Approval	Cloth or Paper Face Mask	Surgical Face Mask	Filtering Facepiece Respirator (e.g. N95)
	Not tested or approved, but recommended by the CDC	Cleared by the U.S. Food and Drug Administration per 21 CFR 878.4040	Evaluated, tested and approved by NIOSH per 42 CFR Part 84

Intended Use & Purpose	Cloth or Paper Face Mask	Surgical Face Mask	Filtering Facepiece Respirator (e.g. N95)
	To prevent transmission of the virus between people in close proximity	A fluid resistant barrier designed to protect the wearer from large droplets, splashes or sprays of bodily or other hazardous fluids.	Reduces the wearer's exposure to small particle aerosols and large droplets

### COVID-19 VOLUNTARY VS. REQUIRED RESPIRATOR USE



The employer determines the necessary PPE required for the job task(s). The employer is responsible for payment, replacement, maintenance, cleaning, laundering and disposal of PPE. Training should be provided to employees regarding proper use, limitations, care and maintenance of PPE. Where respirators are provided, the following table outlines additional requirements:

#### Guidelines for Employees Using Respiratory Protection

	Filtering Facepiece Respirator (e.g. N95)	
	Required	Voluntary
Fit Testing	Yes	No
Medical Evaluation	Yes	No
Facial Hair Prohibited	Yes	No
Appendix D Provided	No	Yes
Training per 1910.134(k)	Yes	No
Cleaning, Storage & Maintenance of Respirator	Yes	Yes

- Know the difference between cloth face coverings and respirators
- NIOSH Certified Respirators require compliance to the Respiratory Protection Program
- [Facemasks vs Respirators Factsheet](#)
- [Voluntary vs Required Respirator Use Factsheet](#)

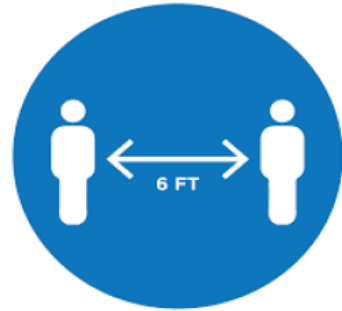
# COVID-19 Workplace Safety Website

## Requirements of Restaurants and Bars

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Limit capacity of  
50% or normal  
seating



Require six feet of  
separation  
between parties or  
groups at different  
tables or bar tops



Close waiting areas  
and ask customers  
to wait in cars for a  
call when their  
table is ready.



Close self-serve  
food or drink  
options, such as  
buffets, salad bars,  
and drink stations.

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# COVID-19 Workplace Safety Website

## 👉 Requirements Continued

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Require patrons to wear a face covering except when seated or medically unable



Require patrons to remain seated, except to enter, exit, order food, or use restroom



Sell alcoholic beverages only via table service



Prohibit access to common areas in which people can congregate, dance, mingle

# COVID-19 Workplace Safety Website

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[Re-opening checklist](#)

[State of Michigan Resources](#)

[CDC Resources](#)

[OSHA Resources](#)

# COVID-19 Workplace Safety Website

Michigan Department of Labor and Economic Opportunity  
Michigan Occupational Safety and Health Administration  
Consultation Education and Training Division



## COVID-19 Preparedness & Response Plan For Lower and Medium Exposure Risk Employers

### General

The following COVID-19 preparedness & response plan has been established for \_\_\_\_\_ (company name) \_\_\_\_\_ in accordance with the requirements in the [Executive Orders \(EOs\)](#) for COVID-19 signed by Governor Gretchen Whitmer, the OSHA [Guidance on Preparing Workplaces for COVID-19](#), and the latest [guidance](#) from the US Centers for Disease Control and Prevention (CDC). The purpose of this plan is to minimize or eliminate employee exposure to SARS-CoV-2.

The EOs, OSHA guidance, and CDC guidance for COVID-19 have general safeguards applicable for all workplaces and specific safeguards for certain industries. (Name of responsible person) has read these guidance documents carefully, found the safeguards appropriate to \_\_\_\_\_ (company name) \_\_\_\_\_ based on its type of business or operation, and has incorporated those safeguards into this COVID-19 preparedness and response plan.

As the COVID-19 situation evolves, the EOs and CDC guidance are periodically updated. (Name of person) will be responsible for visiting the EO webpage and CDC guidance webpage regularly (for example, weekly) for the latest information and for revising the plan as necessary. The EOs are found at: [https://www.michigan.gov/whitmer/0,9309,7-387-90499\\_90705---,00.html](https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705---,00.html). The CDC guidance documents are found at: <https://www.cdc.gov/coronavirus/2019-ncov/communication/guidance-list.html?Sort=Date%3A%3Adesc>. This plan reflects the EOs and CDC guidance as of (date).

\_\_\_\_\_ (Company name) \_\_\_\_\_ has designated one or more worksites supervisors to implement, monitor, and report on the COVID-19 control strategies developed in this plan. The worksite supervisor(s) is \_\_\_\_\_ (name of supervisor or supervisors) \_\_\_\_\_. The supervisor will remain on-site at all times when employees are present on site. An on-site employee may be designated to perform the supervisory role.

The plan will be made readily available to employees and labor unions. The plan will be made available via \_\_\_\_\_ (choose: website, internal network, and/or hard copy) \_\_\_\_\_.

### Exposure Determination

\_\_\_\_\_ (Company name) \_\_\_\_\_ has evaluated routine and reasonably anticipated tasks and procedures for all employees to determine whether there is actual or reasonably anticipated employee exposure to SARS-CoV-2. (Name of person) was responsible for the exposure determination.

\_\_\_\_\_ (Company name) \_\_\_\_\_ has determined that its employees' jobs fall into only the lower exposure and medium exposure risk categories as defined by the OSHA Guidance on Preparing Workplaces for COVID-19:

# COVID-19 Enforcement



- **Provide “Guard Rails” - Performance based approach**
- **Enforcement focus will be:**
  - Governor Whitmer’s Executive Orders
  - Centers for Disease Control and Prevention (CDC) Guidance
  - OSHA Guidance on Preparing Workplaces for COVID-19
- **Step one is determine employee risk based on OSHA guidance**
- **Step two develop and implement a COVID-19 Preparedness and Response Plan**
- **Content of plans:**
  - Administrative Controls – health screening, social distancing, cleaning/disinfecting
  - Engineering Controls (if applicable) – physical barriers, ventilation
  - Personal Protective Equipment – N95 respirators, gloves, gowns, face shields
  - Employee Training – signs/symptoms and how virus is spread, how to report symptoms or positive test results, contents of plan including precautions taken to protect them

# State Emphasis Programs (SEP)



## □ COVID-19 Hospitals

Ensuring front-line healthcare workers have the protections they need

## □ COVID-19 in Bars, Restaurants, Gas Stations, Grocery and Convenience Stores, and Other Retail

Ensuring employers servicing the public are protecting their employees and customers

# Michigan COVID-19 Safety Grants



The Michigan COVID-19 Safety Grant Program awards small businesses matching funds - up to \$10,000 - to decrease the risk of COVID-19 spread through safety and health-related equipment purchased and training in response to COVID-19. The goal of the program is to create a safer and healthier work environment and reduce the risk of exposure to the COVID-19 for Michiganders.

# Michigan COVID-19 Safety Grants

- Purchasing engineering controls and other supplies/materials to protect employees from COVID-19. Examples may include but are not limited to:
  - Physical barriers/sneeze guards for bars, restaurants, and gyms to separate customers from employees.
  - Equipment for isolation rooms or other upgrades to ventilation systems.
  - Hand washing/hygiene stations and supplies such as hand disinfectants, wipes and soap.
  - Materials for conducting employee health screening such as touchless thermometers.
  - Face coverings such as masks, face shields and respirators.
- Personal Protective Equipment (PPE) to protect employees from COVID-19. Examples may include but are not limited to:
  - Respiratory protection, gowns, gloves and eye protection for facilities that have close contact with customers or patients.



# Michigan COVID-19 Safety Grants

To qualify, an employer must meet the following conditions:

- Have 250 employees or less, company-wide.
- Come under the jurisdiction of MIOSHA.
- Conduct a site-specific evaluation justifying the purchase.
- Relate project directly to improvements that will lead to a reduction in the risk of COVID-19 exposure to employees and communities.
- Have the knowledge and experience to complete the project and be committed to its implementation.
- Provide a copy of their COVID-19 safety plan.





**Thank You for Making a Difference  
in Health and Safety!!**

**Questions?**



# Questions?

