

UPDATE ON WORKPLACE GUIDELINES AND SCREENING

There has been some confusion about daily screening of employees given the differing CDC, State and local guidelines. The Oakland County Health Division, Wayne County Health Department and Washtenaw County Health Department have all rescinded their local emergency orders, which mandated specific requirements for open businesses, in deference to the State. Screening, social distancing, face coverings and additional public health strategies are now addressed by [Executive Order 2020-114](#), the **State-issued mandatory workplace guidelines**. If your workplace is located in a county other than these three, please *check with your local county health department* to see if they have any additional restrictions placed upon open businesses.

Per Executive Order 2020-114, follow CDC guidelines when determining whether an infected or potentially infected employee or contractor should return to work.

Employees (non-healthcare) who have symptoms of COVID-19 or have been diagnosed with COVID-19 should not return to work until:

- At least 3 days (72 hours) have passed since symptoms have resolved without the use of fever-reducing medications, **and**
- There has been an improvement in respiratory symptoms (e.g., cough, shortness of breath), **and**
- At least 10 days have passed since symptoms first appeared, or since the first positive COVID-19 test, if tested.



Employees (non-healthcare) who have had close contact (defined by the CDC as "<6 feet for ≥ 15 minutes") **with an individual diagnosed with COVID-19** should not return to work until 14 days have passed after exposure, and such individual remains symptom-free.

However, if an employee is a **critical infrastructure worker**, the employee can come back if the employee has a negative test result and is asymptomatic. Please follow these additional precautions:

<https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html>

In addition, any employee who travels **internationally** should not return to work for 14 days from their return date.

Please note that for health care facilities, manufacturing and construction workplaces, a temperature screening should be used, if no-touch thermometers can be obtained.

MIOSHA has published an Employer's Guide to COVID-19 Workplace Guidelines available here:

https://www.michigan.gov/documents/leo/leo_miosha_c19_workplace_guidelines_employer_690397_7.pdf

MIOSHA has also issued a Sample Exposure Control Plan for Low-Medium Risk Employees available here:

<https://www.michigan.gov/leo/0,5863,7-336-100207---,00.html>

This memo is intended only as a summary and general overview. If you have any questions or would like legal advice regarding the above or any other employment issue, please contact [David Lawrence](#) or [Stacey DiDomenico](#).