COUNTY PUBLIC HEALTH ORDERS FOR MICHIGAN BUSINESSES

As of March 26, 2020, Oakland County, Wayne County and Washtenaw County have all issued emergency public health orders for businesses that remain open under the Governor's Executive Order 2020-21. These county orders require open businesses to institute certain procedures regarding their employees and customers to reduce the spread of COVID-19.

All businesses and operations in Oakland, Wayne and Washtenaw Counties that are still open (as permitted by the State's "Stay-at-Home" order) MUST take the following precautions.

First, you must develop and implement a screening program for all employees. (A recommended staff screening checklist published by Oakland County can be found here.) This program must include the following questions:

- Do you have any symptoms (fever, cough, shortness of breath, sore throat, diarrhea)? A temperature check, using a touchless thermometer if available, is strongly encouraged.
- Have you had close contact in the last 14 days with anyone diagnosed with COVID-19?
- Have you travelled internationally or domestically in the last 14 days?

Any employee answering "yes" to any of the above questions MUST be barred from the workplace for at least 14 days (following travel or contact with a diagnosed case of COVID-19), or at least 7 days since symptoms appeared, or 3 days with no fever.

Second, you must develop and implement a plan to maintain "social distancing" (i.e., 6 feet between persons) for all employees and customers waiting in lines.

Third, you must limit capacity in your business as needed to control "social distancing." This may include limiting hours of operation and limiting the number of persons allowed to enter the building.

Fourth, you must POST THE ORDER applicable to your county at the entrance of your business.

If you operate a business in Oakland, Wayne or Washtenaw Counties, please carefully review the applicable order:

Oakland County:
https://www.oakgov.com/covid/healthorders/Amended%20Emergency%20Order%202020-05.pdf

Wayne County:
https://www.waynecounty.com/departments/hhvs/wellness/novel-coronavirus-information.aspx

Washtenaw County:
https://www.washtenaw.org/DocumentCenter/View/15840/Emergency-Orders-to-Protect-Essential-Workers-March-25

The Oakland County and Washtenaw County orders are currently set to expire April 13, 2020 at 11:59 p.m., however Wayne County does not currently have an expiration date.

For clients outside of Oakland, Wayne and Washtenaw Counties, you should check with your local health department.

This memo is intended only as a summary and general overview. If you have any questions or would like legal advice regarding the temporary expansion of unemployment benefits, or any other employment issue, please contact David Lawrence, Stacey DiDomenico or Sarah Gidley.