

UPDATE ON COUNTY HEALTH ORDERS

At the beginning of the COVID-19 pandemic, Oakland, Wayne and Washtenaw Counties implemented specific requirements for businesses that remained open for business in accordance with the Governor's "Stay Home" Executive Orders (i.e. those businesses that have "critical infrastructure workers" and/or the employees necessary to conduct the business's "minimum basic operations"). As the Stay Home order has now been extended to May 28, but additional business sectors, such as construction and manufacturing, have been permitted to "resume activities", the Counties have extended and updated their respective Orders. Here are a few important county updates of which to be aware:

Oakland County

The Oakland County Health Department updated its Emergency Order on May 8, 2020, which went into effect immediately and continues until rescinded. Please note there is an updated screening procedure, with an increase in the number of days (from 7 to 10) in which an employee must not have exhibited any COVID-19 symptoms.



The following is a link to the Oakland County Health Order:

<https://www.oakgov.com/covid/healthorders/Health%20Order%20for%20screening%20at%20businesses%202020-10.pdf>

Washtenaw County

Washtenaw County updated its Health Order on April 29, 2020, and the procedures remain in effect through May 15. However, due to the Governor's extension of the Stay Home mandate, businesses should continue the screening procedures through May 28, or until further notice.

The following is a link to the Washtenaw County Health Order:

<https://www.washtenaw.org/DocumentCenter/View/15840/Emergency-Orders-to-Protect-Workers-Updated-through-5-15>

Wayne County

The Wayne County order dated March 27 remains unchanged and in effect indefinitely. (<https://www.waynecounty.com/departments/hhvs/wayne-county-issues-public-health-orders-for-essential.aspx>)

The applicable County Health Order **must continue to be posted** at all businesses which are open, even if closed to the public.

Businesses located in other counties should check the applicable county website or contact the county offices for any applicable orders.

Note, many of the requirements in the Governor's recent Executive Orders are more stringent than those set forth by the Counties. For instance, under the Governor's Order, all employees are required to wear face coverings if they cannot maintain a distance of at least six feet from others. All employees who have face-to-face interaction with the public must wear face coverings. In addition, construction and manufacturing businesses state wide are subject to more stringent requirements than those set forth in the County Orders.

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](#).