




COVID-19

UPDATE:
May 8, 2020

**Coronavirus / COVID-19
Response Team**


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**Manufacturing Operations
Under Executive Order 77:
What's Required By
Monday, May 11**

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Where Are We?

- Still in a global pandemic that appears unlikely to disappear for a long time
- State of emergency extended until May 28
- Legislature filed a lawsuit this week
- MI Stay at Home Order extended to May 28
- Current focus: How to re-open communities, businesses, and workplaces safely
 - MI Safe Start
 - Six Phases: Uncontrolled growth, persistent spread, flattening, improving, containing, post-pandemic

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Today's Topics

- May 11, 2020: Manufacturing activities previously not deemed essential can resume!
- How do we do it?
 - Guidance Under EO 2020-77: Michigan's updated "Stay at Home" Order
 - In-Person Work Requirements for Every Employer
 - Enhanced Requirements for Manufacturers
- What else do we need to consider?
 - Families First Coronavirus Response Act
 - EO 2020-36: Executive Order Protecting Workers

Michigan EO 2020-77: Michigan's Updated Stay At Home Order – Resumed Activities

EO-77: Michigan's Updated Stay At Home Order - Resumed Activities

- 10(k): Manufacturing activities can resume at 12:01 am on Monday, May 11, 2020
- Subject to workplace safeguards
- 11: "In-person Work" requirements
- 11(k): Manufacturing Requirements
- For manufacturers currently operating, these are in effect IMMEDIATELY!
- Written designations (electronic message, public website, or other appropriate means)
- Suppliers included

"In-Person" Work Requirements

- Develop a COVID-19 Preparedness and Response Plan
- Only necessary employees; promote telework
- Social distancing practices: 6 feet Rule
- ***Require*** masks when workers cannot consistently maintain 6 feet of separation
 - ***Provide*** non-medical grade face coverings available to employees
 - ***Consider*** face shields when workers cannot consistently maintain 3 feet of separation

“In-Person” Work Requirements

- Increased cleaning and disinfection
- Protocol for cleaning after positive test
- Policies/screening to prevent employees w/ symptoms or in “close contact” with a confirmed case of COVID-19 from working
- Adopt other social distancing practices and mitigation measured recommended by the CDC

11(k): “Enhanced Requirements” for Manufacturing Facilities

Facility Entry Point(s) & Daily Screening

- Daily entry screening protocol, including
 - Questionnaire covering symptoms and suspected/confirmed exposure to possible COVID-19
 - Temperature screening as soon as no-touch thermometers can be obtained
- Dedicated entry point(s) at every facility for daily screening
 - Ensure physical barriers are in place to prevent anyone from bypassing screening
- Suspend all non-essential in-person visits

Must Train Employees On, At Minimum

- How COVID-19 is transmitted from person-to-person
- Distance that the virus can travel in the air, remains viable in the air and on environmental surfaces
- Symptoms of COVID-19
- Steps employees must take to notify business of any symptoms of COVID-19 or a suspected/confirmed diagnosis
- Measures the facility is taking to prevent worker exposure

Must Train Employees On, At Minimum (Cont.)

- Train employees on (cont.):
 - Rules the employee must follow in order to prevent exposure to and spread the virus
 - The use of PPE, including the proper steps for putting it on and taking it off
- Reduce congestion in common spaces
- Implement rotational shift schedules where possible
- Stagger start times and meal times

Barriers and Protocols

- Where practicable, install temporary physical barriers between work stations and cafeteria tables
- Create protocols for personal contact upon delivery of materials to the facility
- Adopt protocols to limit the sharing of tools and equipment
- Frequently and thoroughly clean and disinfect high-touch surfaces
 - Special attention: parts, products, shared equip.

Sufficient Hand-Washing or Hand-Sanitizing Stations

- Ensure there are sufficient hand-washing or hand-sanitizing stations at the worksite
 - Discontinue use of hand dryers

Symptomatic Employees

- Encourage workers to self-report to plant leaders as soon as possible after developing symptoms of COVID-19
- Shut areas of the manufacturing facility for cleaning and disinfection, as necessary, if worker goes home because he/she is displaying symptoms
- Maintain a central log for symptomatic workers

Positive Case of COVID-19 in the Facility

- Notify plant leaders
- Notify potentially exposed individuals
- Send potentially exposed individuals home
- Maintain a central log for workers who test positive

Considerations: Some Things Have Changed

FFCRA Paid Leave Provisions

- April 1, 2020
- Employers: Less than 500 employees
- Emergency Paid Sick Leave (EPSLA):
 - 6 reasons
 - Up to 2 weeks of EPSLA
- Expanded FMLA
 - 1 reason
 - Up to 12 weeks of leave, 10 weeks paid

EO 2020-36: Employee “Stay at Home” Order

- Directly impacted workers:
 - Stay home until
 - 3 days after symptoms resolved AND 7 days after onset of symptoms, or were tested
 - OR receive a negative test
- Workers in “close contact”
 - Stay home until
 - 14 days have passed since last contact with an “at risk” person
 - OR receive a negative test
- Consider requiring return to work clearance

Additional Resources

Miller Johnson Back to Work Resource Center

<https://resources.millerjohnson.com/>

Welcome!

Our online **Back to Work Resource Center** provides a cost-effective one-stop shop for employers who are returning employees to work during this COVID-19 pandemic.

The **Back to Work Resource Center** regularly updates information to:

- ensure compliance with the ever-changing legal requirements
- include practical tools to effectively, safely and confidently return employees to work
- incorporate resources of best practices from outside organizations, including community partners such as Spectrum Health

Updates will be provided to all participants as the law and best practices evolve, including a weekly email of significant postings.

Additional Resources

- CDC:
 - How COVID-19 Spreads, Symptoms, How to Protect Yourself and Others
 - Posters: Cover Your Cough, Face Coverings
- OSHA:
 - Construction Workforce Alert
 - <https://www.osha.gov/Publications/OSHA4002.pdf>
 - **Note:** Requirements here are in-line with EO 2020-76 requirements



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