




**COVID-19**

UPDATE:  
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**Coronavirus / COVID-19  
Response Team**


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**The New CDC Quarantine  
Guidelines & MI PA 238:  
Legal Considerations for  
Employers**

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## Today's Topics

- CDC Updates: Options to Reduce Quarantine Time for Close Contacts
- PA 238 of 2020: Quarantine Time for Close Contacts
- Practical Advice

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## CDC Update #1: Quarantine Time for Close Contacts

- 14 Day Quarantine is still *best*
- Test Option:
  - 7 days with: (1) a negative test, (2) where test specimen collected at/after Day 5, and (3) if no symptoms have been reported during daily monitoring
- No Test Option:
  - 10 days without testing if no symptoms have been reported during daily monitoring

## CDC Update #2: Close Contact Evaluation and Monitoring

- Close contacts who were diagnosed with COVID-19 in the last 90 days\*
  - Those with no current symptoms do not have to quarantine, and retesting is not recommended
  - Those with symptoms, should begin self-isolation immediately for 10 days and consult medical provider

\* = Also reflects current MDHHS guidance

## CDC Update #3: Critical Infrastructure Response Planning

- Symptomatic critical infrastructure employees who are close contacts:
  - 14 day quarantine
- Asymptomatic critical infrastructure employees who are close contacts
  - May continue to work in select instances
  - *When the employee is necessary to preserve the function of the critical infrastructure workplace*
  - Continued symptom monitoring AND masking through Day 14

## PA 238 of 2020: A Refresher

- Signed by Gov. Whitmer: October 28th
  - Retroactive effect: March 1<sup>st</sup>
  - *No sunset*
- COVID-19 positive or symptomatic employees:
  - 24 hours + 10 days + other symptom improvement
- Close contact employees:
  - 14 days *unless*
    - Suspected individual tests negative
    - Employee excluded by job title

## PA 238 of 2020: Changes?

- Two Amendments introduced
  - HB 6467: Introduced December 1st
  - HB 6448: introduced November 18th
- Both:
  - Add additional job titles to list of employees not subject to “close contact” quarantine
    - But, do not change the length of “close contact” quarantine

## So, What Do We Do?



## Practical Advice

- In MI, two separate quarantine requirements:
  1. Applicable to those specifically exempt under PA 238 = follow CDC
  2. Everyone else = follow PA 238
- Concerns for those in Group #2:
  - Mixed messages from MI gov't officials
  - Loss of Income:
    - FFCRA
    - Unemployment



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