

UPDATE:
June 23, 2021



Covid-19

Coronavirus / COVID-19
Response Team

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**What Are The Current COVID-19
Workplace Safety Requirements?**

»» Sandy Andre
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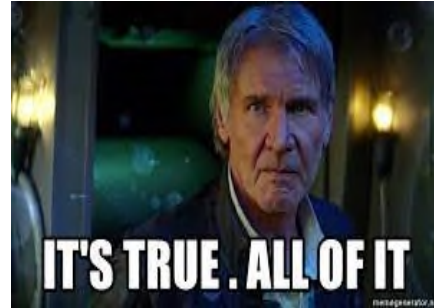
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Agenda

- **No longer required?**
- **Still required?**
- **New requirements?**

No longer required:
MIOSHA COVID-19 Emergency Rule



No longer required:
MIOSHA COVID-19 Emergency Rule

- Effective: June 22, 2021
- October 2020 MIOSHA COVID-19 Emergency Rule *rescinded*
- No longer *legally required* to maintain”
 - COVID-19 Preparedness Plan
 - Basic Infection Prevention Measures for all employers
 - Health surveillance for all employers
 - Workplace controls for all employers
 - Masking and distancing requirements for unvaccinated staff
 - Training requirements for all employers
 - Recordkeeping requirements for all employers

Still Required:

COVID-19 Employment Rights Act

- Signed: October 2020
- Effective: Retroactive to March 1, 2020
- Amended: December 2020
 - Isolation= CDC
 - Quarantine= CDC
- Purpose: Michigan's Isolation and Quarantine requirement
 - Employee tests positive for COVID-19
 - Employee displays the principal symptoms of COVID
 - Employee has close contact with an individual who tests positive for COVID-19

Still Required:

MIOSHA Standards

- Existing standards that apply:
 - Personal Protective Equipment Standard
 - Sanitation Standard
 - Respiratory Protection Standard
 - Hazard Communication
 - Access to Employee Exposure & Medical Records
 - Recording and Reporting Occupational Injuries and Illnesses
 - Work-relatedness analysis

Still Required:

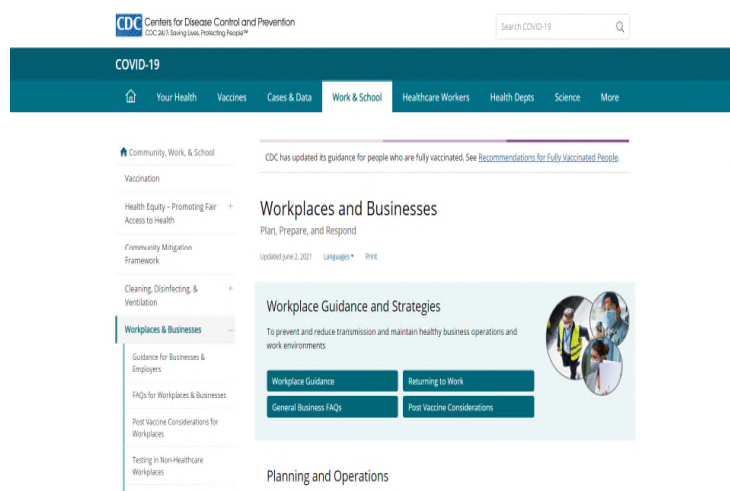
MIOSHA General Duty Clause

- Employers have an obligation to “furnish to each employee, employment and a place of employment that is free from recognized hazards that are causing, or are likely to cause, death or serious physical harm to the employees.”
- MIOSHA says:
 - Enforcement Guidance: When determining if there is sufficient evidence for a general duty clause citation, the employer’s COVID-19 program in its entirety will be evaluated. If after considering all the measures the employer has implemented, there still exists a recognized hazard, a general duty clause citation may be warranted.
 - **Point:** Your organization has to determine what it needs to do to, in good faith, keep it out of and prevent the spread in the workplace

Still Required:

MIOSHA General Duty Clause

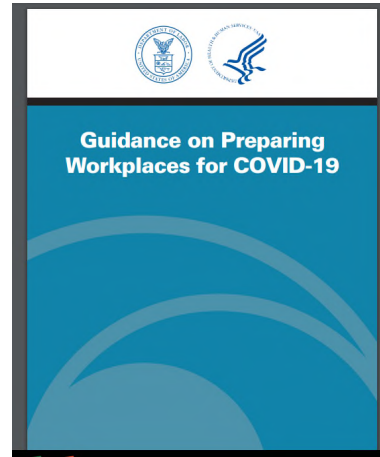
- How to comply?
 - Review **recommendations** based on CDC **guidance** (<https://www.cdc.gov/coronavirus/2019-ncov/community/workplaces-businesses/index.html>)



Still Required:

MIOSHA General Duty Clause

- How to comply?
 - Review OSHA guidance ***recommendations***
 (<https://www.osha.gov/sites/default/files/publications/OSHA3990.pdf>)
 - **Note:** Archive document



Still Required: MIOSHA General Duty Clause

- How to comply?
 - Review OSHA guidance ***recommendations***
 (<https://www.osha.gov/coronavirus/safework>)
 - Recommendations effective: January 29, 2022; revised: June 10, 2021

Focus: Protecting unvaccinated and at-risk workers in their workplaces

Paid time off for vaccination	Isolation/quarantine protocols
Physical distancing– unvaccinated and at-risk employees	Face coverings– unvaccinated and at-risk employees
COVID-19 education and training	Face coverings– suggest for unvaccinated customers/visitors
Maintain ventilation systems	Perform routine cleaning and disinfection
Record/report COVID-19 infections and deaths	Mechanism for reporting unsafe work conditions
Follow other applicable mandatory OSHA standards	

New Requirement:

Federal OSHA Emergency Temporary Standard

- Emergency Temporary Standard for Healthcare
 - Announced: June 10, 2021; Effective: July 5, 2021
 - **JOIN US** on Tuesday, June 29th at 8am

COVID-19 Plan	Patient Screening & Management
Standard and Transmission-Based Precautions	PPE
Aerosol-generating procedures on person with suspected/confirmed COVID-19	Physical distancing
Physical barriers	Cleaning and disinfection
Ventilation	Health screening and medical management
Vaccination Support	Training
Recordkeeping	Fatalities/hospitalization reporting

What To Do Today?

- Maintain compliance with Michigan COVID-19 ERA's isolation and quarantine protocols
- Maintain compliance with MIOSHA's existing standards
- Maintain compliance with MIOSHA's general duty clause
 - What does your organization need to do to, in good faith, keep it out of and prevent the spread in your workplace?
- Understand whether federal Emergency Temporary Standard applies to your facility/portions of your facility

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