



## BERRIEN COUNTY HEALTH DEPARTMENT

better health. stronger communities.

May 22, 2020

Dear Business Owner, Manager and Local Employer,

On Thursday, May 21<sup>st</sup>, Governor Whitmer issued Executive Order No. 2020-97, *Safeguards to protect Michigan's workers from COVID-19*. As a result of this executive order and in continuation of Executive Order No 2020-36, *Protecting workers who stay home, stay safe when they or their close contacts are sick* (issued April 3, 2020), the Berrien County Health Department is asking employers and business owners to adhere to these executive orders and implement workplace health screenings and safeguards, allow any members of their workforce to stay home if sick and ensure that they are able to do so without penalty or retaliation, and admit employees back to the workplace following the timelines noted below as recommended by the CDC and supported by the Berrien County Health Department.

To protect the community from increasing spread of COVID-19, public health is encouraging that individuals who are sick or experiencing symptoms consistent with COVID-19 (fever, cough, shortness of breath, body aches, chills, or sore throat) stay home and manage their illness from home if at all possible.

As an employer, we know that the health and wellness of your workforce is important to you and also acknowledge your need to have enough workers able to report at any given time. We understand this could cause stress on your business at times, but ask that you help support this broader public health need to protect our communities overall health.

Executive order 2020-36 allows for employees to stay home when they are at particular risk of infecting others with COVID-19 or they have a close contact that has one or more of the principal symptoms of COVID-19 (cough, fever, shortness of breath). Employees should be clear to return to the workplace after:

- a) Three (3) days have passed since their symptoms have resolved, or
- b) Ten (10) days have passed since their symptoms first appeared, whichever is longer.

In the case where an individual remains home due to a close contact being sick with COVID-19, the employee should remain home and self-quarantine until 14 days have passed since their last contact with the sick or symptomatic individual to monitor for symptom development. After those 14 days, this individual is able to return to the place of employment.

The above timeline is the CDC recommended "time-based strategy" for return to work guidelines and one that we ask all businesses and employers adopt for their workforce. A test-based strategy (2 consecutive negative tests) is another option, however at this time there is not sufficient community testing capacity for this to be a successful means of returning an individual to the workforce. We would ask that the time-base strategy be adopted by employers.

We thank you for your understanding and cooperation during this unprecedented COVID-19 pandemic. Additional information about the ongoing response to COVID-19 is available on the Berrien County Health Department's website at [www.bchdmi.org/COVID19](http://www.bchdmi.org/COVID19) and additional business resources can be found at [www.berrienreopens.org](http://www.berrienreopens.org).

Sincerely,

Nicki Britten, MPH  
Health Officer

# When is it safe to leave home

if you have symptoms of COVID-19 or live with someone who does?

**Employers can't retaliate against workers for taking time away from work under these circumstances, but you must notify your employer.**

If necessary, file a complaint with MIOSHA. Learn more at [Michigan.gov/MIOSHAcomplaint](https://Michigan.gov/MIOSHAcomplaint).

## For Me (Home Isolation)

I have been diagnosed with COVID-19.

I have developed one or more symptoms of COVID-19.

You have had no fever for **at least 72 hours (3 full days)**, without the use of medicine that reduces fevers,

— AND —

other symptoms, like cough or shortness of breath, **have improved**,

— AND —

**at least 10 days** have passed since your symptoms first appeared.

If you answered yes to all conditions, you may end home isolation.

## Close Contacts (Quarantine)

I live with someone diagnosed with COVID-19.

I live with someone who has developed one or more symptoms of COVID-19.

**Stay home for 14 days** after your **last contact** with the sick person.

**Monitor yourself for symptoms twice a day.**

If one or more symptoms **do not appear within the 14-day quarantine period**, you may end home quarantine.

## How do I monitor myself?



Check your temperature twice a day and look for common symptoms like:

- **Fever**
- **Cough**
- **Shortness of breath**

For a full list of symptoms, visit [bit.ly/2xQkl60](https://bit.ly/2xQkl60). If you are concerned about your health or have developed symptoms, contact your health care provider or urgent care.



## Should I wear a face covering?

If you must leave home, every person regardless of health, should cover their nose and mouth with a homemade mask, scarf, bandana or handkerchief, especially when a 6-foot distance is difficult to maintain.

\*If you had a test to determine if you are still contagious, you can leave home after receiving two negative tests in a row, at least 24 hours apart. All processes on this chart are for the general public. They do not specifically apply to workers at a health-care facility, first responders (e.g., police officers, fire fighters, paramedics), and prison employees.