



BERRIEN COUNTY HEALTH DEPARTMENT

better health. stronger communities.

April 3, 2020

Dear Business Owner, Manager and Local Employer,

On Friday, April 3rd, Governor Whitmer issued Executive Order No. 2020-36, *Protecting workers who stay home, stay safe when they or their close contacts are sick*. As a result of this executive order, the Berrien County Health Department is asking employers and business owners to adhere to this executive order and allow any members of their workforce to stay home if sick and ensure that they are able to do so without penalty or retaliation.

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) stay home and manage their illness from home if at all possible. There is growing concern that increasing numbers of sick people will inundate and overwhelm our healthcare systems in upcoming weeks. To ensure that hospital care is available for those most ill from COVID-19 and/or those who have other underlying health issues, we are asking individuals to manage their illness at home whenever possible and not seek medical care unless symptoms worsen.

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.

The executive order 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) Seven (7) 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.

This executive order does not apply to healthcare professionals, workers at a health care facility, first responders, child protective service employees, workers in child caring institutions, or workers at correctional facilities.

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.

Sincerely,

Nicki Britten

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.

File a complaint with MIOSHA . Learn more at Michigan.gov/MIOSHAc complaint.

For Me

I have been diagnosed with COVID-19.

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

Stay home for 7 days after you were tested or developed symptoms.

After staying home for 7 days, have you been **symptom-free for 3 days**?

YES

You may leave if you are symptom-free.

NO

Stay home until 3 days have passed after all symptoms have stopped.

Close Contacts

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.

You may leave if you are symptom-free.

How do I monitor myself?



Pay attention for COVID-19 symptoms:

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

If you are concerned about your health or develop symptoms, contact your health care provider or urgent care.



Should I wear a mask?

If you or your close contact is symptomatic and you must leave home, you should cover your nose and mouth with a homemade mask, scarf, bandana or handkerchief.

*Process for general public, does not specifically apply to workers at a health-care facility, first responders (e.g., police officers, fire fighters, paramedics), and prison employees.