



MIOSHA offers new guidelines and FAQs regarding COVID protocols

BCN Services representatives attended a MIOSHA-hosted event this week ensuring that your HR Team is bringing you the latest information about changing COVID guidelines and workplace safety compliance. Here are a few key highlights as communicated by the MIOSHA representative.

EMPLOYERS MUST:

- Keep your COVID Preparedness Plan updated. This policy document is still required.
- Continue to screen employees and visitors, including those that have been vaccinated.
- Conduct COVID workplace safety training for new employees and for all employees regarding any policy changes.
- Ensure that any employee, except fully vaccinated persons, wear a face covering when the employee cannot consistently maintain 6 feet of separation from other individuals indoors in the workplace.
- Provide non-medical grade face coverings your employees at no cost.

A few commonly asked questions include:

Q: Can I make a copy of an employee vaccination card and can I let frontline supervisors know who is, and who is not, vaccinated?

A: Vaccination info/status is not protected health information as defined by HIPAA regulations and may be maintained by the employer and shared with frontline supervisors.

Q: Do we need to continue taking temperatures as part of our daily health screenings?

A: Employers may discontinue taking employee temperatures but must continue to have employees complete daily health screenings at the beginning of each workday. Asking for an employee's temperature, and whether an employee has been vaccinated, can be among the screening questions.

Q: Do employees still need to quarantine if exposed to someone with COVID19?

A: Individuals who have recently (within the last 90 days) recovered from COVID, and those that have been vaccinated do not need to quarantine if they have been exposed to someone with COVID.

Q: Can we stop requiring all staff members to wear masks?

A: Yes. In a work setting where all employees can consistently maintain a six-foot social distance, employers do not need to require employees to wear masks.

Q: Can we segregate employees based on vaccination status?

A: Employees that have not been vaccinated should be treated no differently than any other employee other than the requirement of having to wear a mask in any situation in which they are unable to maintain six feet of separation from other individuals.

Q: How long do we need to keep records on our daily health screenings?

A: Six months.

We continue to work with our clients on COVID-19 leaves of absence, workplace guidelines, and safety. If you have any questions about this information or your workplace policies, give us a call at 800-891-9911.

Experts at MIOSHA are also available to assist. Employers may call the new MIOSHA hotline at 855-SAFE-C19 (855-723-3219)

If you have any questions about this information or your workplace policies, give us a call at 800-891-9911 or email us at hr@bcnservices.com.