COVID-19 Restaurants and Bars Guidelines

WORKPLACE SAFETY AND HEALTH

Important Note:

The requirements in this presentation are in reference to Michigan's current Executive Order 2020-91 and recommendations from OSHA and the CDC.

The best practice and guidance information provided in this presentation, follows information and guidance provided through the CDC and OSHA, **as of May 19, 2020**

Employers should continue to review CDC and OSHA websites, to ensure their workplace policies and procedures are based on the most up-to-date information available.

General Workplace Requirements – Overview

All Businesses with In-Person Operations must:

Develop COVID-19 Preparedness & Response Plan	Designate a COVID-19 site supervisor Provide Employee COVID-19 Training	Conduct Daily Entry Self-Screening Protocol	Maintain 6ft Social Distancing
Provide Non-Medical Face Coverings & Consider Use of Face Shields	Update Cleaning & Disinfection Protocols	Develop Response & Notification Plan for confirmed cases	Restrict non-essential business travel
	Encourage use of PPE & Hand Sanitizer	Promote Remote Work	Adopt additional controls as necessary

General Workplace Requirements

❑Develop COVID-19 Preparedness & Response Plan

▪Use OSHA Guidance to Develop a COVID-19 Preparedness & Response Plan

▪Assess level of exposure risk for worksite – assess individual tasks

▪Consider where, how and what sources of SARS-CoV-2 might be in the workplace

▪Consider non-occupational risk factors at home & within the community

▪Keep current with federal, state & local guidance

▪Implement basic infection control measures

▪Develop policies/procedures to identify and isolate sick individuals

▪Implement workplace controls – use hierarchy of controls

❑MIOSHA Sample Preparedness & Response Plan for Low & Medium Risk Employees

Occupational Risk Pyramid for COVID-19

Very High

High

Medium

Lower Risk (Caution)

General Workplace Requirements

❑ Designate one or more worksite supervisors to implement, monitor & report on COVID-19 Preparedness & Response Plan
- Worksite supervisor must remain on-site at all times when employees are present
- May be an employee designated & trained in this role

❑ Develop Daily Entry Self-Screening Protocol
- At a minimum must include questionnaire

❑ Maintain 6ft Social Distancing
- Ground Markings
- Signs
- Physical Barriers

❑ Promote Remote Work

❑ Restrict Non-essential Business Travel

❑ Encourage use of PPE & hand sanitizer on public transportation

General Workplace Requirements

❑ Cleaning & Disinfection Protocols
- Increase facility cleaning & disinfection – focus on high touch areas & shared equipment
- Make cleaning supplies available to employees upon entry AND at the worksite
- Provide time for employees to wash hands frequently or use hand sanitizer
- Develop cleaning & disinfection protocol for facility in the event of a positive COVID-19 case

❑ Develop Response & Notification Plan for Confirmed Cases of COVID-19
- Notify local public health department AND any co-workers, contractors, or suppliers that may have come in contact with the person with a confirmed case of COVID-19 within 24-hours
- Establish protocols for temporary closure of all or part of the worksite for deep cleaning
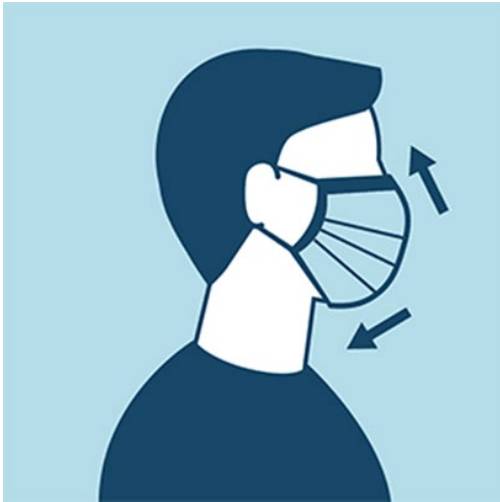- Include protocols for sending affected employees home

Recordkeeping per Executive Order 2020-97

❑ Sec 10. Employers **MUST** maintain a record of the requirements set forth in sections:

- 1(c) – Employee training

- 1(d) – Daily entry screening protocol for all employees or contractors

- 1(k) – Confirmed employee case of COVID-19
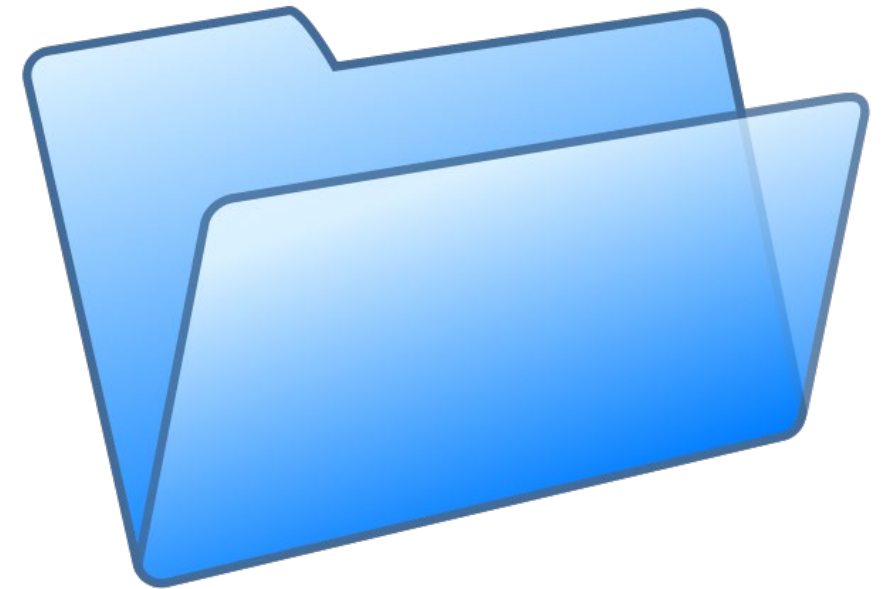
General Workplace Requirements
Face Coverings

❑ Provide Non-Medical Face Coverings to Employees

▪ Require masks to be worn when a distance of 6ft cannot be maintained

▪ Consider use of face shields when a distance of 3ft cannot be maintained

▪ Train on proper wear, use, & maintenance of face coverings

▪ Train on protection provided by face coverings

▪ Cloth face coverings are not N95 respirators or surgical masks

Face Coverings vs Respirators

- Know the difference between cloth face coverings and respirators
- NIOSH Certified Respirators require compliance to the Respiratory Protection Program
- Facemasks vs Respirators Factsheet
- Voluntary vs Required Respirator Use Factsheet

General Workplace Requirements Employee COVID-19 Training

❑ Provide COVID-19 Training to Employees
- At minimum must include:

| Workplace infection-control practices | The proper use of personal protective equipment | Steps the employee must take to notify the business or operation of any symptoms of COVID-19 or a suspected or confirmed diagnosis of COVID-19 | How to report unsafe working conditions. |

General Workplace Requirements

❑Adopt Additional Infection-Control Measures as Necessary

▪Additional controls may be necessary based on:
  ▪ Tasks performed at the worksite
  ▪ Rate of Infection in the community

General Workplace Practices – OSHA
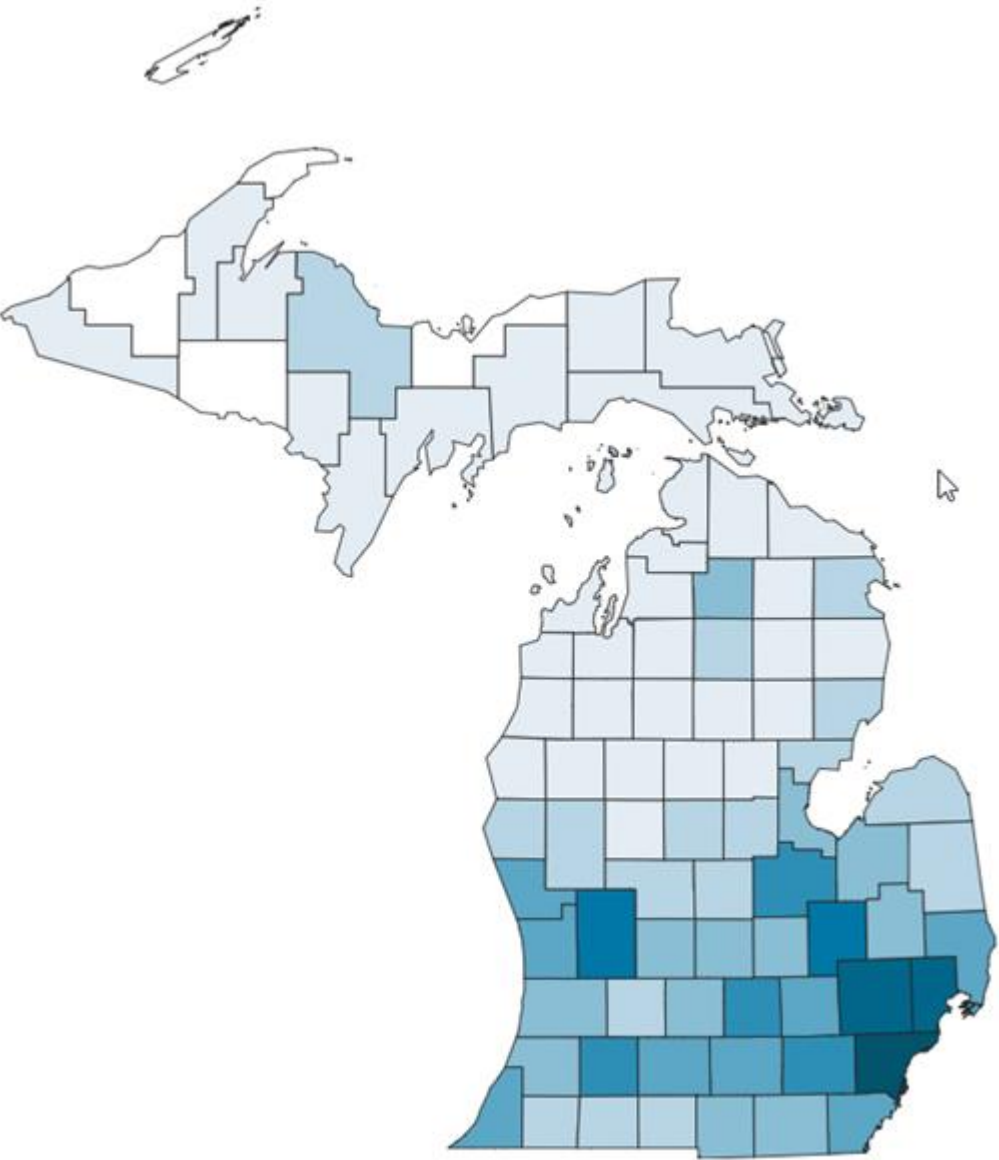
Ten Steps All Workplaces Can Take to Reduce Risk of Exposure to Coronavirus

All workplaces can take the following infection prevention measures to protect workers:

1 Encourage workers to stay home if sick.

2 Encourage respiratory etiquette, including covering coughs and sneezes.

3 Provide a place to wash hands or alcohol-based hand rubs containing at least 60% alcohol.

4 Limit worksite access to only essential workers, if possible.

5 Establish flexible worksites (e.g., telecommuting) and flexible work hours (e.g., staggered shifts), if feasible.

6 Discourage workers from using other workers' phones, desks, or other work tools and equipment.

7 Regularly clean and disinfect surfaces, equipment, and other elements of the work environment.

8 Use Environmental Protection Agency (EPA)-approved cleaning chemicals with label claims against the coronavirus.

9 Follow the manufacturer's instructions for use of all cleaning and disinfection products.

10 Encourage workers to report any safety and health concerns.

For more information, visit www.osha.gov/coronavirus call 1-800-321-OSHA (6742)

- Frequently wash hands with soap & water for 20 seconds

- Use 60% alcohol hand sanitizer when soap & water are unavailable

- Avoid touching eyes, nose, or mouth with unwashed hands

- Practice good respiratory etiquette – cover your cough

- Avoid close contact with those who are sick

- Stay home if sick

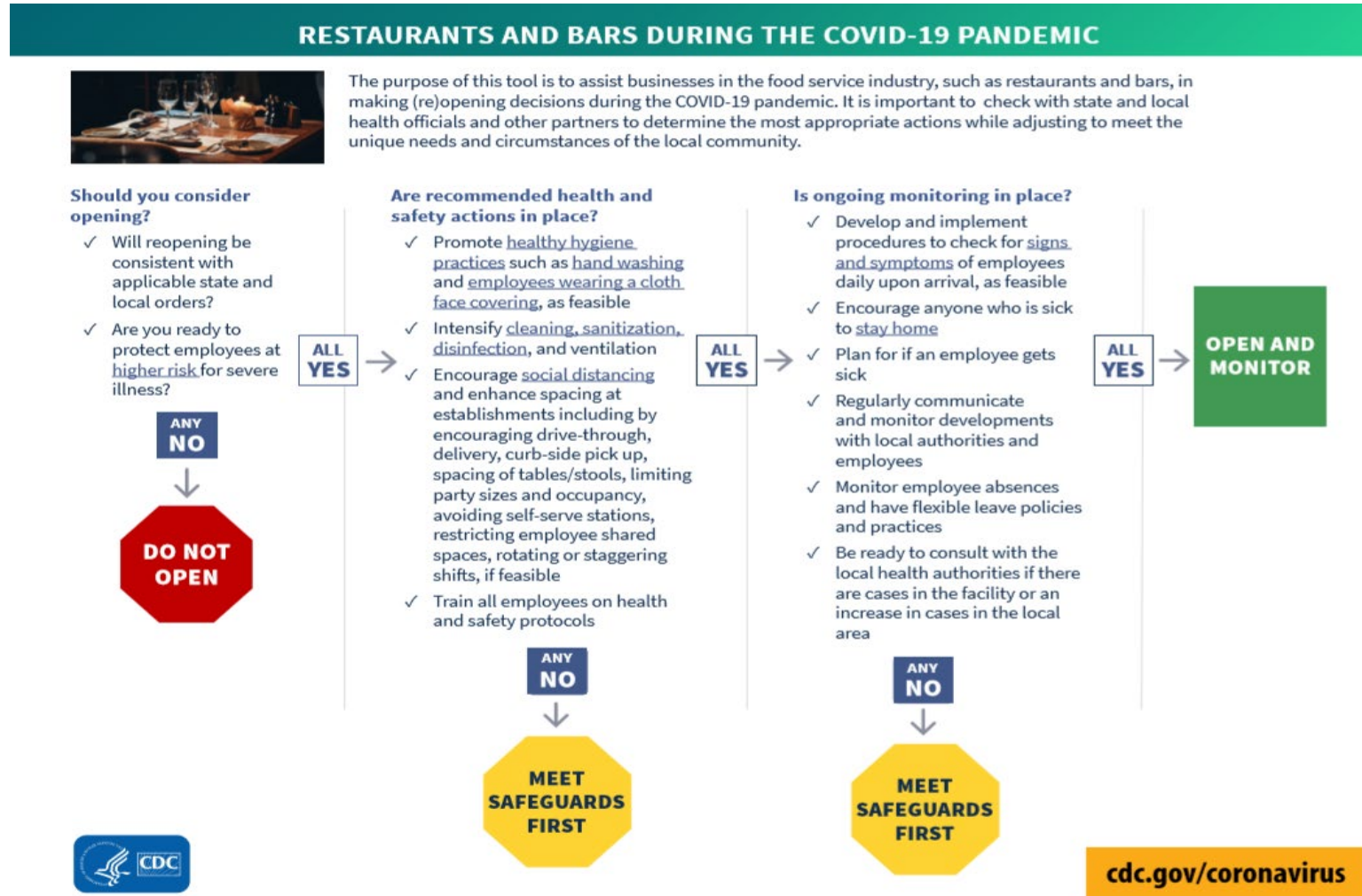- Recognize personal risk factors & underlying conditions

OSHA – Control & Prevention

Restaurants and Bars

EXECUTIVE ORDER 2020-91 IDENTIFIES 12 ADDITIONAL REQUIREMENTS

CDC-Restaurants and Bars Decision Tool
Public Health Considerations for Reopening Restaurants and Bars During the COVID-19 Pandemic

RESTAURANTS AND BARS DURING THE COVID-19 PANDEMIC

The purpose of this tool is to assist businesses in the food service industry, such as restaurants and bars, in making (re)opening decisions during the COVID-19 pandemic. It is important to check with state and local health officials and other partners to determine the most appropriate actions while adjusting to meet the unique needs and circumstances of the local community.

Should you consider opening?
- ✓ Will reopening be consistent with applicable state and local orders?
- ✓ Are you ready to protect employees at higher risk for severe illness?

ALL YES →

Are recommended health and safety actions in place?
- ✓ Promote healthy hygiene practices such as hand washing and employees wearing a cloth face covering, as feasible
- ✓ Intensify cleaning, sanitization, disinfection, and ventilation
- ✓ Encourage social distancing and enhance spacing at establishments including by encouraging drive-through, delivery, curb-side pick up, spacing of tables/stools, limiting party sizes and occupancy, avoiding self-serve stations, restricting employee shared spaces, rotating or staggering shifts, if feasible
- ✓ Train all employees on health and safety protocols

ALL YES →

Is ongoing monitoring in place?
- ✓ Develop and implement procedures to check for signs and symptoms of employees daily upon arrival, as feasible
- ✓ Encourage anyone who is sick to stay home
- ✓ Plan for if an employee gets sick
- ✓ Regularly communicate and monitor developments with local authorities and employees
- ✓ Monitor employee absences and have flexible leave policies and practices
- ✓ Be ready to consult with the local health authorities if there are cases in the facility or an increase in cases in the local area

ALL YES →

OPEN AND MONITOR

ANY NO ↓ **DO NOT OPEN**

ANY NO ↓ **MEET SAFEGUARDS FIRST**

ANY NO ↓ **MEET SAFEGUARDS FIRST**

CDC

cdc.gov/coronavirus

OSHA Factsheet

Requirements of Restaurants and Bars

Limit capacity of 50% or normal seating

Require six feet of separation between parties or groups at different tables or bar tops

Close waiting areas and ask customers to wait in cars for a call when their table is ready.

Close self-serve food or drink options, such as buffets, salad bars, and drink stations.

Communication

Create communications material for customers (e.g., signs, pamphlets) to inform them of changes to restaurant or bar practices and to explain the precautions that are being taken to prevent infection.

Post sign(s) at store entrance(s) informing customers not to enter if they are or have recently been sick.

Post sign(s) instructing customers to wear face coverings until they get to their table.

Gloves/ Face Coverings

- Require employees to wear face coverings and gloves in the kitchen area when handling food, consistent with guidelines from the Food and Drug Administration ("FDA").

- Require hosts and servers to wear face coverings in the dining area.

- Train on proper wear, use, & maintenance of face coverings

- Train on protection provided by face coverings

- Cloth face coverings are not N95 respirators or surgical masks

Additional Employee Training

Appropriate use of personal protective equipment in conjunction with food safety guidelines.

Food safety health protocols (e.g., cleaning between customers, especially shared condiments).

How to manage symptomatic customers upon entry or in the restaurant.

Notifications

Notify employees if the employer learns that an individual (including an employee, customer, or supplier) with a confirmed case of COVID-19 has visited the store.

Close restaurant immediately if an employee shows multiple symptoms of COVID-19 (fever, atypical shortness of breath, atypical cough) and perform a deep clean, consistent with guidance from FDA and the Center for Disease Control. Such cleaning may occur overnight.
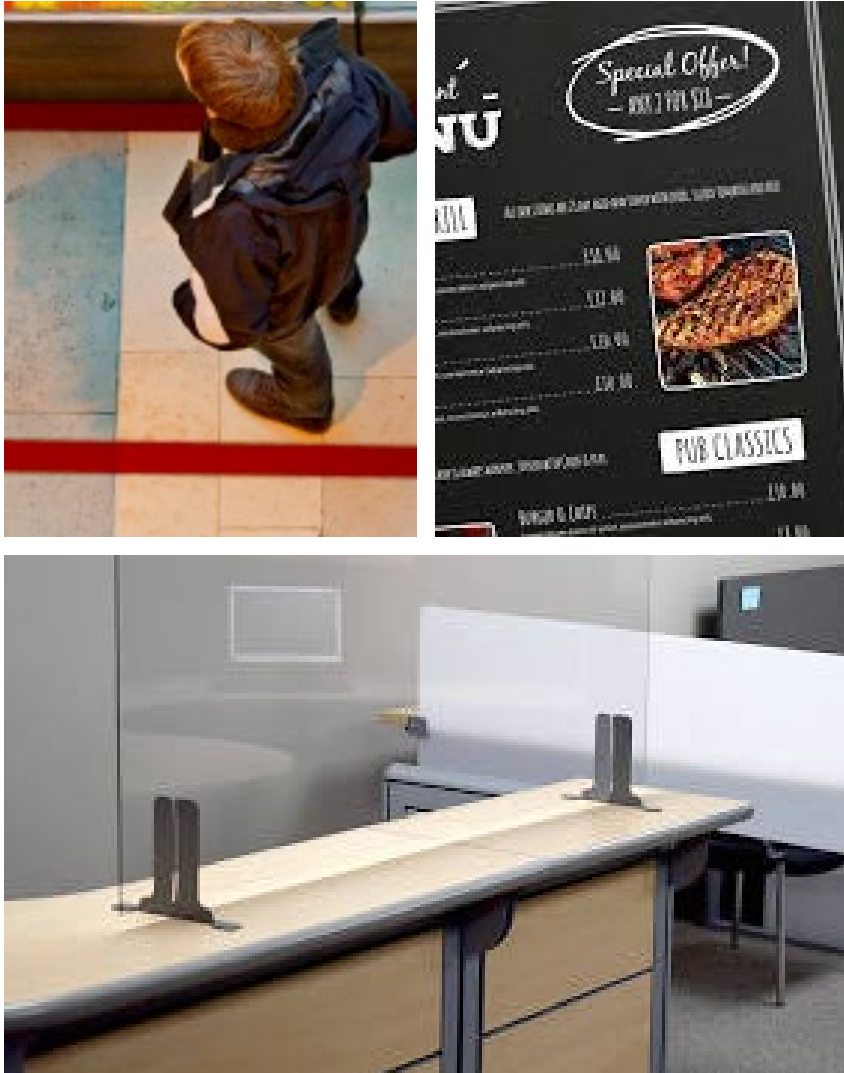
Workplace Controls

- Install physical barriers, such as sneeze guards and partitions at cash registers, bars, host stands, and other areas where maintaining physical distance of six feet is difficult.

- To the maximum extent possible, limit the number of employees in shared spaces, including kitchens, break rooms, and offices, to maintain at least a six-foot distance between employees.

- Provide physical guides, such as tape on floors or sidewalks and signage on walls to ensure that customers remain at least six feet apart in any lines.

- Limit shared items for customers (e.g., condiments, menus) and clean high-contact areas after each customer (e.g., tables, chairs, menus, payment tools, condiments).

Stay Updated

Recommendations & requirements are being updated in response to a changing environment with COVID-19

The CDC and OSHA are continually updating recommendations

Read the most recent Michigan Executive Orders for new developments in the state

Resources

Restaurants and Bars Resources
- OSHA -COVID-19 Guidance for Restaurants & Beverage Vendors Offering Takeout or Curbside Pickup
- CDC - Restaurants-and-Bars-Decision-Tree
- AIHA   Reopening: Guidance to the Bar Industry
- AIHA - Reopening: Guidance for Restaurant Industry

MIOSHA Resources
- MIOSHA Webpage
- MIOSHA Consultation, Education & Training (CET) Division
- MIOSHA Standards
- Request for Consultative Assistance
- PPE Guide for General Industry (SP #16)
- Respiratory Protection Program – Sample Written Program (SP #05)
- Hazard Communication Program – Sample Written Program (CET 5530)
- MIOSHA Training Program

COVID-19 Resources

MIOSHA

- COVID19 Interim Enforcement Plan

State of Michigan

- Coronavirus
- Frequently Asked Questions

OSHA

- COVID-19 Information
- Guidance on Preparing Workplaces for COVID-19
- Seven Steps to Correctly Wear a Respirator at Work
- Ten Steps for All Workplaces to Reduce Risk of Exposure to Coronavirus

CDC

- Coronavirus Disease (COVID-19)
- Interim Guidance for Businesses to Plan and Respond to COVID-19
- Use of Cloth Face Coverings to Slow the Spread of COVID-19
- Interim Guidance for Workers Who May Have Had Exposure to a Person with COVID-19
- Cleaning & Disinfecting Your Facility

Other

- AIHA – Back to Work Safely

Contact MIOSHA

Michigan Occupational Safety and Health Administration (MIOSHA)

530 W. Allegan Street, P.O. Box 30643

Lansing, Michigan 48909-8143

If you need further information, call 855-SAFEC19 (855-723-3219).

To request consultation, education and training services, call 517-284-7720

or visit our website at:

www.michigan.gov/miosha