



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**

Department of Labor and Economic Opportunity

MiSafeStart: Restaurant / Bar workgroup recommendations

PRELIMINARY AND PRE-DECISIONAL | MAY 21ST, 2020



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OPPORTUNITY**

Distance, not capacity

- Strict distancing rules for floor plan rather than capacity limit based on current seating or Fire Code Occupancy
- Clarify exception to 6-foot distancing requirement where physical barriers (e.g., plexiglass shield between booths) are used

Noninvasive customer entry screening

- No requirement for verbal wellness check between host and customer (maintain normal patron relationship)
- Instead, post clear signage and watch for symptoms

“Michigan Promise”

- Create standard public health “pledge” signage for both proprietors, patrons

Targeted closure for deep cleaning

- Amend policy to allow portions of large facilities to stay open after symptomatic event
- Define COVID-10 symptoms to exclude common / allergy symptoms

Time to ramp up

- Give 7-10 days of notice before scheduled opening to permit implementation of risk mitigation strategies, activation of supply chain

Eight steps for employers to keep their workers safe, within the hierarchy of controls



1 Administrative controls



2 Access control



3 Distancing



4 Sanitation



5 Hygiene



6 PPE



7 Positive case protocols



8 Facility closure



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Administrative controls

Requirements – “must”

- **Create an exposure control plan**
 - State should provide a template
 - State should provide examples of high-quality plans
- **Create communication material to inform customers of new policy**
 - State should create a “Michigan Promise” to commonize signage and increase patron confidence
- **Designate worksite supervisor**
 - Designate a responsible party for exposure control on each shift
 - Monitor, and report on the COVID-19 control strategies

Best practices – “should consider”

- **Define scope of response team**
 - Ensure robust implementation of safety protocols
 - Ensure compliance with CDC, federal OSHA, MIOSHA, MDHHS, and Executive Orders
 - Ensure completion of daily “checklist” items, including facility cleaning and food safety
 - Share notice on-site and digitally to explain new / evolving policy

Requirements – “must”

- **Train employees**
 - Workplace infection control
 - Appropriate use of PPE in conjunction with guidelines
 - Food safety protocols (including cleaning between customers)
 - Steps employee must take to notify on symptoms
 - How to manage symptomatic customers
 - How to report unsafe working conditions

Best practices – “should consider”

- **Use available training modules**
 - ServSafe
 - Use resources from Michigan Restaurant and Lodging Association and National Restaurant Association
 - State should promote / link to compliant training modules
- **Train employees on how to stay safe away from work**
 - Additional voluntary training on personal immune health



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Administrative controls

Requirements – “must”

- **Post sign(s) at store entrance(s) informing customers not to enter if they are or have recently been sick**
 - Recommend that state not require employees to verbally screen employees
 - Proprietors want to preserve patron / host relationship
- **Conduct a daily questionnaire screening protocol for employees**
 - Employees who show fever (100.4) should be barred entry
- **Recommend against limit on capacity by seating or occupancy**
 - Recommend relying on distancing rather than cap

Best practices – “should consider”

- **Use a symptom tracking application for employees**
- **Offer carryout option for customers who identify as symptomatic**



2 Access control

Requirements – “must”

- **Create six feet of separation between parties or groups**
 - Recommend that state clarify separation barrier standard
- **Install physical barriers**
 - Sneeze guards and partitions
 - Cash registers, bars, host stands, and other areas where maintaining physical distance of six feet is difficult
- **Limit the number of employees in shared spaces**
 - Kitchens, break rooms, and offices; if possible
 - Maintain at least a six-foot distance between employee

Best practices – “should consider”

- **Close / Limit traffic in high-density areas of the restaurant**
 - Waiting areas, standing room at bar, restrooms
 - Increase use of text-based systems (e.g., ReadyText) or reservations to minimize volume in waiting areas
 - Recommend that state not close waiting area entirely (“too hard to implement”) and rely on demarcated spacing
 - Identify accessible options for elderly, disabled residents
- **Provide visual cues**
 - Tape, ground markings to marking walking patterns



3 Social distancing

Requirements – “must”

- **Limit shared items for customers**
 - Table items (e.g., condiments)
 - Recommend using individual dispensers or packets
- **Close self-serve food and drink options, like buffets**
- **Provide employees time for handwashing**

Best practices – “should consider”

- **Provide sanitizer**
 - Individual hand sanitizer for tables / customers
- **Consider closing off high touch surfaces**
 - Water fountains
 - Tactile hand dryers
- **Post signage to remind customers of hygiene policies and CDC / public health guidance**



4 Hygiene

Requirements – “must”

- **Conduct frequent cleaning**
 - Tables between parties
 - High touch surfaces (doorknobs, handrails, etc.)
 - Kitchen
 - Toilets and restrooms
- **Train a team for deep cleaning**
 - Recommend that state not require using a third-party service (focus on training standard instead)

Best practices – “should consider”

- **Identify a third-party cleaning service for deep clean**
 - Recommend that state not require using a third-party service (focus on training standard instead)
- **Create new protocols for existing cleaning staff**
 - Recommend that state provide standard / language



5 Sanitation

Requirements – “must”

- **Provide cloth facial coverings to all workers**
 - Recommend that state communicate that N95, surgical masks not necessary
- **Wear cloth facial coverings indoors if medically appropriate**
 - Recommend that state ensure consistency in use of the word “mask” in all public comms
 - Recommend that state clarify position on masks vs. facial coverings (to bolster employee / patron comfort)
 - Recommend that state permit face shields for chefs / cooks / kitchen staffs (“too hot”)

Best practices – “should consider”

- **Recommend against gloves**
 - Recommend that state communicate that gloves are not protective (just as likely to transfer surface particles from gloves as hands)
- **Reminders on proper donning and doffing**
 - Training
 - Signage



Requirements – “must”

- **Create policy to keep symptomatic employees at home**
 - 3-7 days after fever breaks
 - 14 days after quarantine / isolation due to close contact with a symptomatic individual

Best practices – “should consider”

- **Identify and train isolation coordinators for on-site assistance**
- **Check in periodically with employees on health and ability to work**



7 Case monitoring

Requirements – “must”

- **Targeted closure in case of a symptomatic event**
 - Recommend that state narrow the restaurant closure order, to focus in a targeted way on the affected dining room or dining area
- **Notify local public health**
 - Confirmed positive cases only
 - Allow restaurant sufficient time to control messaging to patrons / general public
- **Notify exposed coworkers**
 - Narrow notification standard from “contact to “close contact”
 - 15 mins, 6 feet

Best practices – “should consider”

- **Notify local public health of symptomatic events**
 - Voluntary: inform local public health of outbreak (multiple symptomatic events) before positive tests
- **Reminders on proper donning and doffing**
 - Training
 - Signage



8 Facility closure

- **Expedite municipal zoning amendments:** Delegate authority for zoning changes to chair of the zoning commission or chief elected official
- **Suspend permitting / approval for outdoor activity:**
 - Expedited municipal review of outdoor dining and retail
 - Allow outdoor dining / retail where not explicitly prohibited
 - Waive minimum parking requirements
 - Create temporary outdoor liquor license through end of year
 - Permit use of shared lots for outdoor activity
 - Expedite municipal authority for outdoor activities and vehicular rights of way
- **Suspension of associated fees**

- Resorts / event venues
- Banquet halls
- Airport dining

Group 1

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