



Position Statement

Coronavirus (COVID-19)

March 17, 2020

Our Goal:

1. Protect all workplace and workforce members by providing exclusively comprehensive occupational health services during a time of potential turmoil
2. Provide quality occupational health services without service interruption

Advice to avoid illness:

1. Wash your hands often-soap and water (warm if possible) – 20 seconds minimum
2. Use alcohol-based hand sanitizer
3. Don't touch your face or eyes
4. Practice social distancing and avoid close contact with groups of people
5. Stay home if you are sick and avoid close contact with others (6 feet away)
6. Cover your mouth/nose with a tissue when coughing or sneezing, then throw out the tissue.
7. Clean and disinfect frequently touched objects and surfaces
8. Send your employee(s) home, promptly, if they are coughing, feverish or generally look "ill"
9. Avoid physical interactions such as handshakes

Our Conclusion:

1. Please refer to document titled "DCD COVID-19 EMPLOYER NOTICE – IMPORTANT INFORMATION", that accompanies this position paper for additional information.
2. Reliable information is available from numerous sources including The Centers for Disease Control and Prevention, the State of Michigan, The World Health Organization and the National Institutes of Health
3. Employee concerned about COVID-19 illness should call their primary health care provider for advice on influenza type illness as opposed to presenting to a medical care facility where there is no specific testing or specific treatment available for COVID-19
4. People should seek evaluation in the Emergency Department for flu like symptoms ONLY if experiencing difficulty breathing and/or overall deteriorating condition
5. Return to work following known COVID-19 infection is likely to be further defined with time. Currently, swab specimens from (3) different anatomic sites on (3) consecutive days must be negative for the infected person to be released from Quarantine (that is a minimum of 9 tests)

Medical Statement

COVID-19 is a new and incompletely understood virus that is in the same virus family as "colds" as well as "SARS". We will fear less what we understand better. Laboratory testing by American standards is still sparse, but rapidly expanding. We will have better predictions and projections as laboratory testing becomes more available in the coming weeks, and as US physicians gain experience in treating this disease.

There is no antidote or proven medications for treatment of COVID-19. There are treatment medications in Phase 2 trials. We are hopeful that a vaccine in development will work out.

The goal should be to protect the work environment for the people you work with as well as your own personal space. Do not allow co-workers with fever and/or coughing to work or have presence in the workplace environment. These employees should be sent home. Ill individuals with "flu like" symptoms should self-treat at home, isolating themselves from family members. If they have trouble breathing and/or become short of breath, they should call their primary care provider for advice.

Our challenge is to change our collective culture about disease spread. COVID-19 apparently cannot be distinguished, even by physicians, from other common upper and lower respiratory infections. Therefore, to lessen the overall impact to our businesses and society as a whole, we need to immediately start being diligent that co-workers with illness, fever, and/or cough should not be allowed to cohabitate our respective environment and share the same air. These people should “wait it out” at home, effective immediately.

Governor Whitmer has that we now have confirmed cases in Michigan. The number of cases will soon begin to rise daily. It is easily transmitted person to person and the transmission rate is higher than influenza. Now, we must begin common sense social distancing.

Again, if you are ill with a respiratory type infection, stay home and wait it out. Our source for authority is the US Center for Disease Control (CDC) in conjunction with the Michigan Department of Health.

Employer Notice

If an employer suspects their employee has flu-like symptoms, the employee should be sent home immediately and begin self-directed supportive care including rest, fluids and over the counter medications. Most patients will recover without medical intervention. However, for those patients that develop shortness of breath and difficulty breathing they should seek medical care at an emergency department.

1. Please note the State of Michigan provides information via a “Coronavirus Disease 2019 Face Sheet”, available at <http://www.michigan.gov/mdhs> The fact Sheet can be printed and posted and is available in multiple languages
2. D&K Engineered Construction provides the following information regarding the Coronavirus Disease 2019 (COVID-19) as published by Centers for Disease Control and Prevention: <http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>
3. D&K Engineered Construction staff recommend employers monitor these web sites as information is ever evolving and the CDC will provide scientific bases updates on a frequent basis. The CDS also provides information regarding numerous health related practices including printable posters applicable to the work [lace.
4. Please note the Center for Disease Control Interim Guidance for Businesses and Employers to Plan and Respond to Coronavirus Disease 2019 (COVID-19), March 9, 2020 included in part below.

Interim Guidance for Businesses and Employers

Plan, Prepare and Respond to Coronavirus Disease 2019

1. This interim guidance is based on what is currently known about the coronavirus disease 2019 (COVID-19). The Centers for Disease Control and Prevention (CDC) will update this interim guidance as needed and as additional information becomes available.
2. CDC is working across the Department of Health and Human Services and across the U.S. government in the public health response to COVID-19. Much is unknown about how the virus that causes COVID-19 spreads. Current knowledge is largely based on what is known about similar coronavirus.

Actively encourage sick employees to stay home:

1. Employees who have symptoms of acute respiratory illness are recommended to stay and not come to work until they are free of fever (100.4 F [37.8 C] or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants).
2. Employees should notify their supervisor and stay home if they are sick.
3. Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies.
4. Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies
5. Do not require a healthcare provider’s note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare provider offices and medical facilities may be extremely busy ad not able to provide such documentation in a timely manner.
6. Employees should maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay home to care for sick children or other sick family members that is usual.

Separate sick employees:

1. CDC recommends that employees who appear to have acute respiratory illness symptoms (i.e. cough, shortness of breath) upon arrival to work or become sick during the day should be separated from other employees and be sent home immediately. Sick employees should cover their noses and mouth with a tissue when coughing or sneezing (or an elbow or shoulder if no tissue is available).

Emphasize staying home when sick, respiratory etiquette and hand hygiene by all employees:

1. Place posters that encourage staying home when sick, cough and sneeze etiquette, and hand hygiene at the entrance to your workplace and in other workplace areas where they are likely to be seen
2. Provide tissues and no-touch disposal receptacles for use by employees
3. Instruct employees to clean their hands often with an alcohol-based hand sanitizer that contains at least 60-95% alcohol, or wash their hands with soap and water (warm if possible) for at least 20 seconds. Soap and water (warm if possible) should be used preferentially if hands are visible dirty
4. Provide soap and water (warm if possible) alcohol-based hand rubs in the workplace. Ensure that adequate supplies are maintained. Place hand rubs in multiple locations or in conference rooms to encourage handy hygiene.
5. Visit the coughing and sneezing etiquette and clean hands webpage for more information

Perform routine environmental cleaning:

1. Routinely clean all frequently touched surfaces in the workplace, such as workstations, countertops, and doorknobs. Use the cleaning agents that are usually used in these areas and follow the directions on the label
2. No additional disinfection beyond routine cleaning is recommended at this time.
3. Provide disposable wipes so that commonly used surfaces (for example, doorknobs, keyboards, remote controls, desks) can be wiped down by employees before each use

Advise employees before traveling to take certain steps:

1. Check the CDC's Traveler's Health Notices for the latest guidance and recommendations for each country to which you will travel. Specific travel information for travelers going to and returning from China, and information for aircrew, can be found on the CDC website.
2. Advise employees to check themselves for symptoms of acute respiratory illness before starting travel and notify their supervisor and stay home if they are sick.
3. Ensure employees who become sick while traveling or on temporary assignment understand that they should notify their supervisor and should promptly call a healthcare provider for advice if needed
4. If outside the United States, sick employees should follow your company's policy for obtaining medical care or contact a healthcare provider or overseas medical assistance company to assist them with finding an appropriate healthcare provider in that country. A U.S. consular officer can help locate healthcare services. However, U.S. embassies, consulates, and military facilities do not have the legal authority, capability, and resources to evacuate or give medicines, vaccines, or medical care to private U.S. citizens overseas

Additional Measures in Response to Currently Occurring Sporadic Importations of the COVID-19:

1. Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor and refer to CDC guidance for how to conduct a risk assessment of their potential exposure.
2. If an employee is confirming to have COVID-19, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Employees exposed to a co-worker with confirmed COVID-19 should refer to CDC guidance for how to conduct a risk assessment of their potential exposure.