

Oakland County issues new health order for screening employees and maintaining social distancing at essential businesses



Dana R. White, James J. Boutrous II, Miriam L. Rosen | Tuesday, March 24, 2020

On March 24, 2020, Oakland County Executive David Coulter, in conjunction with Oakland County Health Division, issued [Emergency Order \(2020-5\) For Control of Pandemic](#) (the “Oakland County Health Order”), requiring all open businesses and operations subject to [Michigan Executive Order 2020-21](#) to implement the following screening procedures and social distancing measures, effective Wednesday, March 25, 2020.

- **Develop a daily screening program for all on-site personnel.** Screening criteria must include:
 - Symptoms check (fever, cough, shortness of breath, sore throat, diarrhea), with temperature check when a touchless thermometer is available.
 - Asking whether the employee has been in close contact with someone with a COVID-19 diagnosis within the last 14 days.
 - Asking whether the employee has traveled internationally or domestically in the last 14 days.

If an employee has any of the above symptoms, or answers “yes” to any of the questions above, that employee must be excluded from on-site operations:

- 3 days where there is no fever and 7 days since the employee’s last symptom.
- 14 days where there has been close contact with a diagnosed case of COVID-19.
- 14 days following the return from any international or domestic travel.

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- **Develop and implement a plan to control social distancing (at least 6-feet apart) for on-site employees and customers waiting in lines within or outside of the premises.**
- **Limit capacity to provide for social distancing between customers, employees, and each of them, including signage, entrance limits and specialized hours.**
- **Post a copy of the [Oakland County Health Order](#) at the entrance of the business, and to the members of the public at large by all reasonable means available.**

The Oakland County Health Order will go into effect at 12:00 p.m. on Wednesday, March 25, 2020 and will remain in effect until at least April 13, 2020 (concurrent with Executive Order 2020-21).

McDonald Hopkins has a team of professionals dedicated to counseling businesses through the COVID-19 crisis. If you have questions regarding the Oakland County Health Order, and how impacts your business, please contact the attorneys listed below.



Dana R. White

[Team member bio](#)



James J. Boutrous II

[Team member bio](#)



Miriam L. Rosen

[Team member bio](#)