

## July 17, 2020 Updates

Hello MNLA Members:

We hope that you, your family, and everyone in your business are staying healthy. With the additions of new and rescissions of current Michigan Executive Orders, here are updates to help keep your green industry business in compliance.

In this update:

1. *Breaking News Friday, July 17*—New Order on Masks – Executive Order No. 2020-153 (rescission of EO 2020-147)
2. Safeguards to protect Michigan’s workers from COVID-19 – Executive Order No. 2020-145 (rescission of EO 2020-114)
3. What to do if a worker tests positive for COVID-19 OR comes in close contact with an individual who tests positive or with an individual that displays one or more of the principal symptoms – Executive Order No. 2020-36
4. Youth Employment -Executive Order No. 2020-140
5. Migrant and Seasonal Workers – Executive Order No. 2020-137

### 1. *Breaking News*--New Order on Masks:

- Executive Order No. 2020-153 was introduced with immediate effect this afternoon and rescinds EO 2020-147 that was effective on July 13, 2020. EO 2020-153 still requires any business that is open to the public to refuse entry or service to people who refuse to wear a face covering. No shirts, no shoes, no mask—no service.
- You must post signs at your entrance instructing customers of their legal obligation to wear a face covering while inside. We’ve attached a sign developed by the MI Dept of Labor and Economic Opportunity that meets the requirements in this Order.
- In addition, this Order clarifies that businesses may not assume that an unmasked customer cannot medically tolerate a face covering, though they may accept a customer’s verbal representation to that effect. What this means for you—you should not assume that a mask-less customer legally falls within an exemption from wearing a mask (either under the age of 5 or they cannot medically tolerate wearing a face covering) and you can ask a customer and accept their answer that they are not wearing a mask because of one of the exceptions.
- The specific sections that pertain to businesses are #3, (a), (b), and (c) in the attached Order No. 2020-153.
- Willful violations of this order are subject to a \$500 fine and a misdemeanor consistent with MCL 10.33 and MCL 30.405(3). Additionally, those found in violation are potentially subject to suspension of any applicable business license (including but not limited to a liquor license).

### 2. Safeguards to protect Michigan’s workers from COVID-19:

- We’ve attached Executive Order No. 2020-145 which details what each Michigan business must be doing to remain open.
  - All business must comply with 1. (a) thru (u) and...
    - ...Outdoor businesses must comply with 2.

- ...Retail businesses must comply with 6.
- ...Manufacturing facilities must comply with 4.

3. What to do if a worker tests positive for COVID-19 OR comes in close contact with an individual who tests positive or with an individual that displays one or more of the principal symptoms – Executive Order No. 2020-36. As an employer you must comply with all sections in this Order, but here are the two sections that describe what you should do if a worker has either of these scenarios:

○ EO No. 2020-36, Section 2:

2. Subject to the exceptions in section 5 of this order, it is the public policy of this state that any and all individuals who test positive for COVID-19 or who display one or more of the principal symptoms of COVID-19 should remain in their home or place of residence, even if they are otherwise permitted to leave under Executive Order 2020-21 or any executive order that may follow it, until:

(a) three days have passed since their symptoms have resolved, and

(b) seven days have passed since their symptoms first appeared or since they were swabbed for the test that yielded the positive result.

This section will cease to apply to anyone who, after showing symptoms, receives a negative COVID-19 test.

○ EO No. 2020-36, Section 3.

3. Subject to the exceptions in section 5 of this order, it is the public policy of this state that any and all people who have had close contact with an individual who tests positive for COVID-19 or with an individual who displays one or more of the principal symptoms of COVID-19 should remain in their home or place of residence, even if they are otherwise permitted to leave under Executive Order 2020-21 or any executive order that may follow it, until either 14 days have passed since the last close contact with the sick or symptomatic individual, or the symptomatic individual receives a negative COVID-19 test.

4. Youth Employment:

- If you employ youth in your business please note that in [Executive Order 2020-140](#) to temporarily suspend requiring an application of a work permit to be made in person. It may be submitted by mail, email, fax, or web-based form. In addition, this Order temporarily suspends the requirement that the color of work permits for minors under 16 years of age does not need to be distinct from that of work permits for minors 16 years of age and over.

5. Migrant and Seasonal Ag Workers:

- All owners and operators of employer-provided migrant housing camps licensed by the MI Dept of Ag & Rural Development must comply with [Executive Order No. 2020-137](#).

Please let me know if you have any questions. I can be reached either by email at [amy@mnl.org](mailto:amy@mnl.org) or by telephone at (517) 381-0437.

Thank you and please be safe.

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*"The achievements of an organization are the results of the combined effort of each individual." – Vince Lombardi*

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