



Hello Summit County Businesses,

In light of the Governor's Briefing on 3/20/20 urging Ohio's businesses to take heed and follow the recommendations to protect employees and our citizens, we are providing resources and the recommended strategies below and urge you to follow this guidance.

There is a media release summarizing the warning to non-compliant businesses from Governor DeWine to comply with orders to take steps to protect employees from the spread of COVID-19. It can be accessed at <https://coronavirus.ohio.gov/wps/portal/gov/covid-19/home/news-releases-news-you-can-use/ohio-records-first-covid-19-death>. The full briefing (or any previous briefings) can be viewed at [www.OhioChannel.org](http://www.OhioChannel.org). The Governor does a briefing daily at 2 pm.

All the Governors and the Ohio Department of Health orders are located at [www.coronavirus.ohio.gov](http://www.coronavirus.ohio.gov). They are listed on the webpage under Public Health Orders at the bottom.

**Below are recommended strategies for employers to use regarding Coronavirus Disease 2019 (COVID-19) based on guidance through 3/20/20 (including CDC and ODH recommendations):**

- **Actively encourage sick employees to stay home:**
  - Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are fever free with a temperature of 100.4° F [38.0° C] or less, have no 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). Employees should notify their supervisor and stay home if they are sick.
  - All businesses remaining open, temperature checks are to be done on all employees at the beginning of their shift, if able to do so. Employees should be directed to a common area near the employee entrance to have their temperature checked before reporting to their desk/work area until cleared. If temperature check shows a fever (over 100.4 F) the employee needs to be sent home. If at any time during the day, the employee feels feverish, please direct them to go to HR or have someone else assigned to take their





temperature. Any temperature 100.4F or higher will result in the employee needing sent home.

- If a business is not able to take temperatures of employees at work, they are to instruct employees to take their temperature at home and do not report to work if they have a fever of 100.4 or higher.
  - Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies.
  - 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.
  - 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 and not able to provide such documentation in a timely way.
  - Employers 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 at home to care for sick children or other sick family members more than is usual.
- **Separate sick employees:**
    - 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 mouths 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:**
    - 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.
    - Provide tissues and no-touch disposal receptacles for use by employees.
      - 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 for at least 20 seconds. Soap and water should be used preferentially if hands are visibly dirty.
- Provide soap and water and 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 hand hygiene.
  - Visit the [coughing and sneezing etiquette](#) and [clean hands webpage](#) for more information.
- **Perform routine social distancing and environmental cleaning:**
    - If able, please keep meetings to 10 persons or less and allow 6 feet spacing between workers, chairs, and workstations.
    - 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.
    - No additional disinfection beyond routine cleaning is recommended at this time.
    - Provide disposable wipes so that commonly used surfaces (for example, doorknobs, keyboards, remote controls, desks) can be wiped down by employees before each use.
    - Prop open common doors that are able to be opened to avoid frequent touching of door handles.
  - **Advise employees before traveling to take certain steps:**
    - 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 at on the [CDC website](#).
    - 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.
    - 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.





- 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 regarding COVID-19 contacts or cases associated with a workplace:**
  - In Ohio, employees who are in any form of monitoring, isolation, or quarantine are being followed by the local health department where they reside/live. Employees should notify their supervisor of this and ask the local health department for a work exclusion letter to provide to employer.
  - If an employee is confirmed to have COVID-19 and was at your workplace during the defined contagious period, the health department where your place of business is located will notify you if a workplace contact investigation is warranted. Employers should inform employees (if they are identified by the health department as contacts) of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA).

Additional guidance may be found at the below link:

<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>

Or don't hesitate to call or email us and we will get back to you as quickly as possible.

Sincerely,

Marlene Martin  
Public Information Officer, SCPH  
330-926-5774  
mmartin@sched.org

