To: PMA Pennsylvania Members

On April 15, 2020, the Pennsylvania Secretary of Health Dr. Rachel Levine signed an order requiring all employees at essential/life-sustaining businesses to wear a mask during their time at work among other social distancing, safety and cleaning protocols. The order goes into effect on April 19, 2020 at 8:00 p.m.

Under the order it is mandatory for employees to wear masks while at work and employers are required to provide those masks for their employees. Employers may approve masks obtained or made by employees as long as those masks adhere to guidance provided by the PA Department of Health and the CDC.

The order also requires life-sustaining businesses to:

- Require the frequent sanitation of high-touch areas
- Stagger work start and stop times, break times and lunch times
- Restrict the number of people who can access common areas, such breakrooms, at the same time to provide sufficient space for employees to maintain a social distance of 6 feet and arrange seating to have employees facing forward and not across from each other
- Conduct meetings by phone or online; if a meeting must be held in person, limit the meeting to 10 people and maintain a social distance of 6 feet
- Provide sanitation materials to workers and visitors, such as handwashing stations with soap, hand sanitizer and disinfectant wipes
- Ensure common areas are cleaned regularly, including between shifts
- Prohibit non-essential visitors from entering the premises

Businesses also must adopt policies to deal with potential exposure to COVID-19 in the workplace. Under the order, businesses must institute protocols upon the discovery that the business has been exposed to a person who has a probable or confirmed case of COVID-19 such as closing off any areas in the facility where the infected person has been and ventilate the area for 24 hours before beginning cleaning and disinfecting. Businesses must also identify and notify all employees who were in close contact with the infected individual from about 48 hours before symptoms appeared and monitor those employees according the CDC guidance. Employers must also implement temperature checks before employees enter the facility and send home any employees that have an elevated temperature or fever of 100.4 degrees Fahrenheit or higher.

Please feel free to reach out to us at any time with questions.