



HUMAN RESOURCES AND LABOR RELATIONS DEPARTMENT

1 S. Main, 6th Floor
Mount Clemens, Michigan 48043
Phone: (586) 469-5280 Fax: (586) 469-6974
Macombgov.org/HRLR

Andrew S. McKinnon
Director
(586) 469-5114

Karlyn R. Semlow
Deputy Director
(586) 469-6160

Brian Jacks
Service Director
(586) 469-7248

Stephanie Dobson
Retirement Administrator
(586) 469-6223

Denise Krzeminski
Operations Administrator
(586) 469-7713

Jennifer Smiley
Benefits Administrator
(586) 469-5573

To: County Staff

From: Andrew S. McKinnon, Director
Human Resources and Labor Relations

Date: May 13, 2021

Re: Mask Mandates and OSHA Complaints

We wanted to remind everyone that, now that we have hit the Governor's first goal of 55% of eligible individuals getting their first dose of the vaccine, the remote work mandate from the state "sunset" on May 24. Although the mandate to work remotely if "feasible" will be lifted, although the mask mandate, distancing mandate and practicing proper hand hygiene remains in place.

Over the last 15 months we have received many reports from staff about masks and whether people are wearing masks appropriately or not. We encourage collegial conversations reminding each other about the mask mandates. Further, we frequently issue reminder emails when we receive specific reports. However, we predict this will continue to be an ongoing issue as long as the mandate is in place. As MIOSHA receives reports and makes findings, the County will likely have to pay fines, which takes money from County coffers, funds that could be used for other purposes. I would always rather County funds be used for our team and to provide services to our community, not sent to a regulatory agency. So please join me in making every effort to be in compliance until the mandates ease.

In case you are unaware, the information below details the governor's target levels of vaccination to continue on our road back to "normalcy." The "Vaccto Normal" plan uses four vaccination-based milestones that, once achieved, will enable Michigan to take a step toward normalcy:

55% of Michiganders (4,453,304 residents), plus two weeks

- Allows in-person work for all sectors of business.

60% of Michiganders (4,858,150 residents), plus two weeks

- Increases indoor capacity at sports stadiums to 25%.
- Increases indoor capacity at conference centers/banquet halls/funeral homes to 25%.
- Increases capacity at exercise facilities and gyms to 50%.
- Lifts the curfew on restaurants and bars.

65% of Michiganders (5,262,996 residents), plus two weeks

- Lifts all indoor % capacity limits, requiring only social distancing between parties.
- Further relaxes limits on residential social gatherings

70% of Michiganders (5,667,842 residents), plus two weeks

- Lifts the Gatherings and Face Masks Orders such that MDHHS will no longer employ broad mitigation measures unless unanticipated circumstances arise, such as the spread of vaccine-resistant variants.

Finally, I feel like I should probably state, so that it's clear, the reporting of any violation of a regulatory agency's rules is never the problem. We welcome inspection and always try to keep our staff as safe as possible. However, as with any organization there are times where we fall short of perfection, or times where people just plain forget things. That's why we mention having collegial conversations so that we can gently remind each other prior to an outside party having to get involved.

As always thanks for all you do for the people and staff of Macomb County.