



# **COVID-19 Guidance for Maryland Strong: Roadmap to Recovery**

**Maryland Department of Health**

Updated May 14, 2020



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# Guidance for Businesses

RELEASED APRIL 24, 2020

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**Maryland**  
DEPARTMENT OF HEALTH

# Business and COVID-19

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- ❖ Operating a business safely
- ❖ Maryland Strong: Roadmap to Recovery
- ❖ Employee return to work guidance



# Operating a Business Safely

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- ❖ Sick employees should not work
- ❖ Social distancing policies
- ❖ Facial coverings
- ❖ Flexible policies for telework and leave
- ❖ Cough and sneeze hygiene
- ❖ Hand hygiene
- ❖ Routine environmental cleaning, especially “high-touch” surfaces
- ❖ Education and training
- ❖ Open communications with employees, vendors, contractors
- ❖ Consider alternatives to travel



# Maryland Strong: Roadmap to Recovery

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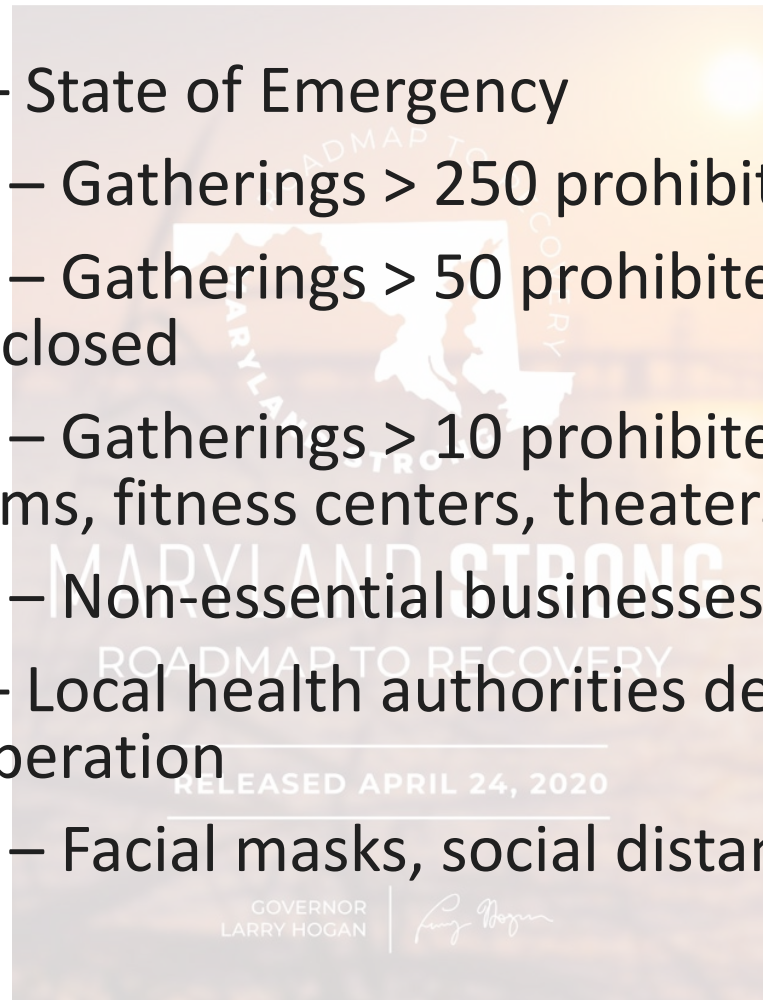
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# Maryland Strong: Road to Recovery

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- ❖ 3/5/2020 – State of Emergency
- ❖ 3/12/2020 – Gatherings > 250 prohibited
- ❖ 3/16/2020 – Gatherings > 50 prohibited; bars, restaurants closed
- ❖ 3/19/2020 – Gatherings > 10 prohibited; further closures (gyms, fitness centers, theaters, more)
- ❖ 3/23/2020 – Non-essential businesses closed
- ❖ 4/5/2020 – Local health authorities determine “unsafe business” operation
- ❖ 4/15/2020 – Facial masks, social distancing required



# Building Blocks

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- ❖ PPE
- ❖ Surge capacity
- ❖ Testing
- ❖ Contact tracing



# Maryland Strong: Road to Recovery

- ❖ 5/13/2020 – Governor declares Stage 1 of Roadmap to Recovery
  - I.c. Political subdivisions may open outdoor public spaces
    - ✓ i. In consultation with local health officer
    - ✓ ii. Local health official may issue conditions
    - ✓ iii. COVID-19 prevention practices still apply
  - I.d. Local subdivisions may impose stricter conditions
  - II. Gatherings > 10 still prohibited

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# Businesses Operations

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## ❖ III. Businesses that may be open:

- a. Religious facilities ( $\leq 50\%$  capacity)
- b. Retail establishments ( $\leq 50\%$  capacity)
- c. Manufacturing
- d. Personal services:
  - ✓ Beauty salons for hair services and blow drying, and barber shops
  - ✓ All customers  $> 2$  y.o. wear facial coverings
  - ✓ Appointments only,  $\leq 50\%$  capacity
  - ✓ Clean and disinfect per CDC and MDH

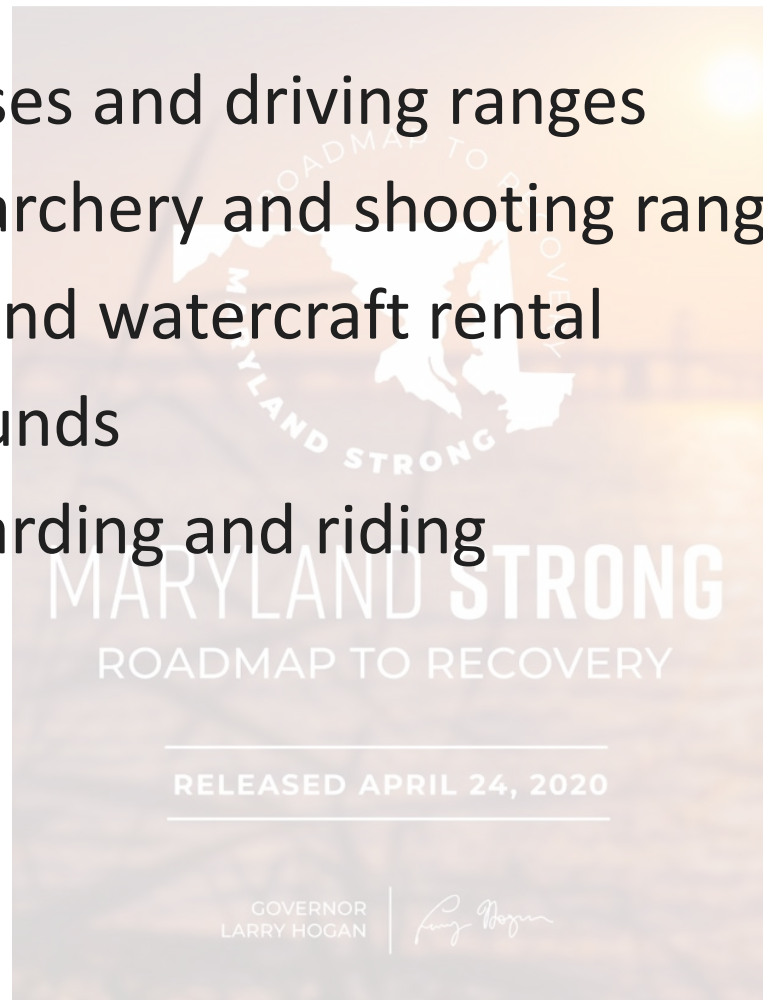
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# Recreation Open

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- ❖ Golf courses and driving ranges
- ❖ Outdoor archery and shooting ranges
- ❖ Marinas and watercraft rental
- ❖ Campgrounds
- ❖ Horse boarding and riding



# Operating Requirements

- ❖ Businesses that are operating must comply with:
  - Local government orders;
  - Secretary of Health Directives;
  - Social distancing guidance from CDC and MDH;
  - Orders from Local Health Officers pursuant to Executive Order 20-04-05-02, “Delegating Authority to Local Officials to Control and Close Unsafe Facilities”;
  - Executive Order 20-04-05-01, “Requiring Use of Face Coverings Under Certain Circumstances and Requiring Implementation of Certain Physical Distancing Measures”
- ❖ Any business, organization, establishment or facility may require facial coverings, and shall post signage if it does

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# Employer and Health Care Provider Guidance on Return to Work

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# Employee Return to Work – Confirmed or Suspected COVID-19

1. Employee has suspected COVID-19 (suspected means the employee has symptoms\* but has not been tested), or has symptoms and has tested positive.

\*Symptoms include cough, shortness of breath or difficulty breathing, fever (subjective, or measured temperature of 100.4° F. or more), chills, muscle pain, sore throat, new loss of taste or smell, or gastrointestinal symptoms like nausea, vomiting, or diarrhea

## Return to Work Based on Symptoms

The employee may return to work when:

- At least 3 days (72 hours) have passed fever-free without the use of fever-reducing medications; AND
- Improvement in respiratory symptoms (e.g., cough, shortness of breath); AND,
- At least 10 days have passed *since symptoms first appeared*.

2. Employee has confirmed COVID-19 (has had a positive laboratory test), but has had no symptoms.

At least 10 days have passed since the date of the first positive COVID-19 diagnostic test, and the employee has not subsequently developed symptoms since their positive test.

If symptoms develop, use Return to Work guidance in Category 1, above.

Note, because symptoms cannot be used to gauge where these individuals are in the course of their illness, it is possible that the duration of viral shedding (infectiousness) could be longer or shorter than 10 days after their first positive test.

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# Employee Return to Work – Exposed Employee

### 3. Employee has no symptoms, but:

- a) has a household member; OR
- b) has an intimate partner; OR
- c) is providing care in a non-healthcare setting without using precautions to an individual...

who has suspected or confirmed COVID-19.

Send employee home for a period of 14 days. If the employee develops no symptoms, the employee may return to work.

If the employee develops symptoms, the employee may return to work after these three things have happened:

- There has been no fever for at least 72 hours (that is three full days of no fever without the use of medicine that reduces fevers); AND
- Other symptoms have improved (for example, when cough or shortness of breath have improved); AND
- At least 10 days have passed since symptoms first appeared.

### 4. Employee has been within 6 feet for longer than 15 minutes with someone who has suspected or confirmed COVID-19.

Send employee home for a period of 14 days. If the employee develops no symptoms, the employee may return to work (note: if employee is essential worker in a critical infrastructure sector business, employee may return to work as specified in Category 6).

If the employee develops symptoms or is tested and confirmed to be COVID-19 positive, the employee may return to work under the conditions in as specified in Category 1 (if symptomatic), or Category 2 (if tested and found positive but has not developed symptoms).

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# Employee Return to Work – Unexposed, Critical Infrastructure Workers

5. Employee has been in the same indoor environment (e.g., a classroom, a hospital waiting room) as a person with suspected or confirmed COVID-19 for longer than 15 minutes but does not meet the definition of close contact (within 6 feet).

No work restrictions. Employee should self-monitor for symptoms, fever. If symptoms develop, self-isolate and return to work as specified above, depending on whether employee has symptoms or is tested (see Category 1).

6. Employee has had close contact (6 feet or less for longer than 15 minutes) with someone who has suspected or confirmed COVID-19, AND is a Critical Infrastructure Employee

If possible, employee should be off for 14 days. If not possible, employee may return to work with the following conditions:

- Employer should measure the employee's temperature and assess symptoms prior to them starting work. Ideally, temperature checks should happen before the individual enters the facility.
- As long as the employee doesn't have a temperature or symptoms, they should self-monitor under the supervision of their employer's occupational health program.
- The employee should wear a face mask at all times.
- Employee should maintain social distancing practices at all times.
- Regular cleaning and disinfection of work areas, especially "high-touch" areas.

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# Environmental Cleaning

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- ❖ EPA list of disinfectants registered for use against COVID-19 (SARS-CoV-2) available at:  
<https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>
- ❖ CDC interim guidance for cleaning in homes with suspected or confirmed COVID-19  
<https://www.cdc.gov/coronavirus/2019-ncov/community/home/cleaning-disinfection.html>;
- ❖ <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>

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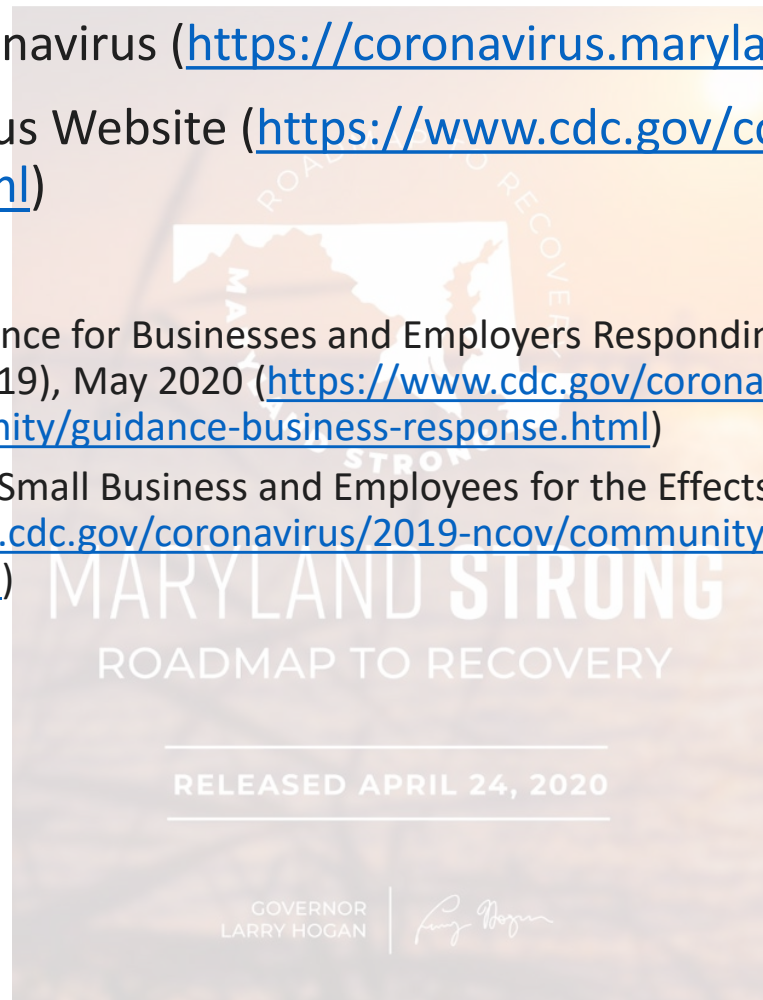




# Resources and References

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- ❖ Maryland Coronavirus (<https://coronavirus.maryland.gov/>)
- ❖ CDC Coronavirus Website (<https://www.cdc.gov/coronavirus/2019-nCoV/index.html>)
- ❖ CDC Guidance:
  - Interim Guidance for Businesses and Employers Responding to Coronavirus Disease 2019 (COVID-19), May 2020 (<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>)
  - Prepare your Small Business and Employees for the Effects of COVID-19 (<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html>)



# Maryland Strong: Roadmap to Recovery

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- ❖ Home page of Maryland Strong: Roadmap to Recovery:  
(<https://governor.maryland.gov/recovery/>)
- ❖ Downloadable version of the [Roadmap](#)
- ❖ Executive Order 20-05-13-01, Amending and Restating the Order Of May 6, 2020, Allowing Reopening of Certain Businesses and Facilities, Subject to Local Regulation:  
<https://governor.maryland.gov/wp-content/uploads/2020/05/Gatherings-SIXTH-AMENDED-5.13.20.pdf>

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