



# COVID-19 Business Update

Maryland Department of Health

March 18, 2020

# Agenda

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- ❖ Opening Remarks
  - Russ Strickland, Director, MEMA
- ❖ Status of COVID-19 in the State
  - Dr. Clifford Mitchell, MDH
- ❖ Business Operations
  - Kelly M. Schulz, Secretary of Commerce
- ❖ Labor and Employment Issues
  - Tiffany P. Robinson, Secretary of Labor
- ❖ Closing Remarks
  - Allegra Tartaglia, MEMA

*COVID-19*

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# Basic Facts

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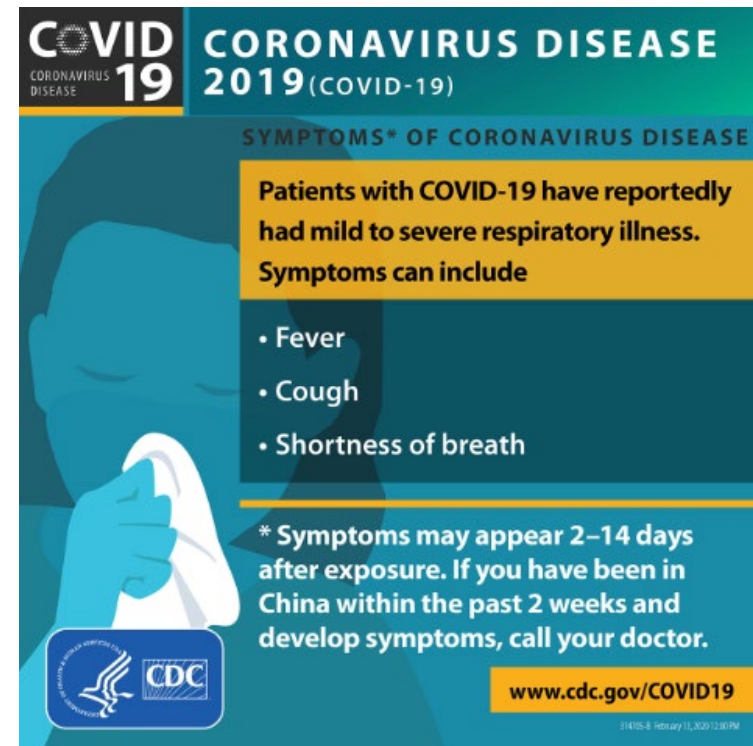
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- ❖ *Coronaviruses* are a family of viruses that cause disease in animals, humans, including the common cold, severe acute respiratory syndrome (SARS), and Middle East Respiratory Syndrome (MERS)
- ❖ COVID-19 is a new or novel coronavirus, also called SARS-CoV-2

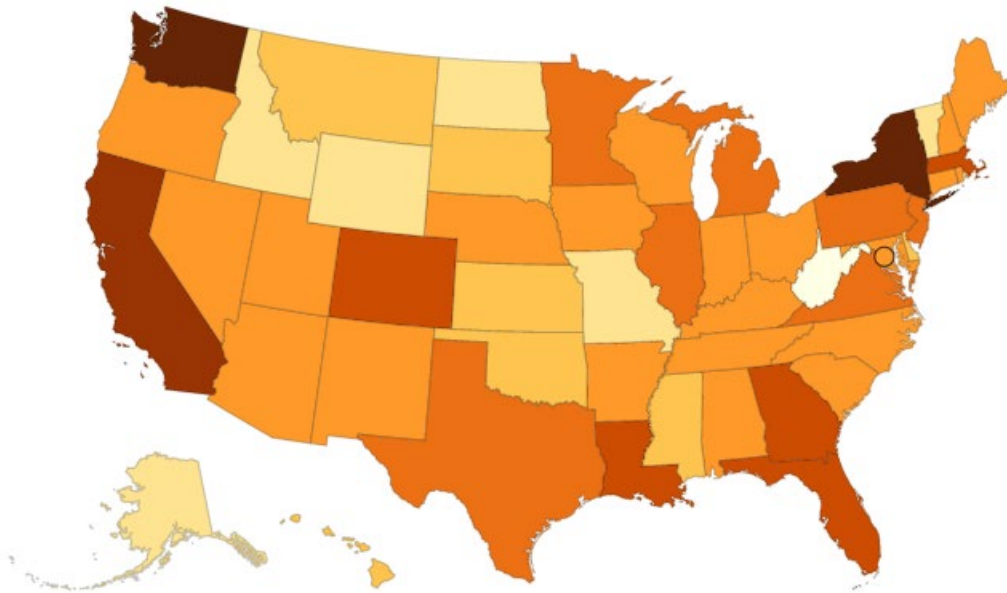


# Transmission and Symptoms

- ❖ Spreads person-to-person, primarily through respiratory droplets (cough, sneeze)
- ❖ Can be picked up from surfaces
- ❖ Incubation period: 2 – 14 days, 5 days on average
- ❖ Symptoms:
  - Fever, cough, shortness of breath; some GI symptoms



# Reported Cases in US as of 3/17/2020



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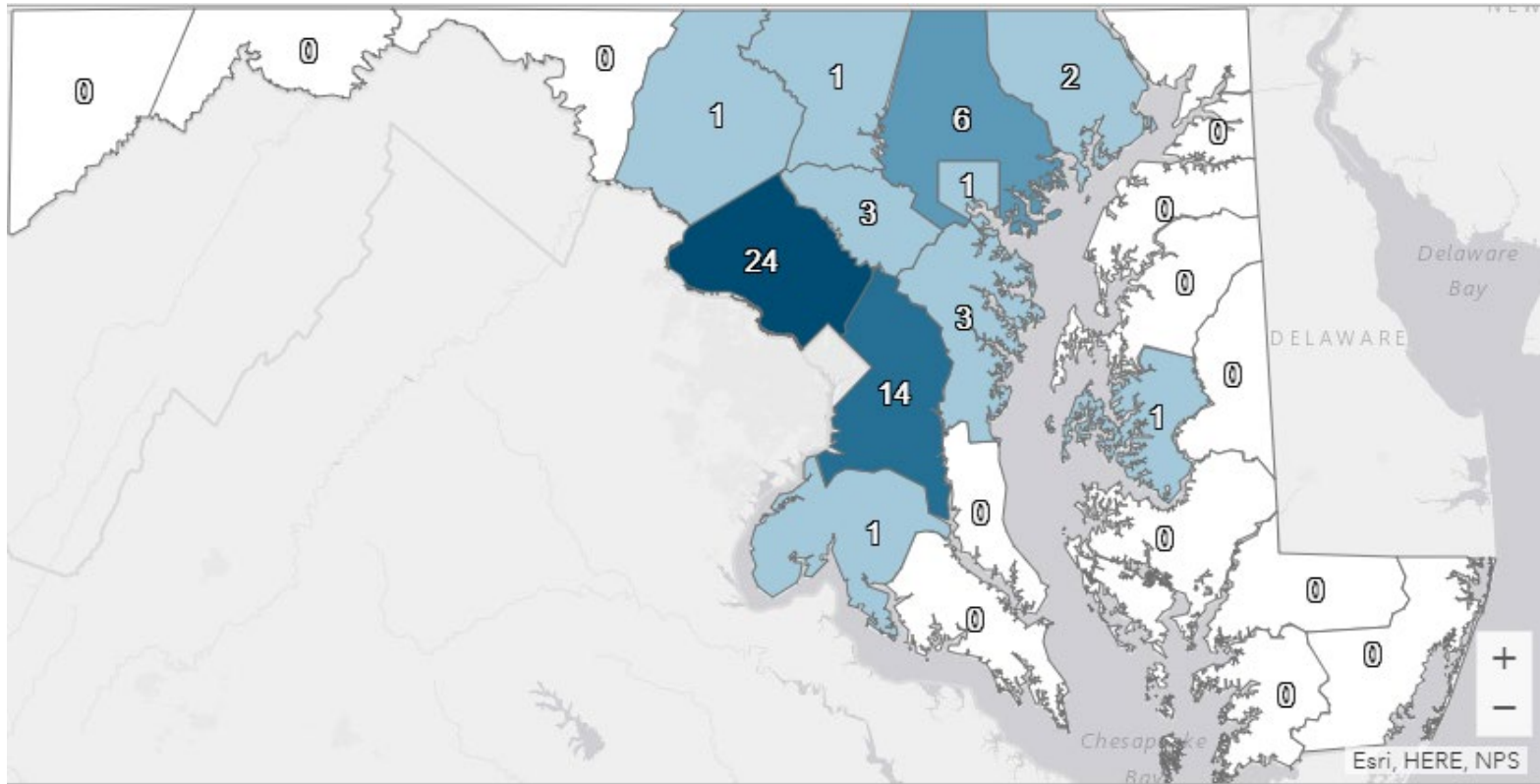


## Reported Cases

○ None ○ 1 to 5 ○ 6 to 10 ○ 11 to 20 ○ 21 to 50 ○ 101 to 200 ○ 201 to 500

- ❖ 4,226 cases reported to CDC
- ❖ Underestimate of actual cases due to testing challenges
- ❖ Number of actual cases significant higher

# Reported Cases in MD as of 3/17/2020



❖ 57 confirmed cases in Maryland

<https://coronavirus.maryland.gov/>

# **Epidemiology of COVID-19**

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- ❖ COVID-19 first identified in Asia, but now circulating globally
- ❖ First cases in Maryland identified 3/5/2020
- ❖ No one ethnic or racial group is at greater risk than others of developing COVID-19
- ❖ All age groups can be affected, though some at risk of more serious disease



# Diagnosis and Testing

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- ❖ Clinicians should use their judgment to determine if a patient has signs and symptoms compatible with COVID-19 and whether the patient needs testing
- ❖ Mild disease often may not require testing
- ❖ Priorities for testing in community settings include:
  - More serious illness suggesting the need for hospitalization
  - Risk of complications or more serious disease based on presence of risk factors

# Risk Factors for Serious Disease

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- ❖ Age > 60 years
- ❖ Heart or lung disease
- ❖ Liver or kidney disease
- ❖ Diabetes or other metabolic disease
- ❖ Immunosuppression
- ❖ Blood disorders
- ❖ Current or recent pregnancy (within 2 weeks)
- ❖ Neurologic or neurodevelopment disorders

# Treatment and Prevention

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- ❖ No specific medical treatment
- ❖ No vaccine at present
- ❖ Encourage influenza vaccination to prevent flu

# Goals

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- ❖ SLOW THE SPREAD
- ❖ PROTECT THE VULNERABLE
- ❖ MAINTAIN VITAL SERVICES
- ❖ ADJUST TO LOCAL CONDITIONS
- ❖ BE FLEXIBLE
- ❖ MAINTAIN NORMALCY IN ABNORMAL TIMES

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# Guidance for Communities

# Social Distancing at Home

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- ❖ Keep at least 3 feet from others generally, 6 feet from people who are sick
- ❖ Limit face-to-face contact
- ❖ If you have a family member who is sick, stay home as well if told to do so by public health official or health care provider (Voluntary Home Quarantine)

# If You Are Sick

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- ❖ Stay home except for medical care
- ❖ Separate yourself from other people and animals
- ❖ Call ahead before seeing the doctor
- ❖ Wear a facemask *if you are sick*\*
- ❖ Always cover your cough and sneezes
- ❖ Don't share household items
- ❖ Clean your hands, "high-touch" surfaces often
- ❖ Monitor your temperature and symptoms

\*Facemasks are NOT recommended for people who are well or without symptoms

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# Guidance for Non-Health Care Businesses



# State Actions to Slow Transmission

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- ❖ Governor's Executive Orders and Related Actions:
  - 3/5/2020 – Declares state of emergency
  - 3/12/2020 – Limits on mass gatherings (> 250 people); also closure of cruise terminal at Port of Baltimore; extends licenses and permits until 30 days after end of state of emergency; activates level II of State Pandemic Influenza Plan for State employees
  - 3/15/2020 – Casinos, tracks closed
  - 3/16/2020 – Gatherings of > 50 people prohibited
  - 3/16/2020 – MSDE closes all schools through 3/27/2020
  - 3/16/2020 – Bars and restaurants closed

# Prevention Strategies at Work

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- ❖ Routine environmental cleaning, especially “high-touch” surfaces
- ❖ Communicate openly with employees about COVID-19 – avoid stigma towards staff, customers
- ❖ For employees who are traveling:
  - Check [CDC Traveler’s Health Notices](#) for guidance related to travel
  - Advise employees to take their temperature, not travel if they are feeling sick
  - Employees on travel should notify employers and refrain from travel while feeling sick

# Personal Protective Equipment (PPE)

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- ❖ Employees who are not sick do not need to wear masks or respirators – CDC does not recommend these (except in health care settings)
- ❖ Other PPE should be based on risks for infectious disease generally (gloves for food handlers, etc.), not specifically for COVID-19
- ❖ Employees who are sick should not be at work, whether with a face mask or not – in exceptional circumstances, employees who are symptomatic should wear a face mask to reduce droplet transmission

# Social Distancing at Work

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- ❖ Limit close face-to-face work generally
- ❖ Adopt strategies to promote social distancing among staff, clients
- ❖ Consider alternatives to in-person meetings
  - Encourage conference calls, telework wherever possible, especially when recommended by public health officials

# Strategies for Employers

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- ❖ Employees who become sick should be isolated, sent to medical or sent home
- ❖ Encourage sick employees to stay home:
  - Promote policies that encourage employees to stay home when they or family members are sick
  - Encourage companies that provide contractual employees to adopt these policies

# Return to Work

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- ❖ People diagnosed with COVID-19 (confirmed by testing or based on clinical assessment and guidance)
  - Minimum of 7 days after symptom onset AND
  - No temperature of 100.4° F [38° C.] or greater for 72 hours (no antifever medication like acetaminophen) AND
  - Other symptoms substantially improved (cough may persist for 1 – 2 weeks)
- ❖ No need for a “clearance” or post-illness test
- ❖ Employers should not require a health care provider’s note or any COVID-19 test for employees to return to work
  - Healthy people should not and will not be able to see providers and most people will not be tested

# Environmental Cleaning

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- ❖ Cleaning should emphasize “high-touch” areas
- ❖ 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>

## **Continuity of Operations Plans and COVID-19**

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- ❖ Review HR policies and practices to ensure consistency with laws, health department guidance
- ❖ Adopt policies where possible to promote social distancing, flexible work practices, including telecommuting
- ❖ Clearly identify triggers for activating COOP
- ❖ Ensure communications in place to rapidly notify personnel of changes in situation
- ❖ Be aware of other events that may affect operations/staffing (e.g., child care, school closures)
- ❖ Monitor travel status of employees



*Kelly M. Schulz, Secretary of Commerce*

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# **Business Operations**

# Information for Businesses

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- ❖ For updates, FAQs and access to services, go to Maryland Business Express:  
(<https://businessexpress.maryland.gov/coronavirus>)
- ❖ Email additional questions to  
[Secretary.Commerce@Maryland.gov](mailto:Secretary.Commerce@Maryland.gov)

*Tiffany P. Robinson, Secretary of Labor*

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# **Labor and Employment**



# Maryland Department of Labor

[labor.maryland.gov](http://labor.maryland.gov)

## **Division of Unemployment Insurance**

- If you are a claimant seeking assistance, please e-mail [ui.inquiry@maryland.gov](mailto:ui.inquiry@maryland.gov).
- If you are an employer seeking assistance, please e-mail [dluiemployerassistance-labor@maryland.gov](mailto:dluiemployerassistance-labor@maryland.gov).
- If you are an employer seeking Bulk Claim Services for all affected employees, please e-mail [UI.BulkClaim@maryland.gov](mailto:UI.BulkClaim@maryland.gov).

## **Division of Occupational and Professional Licensing**

- If you have a licensing question, please e-mail [dlopl-labor@maryland.gov](mailto:dlopl-labor@maryland.gov).

## **Division of Workforce Development and Adult Learning**

- If you have a general workforce inquiry, please e-mail [dldwdworkforcedevelopment-labor@maryland.gov](mailto:dldwdworkforcedevelopment-labor@maryland.gov).

## **Maryland Business Express**

To access federal and state resources available to help businesses, visit [businessexpress.maryland.gov/coronavirus](http://businessexpress.maryland.gov/coronavirus).



*Allegra Tartaglia*

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# Concluding Remarks

# Resources and References

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- ❖ Maryland Department of Health Coronavirus Website (<https://phpa.health.maryland.gov/Pages/Novel-coronavirus.aspx>)
- ❖ CDC Coronavirus Website (<https://www.cdc.gov/coronavirus/2019-nCoV/index.html>)
- ❖ CDC Interim Guidance for Homes and Communities (<https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-prevent-spread.html>)
- ❖ CDC Interim Guidance for Businesses (<https://www.cdc.gov/coronavirus/2019-ncov/specific-groups/guidance-business-response.html>)
- ❖ CDC Interim Guidance for Childcare and Schools (<https://www.cdc.gov/coronavirus/2019-ncov/specific-groups/guidance-for-schools.html>)
- ❖ CDC Travel Website (<https://wwwnc.cdc.gov/travel/>)

# Resources for Specific Groups

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- ❖ Infection Prevention in the Home Setting  
(<https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-prevent-spread.html#precautions>)
- ❖ Community- and Faith-Based Organizations  
(<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-community-faith-organizations.html>)
- ❖ Mass Gatherings and Large Community Events  
(<https://www.cdc.gov/coronavirus/2019-ncov/community/mass-gatherings-ready-for-covid-19.html>)
- ❖ Non-Pharmaceutical Interventions for Specific Groups  
(<https://www.cdc.gov/nonpharmaceutical-interventions/index.html>)

# Resources for Business

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- ❖ For updated information, FAQs and access to services, go to Maryland Business Express: (<https://businessexpress.maryland.gov/coronavirus>)
- ❖ Email additional questions to [Secretary.Commerce@Maryland.gov](mailto:Secretary.Commerce@Maryland.gov)