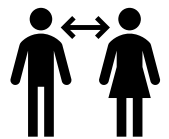


## New Law Protecting Workers from COVID-19 Retaliation

On October 22, 2020 [HB 6032](#) (MCL 419.401 - 419.412) was passed to protect employees from retaliation for following COVID-19 precautions and makes it clear when employees need to stay home from work. Many of these protections were included in the Governor's emergency executive orders and have now been passed into law.

### When do employees need to stay home?

- **If you test positive for COVID-19 or if you have the principal symptoms:**
  - You should not go to work for at least 10 days *and* until your symptoms have improved.
  - If you have a fever, you should wait at least 24 until your fever has passed, without medication.
  - If you have COVID-19 symptoms and your employer requests that you get tested, you must make reasonable efforts to schedule a COVID-19 test within 3 days.
  - The principal symptoms of COVID-19 will generally be defined by the Michigan Department of Health and Human Services and include fever, shortness of breath or uncontrolled cough.
- **If you are in close contact with someone who tests positive for COVID-19 or has symptoms.**
  - You should not go to work for 14 days since having contact, or until that individual gets a medical determination that they did not have COVID-19 at the time you were in contact.
  - Exceptions apply for certain workers such as health care providers and first responders.
  - Being in "close contact" means being within approximately 6 feet of someone for 15 minutes or more



### How does the law protect employees?

Your employer cannot fire, discipline, or otherwise retaliate against you for following this law. This includes because:

- You comply with your responsibilities above, such as not coming to work because you test positive for COVID-19, or because you had COVID-19 symptoms, even if later you test negative.
- You speak up about any violation of this law.
- You report any health violations related to COVID-19.



### What can I do if my employer retaliates against me?

You can bring an action against your employer in court, and if you win, will be awarded at least \$5,000.

### When does the law go into effect?

It took effect immediately and will cover violations going back to March 1, 2020.

### Questions?

If you have questions about this law or if you believe your employer has retaliated against you for following this law, please call us at 1 (800) 968-4046 and talk confidentially about your case. We provide free legal services for qualifying individuals and referrals as well.