COVID-19 Preparedness Plan Guidance: Requirements for Meatpacking Businesses

05/07/2021

This guidance applies to all businesses and places of public accommodation (“businesses”)—as defined by Executive Order 21-11, as amended by Executive Order 21-21 (“EO”)—engaged in “meat-packing,” which includes slaughtering, rendering, refining, processing, and preparing meats and meat by-products (e.g., beef, pork, poultry, seafood). This guidance applies from Friday, May 7, 2021 at 12 p.m. (noon) through May 27, 2021. Businesses must continue to follow all other applicable Stay Safe Industry Guidance (staysafe.mn.gov/industry-guidance/index.jsp). The EO requires all businesses to have and implement a written COVID-19 Preparedness Plan that addresses EO requirements and applicable Stay Safe Industry Guidance. For more information about Plan requirements, see the applicable Stay Safe Guidance for All Business Entities webpage (staysafe.mn.gov/industry-guidance/all-businesses.jsp).

Businesses must follow the operational guidance for retail businesses for any retail aspects of the business. See Stay Safe Guidance for Retail Businesses (staysafe.mn.gov/industry-guidance/retail.jsp).

Recommendations to prevent the spread of COVID-19

COVID-19 is primarily spread through respiratory droplets, so the risk of COVID-19 transmission increases when people gather with other households. Several key strategies can reduce the risk of getting sick or transmitting COVID-19:

- Keep at least 6 feet of physical distance from other households and wash hands often.
- Get tested. See COVID-19 Testing (www.health.state.mn.us/diseases/coronavirus/testsites/index.html) for information about who should get tested and how to get a test.
- Get vaccinated. See the MDH COVID-19 Vaccine webpage (www.health.state.mn.us/diseases/coronavirus/vaccine/index.html).
- Work from home. Working from home is strongly recommended and businesses are strongly encouraged to allow employees to work from home when possible. Employers must provide reasonable accommodations as required under existing federal and state law. Employers are strongly encouraged to provide reasonable accommodations to employees with one or more members of their household who have underlying medical conditions and who are unable to be vaccinated.

## Required Plan Sections

Follow the requirements in the applicable guidance on the Stay Safe Guidance for All Business Entities (staysafe.mn.gov/industry-guidance/all-businesses.jsp) and the following:

1. Use of face coverings
2. Worksite access
3. Personal protective equipment
4. Temporary Labor Camps and Housing
5. Shared Transportation

## Requirements and Recommendations

### 1. Use of face coverings

**Requirements**

- Require that workers wear face coverings indoors at all times, and outdoors when social distancing of 6 feet cannot be maintained. Establish procedures for overseeing workers’ compliance with face covering requirements. See Frequently Asked Questions About the Requirement to Wear Face Coverings (staysafe.mn.gov/industry-guidance/all-businesses.jsp).
- Make reasonable efforts to ensure that customers and visitors wear face coverings when indoors.

See Masks and Face Coverings (https://www.health.state.mn.us/diseases/coronavirus/prevention.html) for face covering requirements and recommendations, exemptions, and frequently asked questions.

**Social distancing in indoor areas**

**Requirements**

- Ensure that social distancing is maintained in all indoor work areas, including at workstations, productions lines, cafeterias, break rooms, etc.
  - For indoor assembly lines, adjust line speeds so workers can maintain social distancing.
Limit worker interaction indoors across floors, buildings, campuses, worksites, etc. Establish zones throughout the facility and designate and assign staff to work and remain in their assigned zone whenever possible.

For indoor settings, follow the applicable Stay Safe Guidance for All Business Entities (staysafe.mn.gov/industry-guidance/all-businesses.jsp).

**Recommendations**

- Businesses are strongly encouraged to hold meetings or trainings remotely/virtually whenever possible. In-person meetings and training sessions should be limited to as few workers as possible. Businesses are strongly encouraged to allow workers to attend meetings from home whenever possible.
- Use staggered shifts, extended work hours, and added shifts to reduce the number of workers on the worksite.
- Use arrows and other signage to mark one-way traffic flows at access points, in aisles, hallways, stairways, and corridors.
- Mark access points, staging areas, loading areas, and other areas of congestion to provide for social distancing of at least 6 feet, including floor markers for distance, and marking lane lines and adjacent areas where workers may be congregating or waiting.

### 2. Worksite access

**Requirements**

- Ensure that there is space for workers, customers, and visitors to social distance at entry points, lobbies, or other places where workers, customers, and/or visitors congregate.

**Recommendations**

- Limit access into the facility to required workers, subcontractors, and their workers, delivery workers, and visitors who have appointments.
- Ensure that perimeters allow facility access to be effectively monitored and controlled.

### 3. Personal protective equipment

**Requirements**

- Ensure workers are provided with and wear personal protective equipment that is necessary to perform regular job duties (e.g., safety glasses, goggles, face shields, hard-hats, aprons, gloves, foot protection).
- Workers must be trained on the purpose and limitations of personal protective equipment, as well as how to properly use, put on, take off, and dispose of all personal protective equipment.
- Workers must be provided with the necessary personal protective equipment and training at no cost.
4. Temporary Labor Camps and Housing

Please see the indoor universal guidance on Stay Safe Guidance for all Business Entities (staysafe.mn.gov/industry-guidance/all-businesses.jsp).

5. Shared Transportation

Please see the indoor universal guidance on Stay Safe Guidance for all Business Entities (staysafe.mn.gov/industry-guidance/all-businesses.jsp).