



Mid-Michigan Library League

News of Interest

July 14, 2020

During this time, information is changing and more frequent communication is needed. These quick newsletters are more frequent with less formatting in order to provide timely and useful information.

More guidance related to COVID-19 and Executive Orders:

From Clare Membiela, 7/14/20: The new EO2020-147 changed the game by requiring that ALL BUSINESSES (and gov't services have been defined to be included as "businesses") must refuse entry and service to anyone not wearing a mask- unless that person is medically unable to tolerate a mask. So, for libraries that means that everyone entering the building must wear a mask, or they cannot enter. If a patron claims a medical condition, they can be offered accommodations such as curbside service. I do not think they can be forced to accept an accommodation, but they can be forced (as can every other patron) to social distance from other patrons and staff. So, in other words, before the libraries were not on the business of enforcing the EO. Now, we are.

[Executive Order 2020-147](#) Masks. There is an FAQ for this EO with only one question:

Q: Are local and state government offices that are open to the public subject to the requirement to refuse service as outlined in section 3 of Executive Order 2020-147?

Yes. No business, including local and state government offices open to the public, may provide service to a customer or allow a customer to enter its premises, unless the customer is wearing a face covering as required by this order.

MMLL Zoom notes from today (7/14/20):

- Tracy at Cadillac is pondering closing the library for election day, since masks are required inside the library but for voting in the meeting room, the responsibility falls to the city clerk and no one wants to tell anyone they cannot vote. Tricky issue.
- Michelle at Betsie Valley asked a question that I did not see – whether we need to post the ingredients of the hand sanitizer if we refill the regular dispensers with distillery sanitizer. I think it is a good idea to do proactively for public knowledge, but I do not think this is the first thing that OSHA or anyone else would flag. Anyone else?
- LeRoy has some COVID exposure in the community and some places are now closed. At least one of her Board members was exposed. The COVID plan for the library should address exposure issues, but it is not in the library yet, tricky. Contact the health department for advice.
- Most MMLL member libraries are doing curbside service. Some have opened back up to the public inside the building and are monitoring masks and social distancing (Leland, Leelanau Twp, CWPL, LeRoy, Luther, Surrey, Big Rapids, Betsie Valley), and some are allowing people in based on making appointments/reservations/what is a good word? (Seville, Benzonia, Bellaire,

Hart). Most are concerned about having to move backward if COVID numbers increase, and so much is uncertain about the fall and schools opening, etc.

- Big Rapids will have the author of What the Eyes Don't See – Dr. Mona Hanna-Attisha – on July 30th at 11:00 a.m. for a Q&A. <https://www.facebook.com/events/2739767119604423/>. What the Eyes Don't See recounts Dr. Mona's discovery that Flint's children were being poisoned by lead in the city's drinking water. Join us for a book discussion for three weeks (July 9, 16, 23) and then a Q&A with Dr. Mona on the 30th.
- Leland has a form for parents/caregivers to complete and the library will select a bag of books for their kids for curbside pickup:
<https://docs.google.com/forms/d/e/1FAIpQLScR6mQFsYBdtaQt2QswN3o47OL34Mz0PqUVHNYWeWV8XY7pRw/viewform>

[Library of Michigan Guidance on Board meetings](#)

RBdigital services will change – the equity firm that bought OverDrive has also purchased RBdigital and the services will merge, using the OverDrive marketplace website for the back end and Libby for the front end. The co-op directors and MCLS are joining together to reach out to these vendors so we will know whether current contracts will be honored (so far they say yes) and when to expect changes. The unlimited/always available model used for RBdigital eAudiobooks will probably go away. ☹️ Since co-op budgets will be heavily impacted by the state's reduced budget for FY21, we will not be providing the eAudiobooks as a benefit of membership as we do now. Members that are not affiliates in Up North Digital (the OverDrive consortium shared between MMLL and Northland) will need to join in order to get access to the eBooks and eAudio holdings. More information about all of this will come over time. The co-op will try to provide the language resource Transparent Language Online to all members if it will be available.

Zooms and Webinars coming up:

- Michigan Library Association - MLA Connect Coffee Hour With U.S. Representative Elissa Slotkin (MI-8) **Thursday, July 16, 2020 10:00 am** free – to register, go to:
https://us02web.zoom.us/meeting/register/tZclduGhrzkvEtJPJhAor_VB6IW-s1VHszY9
- Midwest Collaborative for Library Services - Part support group, part visioning, let's share our thoughts and ideas as we navigate the environment we find ourselves working in right now and look towards the future. Join us this week, **Friday, July 17 at 11:00 am EDT (10:00 am CDT)** on Zoom. [Please login using this link for the Virtual Dialogue.](#) You can view the recordings and chat logs from the previous dialogues by visiting <https://www.mcls.org/training-events/presentation-slides/>.
- The Small and Rural Libraries Conference Webinar Series: SRLC Presents is in process. If you missed the previous webinars featuring keynote speakers that were scheduled for the Small and Rural Libraries Conference, don't worry, they are recorded and available later for viewing as well. This runs each Tuesday at 2:00 pm Eastern through August 11. These webinars are free and open to all members of the Michigan library community. Click here to register:
<https://libraryofmichigan.z2systems.com/np/clients/libraryofmichigan/publicaccess/eventCalendarBig.jsp> The first two webinars are on the archive page: *The ABC's of Library Leadership- Andrew Sanderbeck* <https://www.youtube.com/watch?v=ajYYWaxFalQ&feature=youtu.be>

From Potluck to Projects to Planning-Cindy Fesemyer <https://www.youtube.com/watch?v=y5q-nB4sm3Y&feature=youtu.be>

- I am trying to find out if there is a LM Zoom director's meeting this Friday, 7/17. If so, you all will get an email from Shannon with the link.

MIOSHA - After the Library of Michigan director's Zoom last Friday (7/10/20), I called MIOSHA to ask how to find specifications for the barriers libraries are required to have for public service points. On the Zoom meeting, a library director was describing a MIOSHA visit to their library during which they were told that the barriers were not high enough and they are re-doing what they had installed. Here is the response to my query:

Good Morning Ms. Mase:

Here is the information you requested during yesterday's phone conversation. I have also attached a few documents that might help: [Preparing workplaces](#), [Guidelines for Retail](#), [Manufacturing guidelines](#)

I could not find a specific dimension for the sneeze guards, only a specific placement. The idea is to make it large enough and in a specific location to eliminate face to face exposure and reduce the risk of possible infection.

If an employee is standing or leaning around the outside of the barrier to talk to the public, or the barrier is too small to protect the employee from face to face exposure, it is too small and would be addressed by MIOSHA.

As far as a library, they are considered a business and are covered by the executive Order 2020-145.

This was found on the OSHA website.

*"During a pandemic, engineering controls may be effective in reducing exposure to some sources of pandemic influenza and not others. For example, installing sneeze guards **between customers and employees** would provide a barrier to transmission. The use of barrier protections, such as sneeze guards, is common practice for both infection control and industrial hygiene. However, while the installation of sneeze guards may reduce or prevent transmission between customers and employees, transmission may still occur between coworkers. Therefore, administrative controls and public health measures should be implemented along with engineering controls."*

This information was found on the MIOSHA website. *This should answer your questions on the face coverings. MIOSHA recognizes a good faith on the part of the employer to comply. This includes the postings, requesting non-compliant customers to leave, contacting local authorities if necessary. If MIOSHA were to get a complaint the employer would be asked what they did to seek compliance and should be prepared to answer that question. MIOSHA would suggest businesses keep some record of the interaction and steps taken.*

Businesses should also develop a policy to inform employees on steps to take with customers who may enter, or attempt to enter, without a mask. Steps may include things such as:

- 1. remind the customer of the obligation; 2. if the customer refuses to comply with the mask requirement, ask them to leave; 3. if the customer won't leave, let them know that the business will contact local authorities; 4. if the customer still won't leave, the worker should back away and contact local authorities; and*
- 5. have all staff maintain 6 feet of separation and ensure that checkout personnel are protected from exposure.*

MIOSHA would not expect any employee to attempt to physically restrain, coerce, or in any way confront an individual refusing to comply. Nor would MIOSHA allow the employer to create this additional hazard for workers. But, to be compliant the business will have to demonstrate the good faith aspect, if they get overrun by non-compliant citizens and are taking these steps, they would likely not be penalized by MIOSHA. If a MIOSHA investigation determines the business has not attempted reasonable efforts to gain the customer's compliance with the requirement, the business will likely not be considered in compliance and may be subject to further action by MIOSHA.

The plain language of the EO 2020-145 Section 1(i) does not contain an exception to the requirement that employees wear a face covering when unable to meet the six feet distancing. However, employers have an additional obligation to adhere to the Americans with Disabilities Act (ADA). If an employee reports to the employer that he/she has a medical condition that makes it so he/she cannot wear a face covering, this would trigger the business' obligation to engage the reasonable accommodation evaluation process outlined by the ADA. Under the ADA, an employee would be expected to present medical documentation from a medical provider regarding his/her medical condition and a restriction of being unable to wear a face covering. Per the ADA process, if the employee provides a legitimate medical reason for not being able to wear a face mask or covering, reasonable accommodations could include the following:

- Providing the employee an unpaid leave of absence until face masks or covering are no longer required at work;*
- Allowing the employee to work remotely; or*
- Providing an alternative face mask or covering that is allowed by the employee's medical condition.*

In order to avoid MIOSHA enforcement action for an employer's failure to protect workers from exposure to COVID-19, MIOSHA would require that the employer be able to show documentation that the employer has adhered to the ADA requirements by obtaining the medical documentation, including work restriction, from the employee to support the medical inability to wear a face covering. If an alternative type of covering were authorized for use by the employer as a reasonable accommodation under the ADA, MIOSHA would also expect that the employer provide documentation to indicate it has:

- A. Authorized the alternative covering for the employee as a reasonable accommodation under the ADA*
- B. Evaluated the use of the alternative covering in the context of its impact on employee risk to exposure to COVID-19 under its preparedness and response plan;*
- C. Performed any otherwise required hazard and PPE assessments related to the employee's use of the alternative covering;*
- D. Determined that the wearing of the alternative type of covering does not create a hazardous exposure to the employee which has not already been addressed.*

A cloth face covering does not interfere with the environmentally available oxygen nor restrict such from entering the lungs. Videos circulating on social media and the internet have purported to show oxygen deficiencies inside cloth face coverings utilizing various meters that measure oxygen content, concluding that such cloth face coverings restrict available oxygen to the user. This premise is flawed, because in these instances the meters, as placed inside cloth face coverings, are having the effect of measuring the oxygen content of expired air from the lungs. Furthermore, placing the oxygen meter or probe inside the mask restricts airflow and limits sampling at the probe, resulting in further erroneous readings as they relate to environmentally available oxygen for proper respiration. As a side note, Medical professionals have worn face coverings for decades prior to the current pandemic for extended periods of time with no adverse effects due to the face coverings limiting oxygen.

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