

## **IRMA Guidance Regarding Face Coverings and Temperature Taking for Employees**

*By: Frankie Giannetti, Loss Control Manager at IRMA*  
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Beginning May 1, individuals in Illinois will be required to wear a cloth face covering while in a public place or when the six-foot social distancing guidelines cannot be maintained. This new modification to Illinois' executive order affects both essential and non-essential employees and will apply to any individual over the age of two that is medically able to tolerate a face covering. Recent updates by the CDC have broadened the use of non-medical face coverings to reduce the spread of droplets being expelled via coughs or sneezes. The CDC advises the use of simple cloth face coverings to slow the spread of the virus and help people who may have the virus and do not know it from transmitting it to others. Surgical masks and N95 respirators are in short supply and should be reserved for healthcare workers or other first responders, as recommended by CDC guidance. Cloth face coverings fashioned from household items or made at home from common materials at low cost can be used as an additional public health measure.

Additionally, with the new mandate for all Illinoisans to wear face coverings in public, essential business employers will now be required to supply their workers with face coverings when they are not able to maintain six-foot social distancing. Employers may now enforce wearing a face covering during work hours when an employee's work requires continuous and close interaction with co-workers or the community. Employers must provide cloth face coverings for employees to wear or allow homemade coverings to be worn if they provide adequate protection as outlined by the CDC and state guidelines. To avoid reducing the supply of PPE to first responders and healthcare providers, employees should avoid utilizing N95 respirators or surgical masks in place of cloth face coverings when use of a respirator is not required to perform a specific task. Medically qualified and fit-tested first responders or other employees required to wear any respirators (including N95's) or surgical masks should continue to do so as required by their PPE protocols.

For both employer supplied and homemade face coverings, employers should provide documented training with all employees informing of the CDC and state guidance about wearing cloth face coverings effectively by hand washing prior to donning and after doffing, sanitizing them appropriately after use and not frequently removing them or pulling them off their face. It is most important that employees who have symptoms stay home from work and self-quarantine.

The CDC has also outlined measures of monitoring employee health to include taking employee temperatures at the beginning of a worker's shifts and periodically throughout the workday. Employers are also highly encouraged to practice this measure of monitoring by requiring employee's temperatures be taken to screen for signs of fever.

### Resources:

- [IDPH Guidance on the Use of Masks and Face Coverings for The General Public](#)
- [Use of Cloth Face Coverings to Help Slow the Spread of COVID-19](#)

- [Cloth Face Coverings FAQ's](#)
- [World Health Organization - Videos and Printable Resources](#)
- [CDC Guidance - Printer Friendly Version](#)
- [Recommendation Regarding the Use of Cloth Face Coverings, Especially in Areas of Significant Community-Based Transmission](#)
- [EEOC Article Regarding Temperature Taking at Work During Pandemic](#)