

COVID-19 Travel for Essential Workers in Michigan FAQ for Immigrants & Encounters with Law Enforcement

Last Updated April 1, 2020



On March 24 the Governor of Michigan, issued an **Executive Order “Stay Home, Stay Safe”** ([EO 2020-21](#)) requiring that everyone in Michigan should be staying at home *unless* they are part of a critical infrastructure workforce, doing an outdoor activity, like walking, staying at least 6ft away from others, or doing something necessary for the health and safety of themselves or their family, like going to the hospital or to the grocery store. As of now, this order is in place until April 13, 2020.

Employers must:

Designate their employees as critical infrastructure workers, or, particular workers who are necessary to conduct minimum basic operations. Starting April 1, these designations must be made *in writing* (email, public website, letter, etc.)

Inform workers of the designation being made.

Who are workers necessary for minimum basic operations?

An employer may designate an individual worker as someone whose “in-person presence is strictly necessary” because, for example, they are maintaining valuable equipment or inventory, or caring for animals.

Who are critical infrastructure workers?

Jobs considered necessary to *sustain or protect life*. Some examples include health care workers; farmworkers –doing fieldwork, in greenhouses, dairy farms; food processing and packaging; restaurant carry-out or delivery workers; construction workers supporting basic transportation systems like roads, bridges, etc. and providing child care for any of these critical workers.



Questions? Immigrant Worker Rights Hotline: 1-800- 968-4046

What should I do if I'm still going to work?

If you have any concerns about whether your employer has correctly designated you as someone who should still be going to work, contact our worker hotline.

Ask your employer where they made the designation in writing, that your work is critical or necessary, and to give you a copy.

What if I am pulled over by the police while I'm out driving?

This order does *not* change your rights when driving. An officer is *not* allowed to pull you over, just to ask you if you are complying with the stay home order.

If you are pulled over for some other reason, such as violating a traffic law, then it may be reasonable for the officer to ask you questions like where you are going. A letter explaining that you work in critical infrastructure or that you've been designated as a necessary worker by your employer, may *help you explain* this to an officer. A letter in English may help you communicate if you speak limited English. You are *not* required to have any of these documents. They are just ideas to help you communicate.

A sample letter is available at: bit.ly/COVID19-MIviaje

As always, when you are out driving, it's your responsibility to have a valid driver's license—either from Michigan, your home state, or your home country, and to obey traffic laws.

You always have the right to:

- Ask why you've been pulled over
- Note the officer's name and badge number
- Not answer questions

If you are pulled over for a traffic stop and asked where you are going, it may be helpful for you to be ready to explain the reason you're out, under the stay home order.

If you go out for a reason that is *not* permitted by the order to stay home, the police could issue you a warning, or they could issue a misdemeanor ticket. In some cases a misdemeanor ticket can be up to \$500.

Where can I find additional information?

[Michigan Alternate Languages Resources](#)

[Michigan Know Your Employment Rights](#)

[Michigan Guidance for Employees and Employers](#)

[Michigan Legal Help COVID-19 & Legal Issues](#)

[MIRC's Immigrant Worker Rights Resources](#)



michiganimmigrant.org



farmworkerlaw.org

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