



MIJARES ANGOITIA
CORTES Y FUENTES

ACTION GUIDE FOR WORK CENTERS IS ISSUED AGAINST COVID-19



March 24, 2020

On March 20, 2020, the Mexican Labor Ministry (STPS, per its acronym in Spanish), in coordination with the Mexican Health Ministry (SSA, per its acronym in Spanish), issued an "*Action Guide for Work Centers against COVID-19*" (the "Guide").

Such Guide has as its main purpose the adoption in the work centers of measures that collaborate with the prevention and attention of COVID-19.

The Guide is divided in several sections, such as Q&A section about COVID-19, guiding principles that should prevail in the face of health contingencies in the work centers, general control strategies, a care plan in work centers, and a classification of the risk of the employees depending on their position.

Below we include a brief summary of the main issues that we consider relevant:

A. The Guide establishes the following guiding principles for any action or strategy that is implemented in the workplace: (i) participation, (ii) transparency, (iii) respect, (vi) non-discrimination, (v) communication and cooperation, (vi) continuity and (vii) mutual understanding.

B. The following general control strategies are suggested in order to prevent the spread of COVID-19:

i. Health promotion: Involves the orientation, training and organization of the employees to prevent and control the spread of the coronavirus COVID-19.

ii. Healthy distance: Suggests the modification of common practices, among which are, the distance between people and the decrease in the frequency and face-to-face meetings between employees, their clients and the general public.

iii. Filters: Implementation of a general filter for supervision of the employees and clients.

iv. Protection: Send any employee home when they present respiratory illnesses and even go to the doctor if any of the early symptoms appear.

v. Isolation: Separation and restriction of movement of any employee with COVID-19.

C. Classification of the risk of the employees depending on their position: for the purposes of COVID-19, the Guide identifies 4 levels of risk due to the employee's proximity to infected people, or the level of repeated or extended contact with possible sources of contagion due to the services provided.

Extremely High Risk	Those with high potential exposure to confirmed sources of infection or suspected infection.	Doctors Nurses Dentists Laboratory workers
High Risk	Those with potential to exposure to known sources of infection or with suspected infection.	Doctors Nurses Paramedics Medical technicians Forensic doctors Personnel working in morgues Drivers and staff ambulances Administration staff in hospitals.
Medium Risk	Those activities that involve frequent and close contact and/or exposure to sources with possibility of infection.	Employees with high contact with general public, people in school age.
Low Risk	Those that do not involve frequent and close contact of exposure to sources with chances of infection.	Employees who have minimal occupational contact with the general public and others coworkers.

**ACTION GUIDE FOR WORK CENTERS IS
ISSUED AGAINST COVID-19**

**MIJARES ANGOITIA
CORTES Y FUENTES**

Please visit the following link to the Guide, in case of further consultation:

<https://bit.ly/33H6j10>

Please do not doubt to contact us in case of doubt or comment.

Claudio Jiménez De León
Partner | jimenezdeleon@macf.com.mx | +52 (55) 5201 7400

Mijares, Angoitia, Cortes y Fuentes, S.C.