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COMMISSIONER

**SCOTT MABRY**  
ASSISTANT DEPUTY COMMISSIONER  
OCCUPATIONAL SAFETY AND HEALTH DIVISION

**MEMO ASH 4**

To: NCDOL ASH/OSH Divisions  
From: Scott Mabry, Assistant Deputy Commissioner   
Date: October 1, 2020  
Re: Temporary guidance on Migrant housing for COVID-19 impacted workers

In response to the COVID-19 crises and to the North Carolina Department of Health and Human Services' recommendation that COVID-positive or COVID-symptomatic migrant workers be housed separately from other migrant workers, the North Carolina Department of Labor may approve temporary emergency migrant worker housing; such emergency housing may be approved without inspection if, at a minimum, the owner/operator provides the following information:

- Photos and/or videos of the exterior and interior of the proposed site to determine that necessities are met regarding sleeping, bathroom/bathing, laundry, and kitchen facilities:
  - If kitchen facilities are unavailable, meals must be provided by a licensed food establishment and in accordance with the approved USDOL rate.
  - If laundry facilities are unavailable, the owner/operator must provide alternate means for migrant worker(s) to have clean clothes on a regular basis, but not less than every seventy-two (72) hours.
  - Smoke detectors and fire extinguishers must be provided for the alternate location(s).
  - Garbage must be removed from the alternation location(s) daily.
- Documentation indicating potable water is supplied to the site and each temporary housing facility has sanitary waste/sewage disposal.
- Documentation showing that quarantined workers have a means of communication, such as a cell phone.
- Documentation stating the following information is posted in the temporary camp in the language of the migrant worker(s): camp location/closest 911 address; employer or employer representative's contact number, phone number for closest migrant health clinic, and who to contact in the event of an emergency.
- Documentation of information provided to the quarantined worker(s) informing them in the language of the migrant worker of how long they will be quarantined, who to contact in the event of an emergency, where they are located, and who will provide provisions such as meals, daily provisions, and clean clothing, and the frequency that such services will be provided.

- Documentation stating the owner/operator agrees to disinfect the temporary camp between occupancy by different migrant workers who are either COVID-positive or COVID-symptomatic.

Additional documentation, photos, or videos may be requested at the discretion of NCDOL. Approval for requests associated with alternate temporary migrant worker housing will be determined on a case-by-case basis. Temporary emergency migrant worker housing will not be used after sick or COVID-positive workers have recovered and/or been quarantined for the time period recommended by health officials. This memo will remain in effect until canceled by NCDOL.