Illustration: CDC / Alissa Eckert & Dan Higgins

Protecting the Safety and Health of Workers
Coronavirus Disease 2019 (COVID-19)

Using OSHA/CDC Guidance to protect workers as we bring workplaces online

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All employees, including those already working (except healthcare workers, first responders, and others already trained in infection control, personal protection/universal precautions), must complete, and employers must document, this training on mandatory health and safety requirements, or another training program that meets or exceeds this VOSHA-provided training by May 4, 2020.

What is Novel Coronavirus?

- Coronaviruses are a family of viruses that can cause illness in people. Coronaviruses circulate among animals, including camels, cattle, and cats.

- SARS-CoV-2, the seventh known human coronavirus and the virus that causes COVID-19, is thought to have jumped species from animals to begin infecting humans.
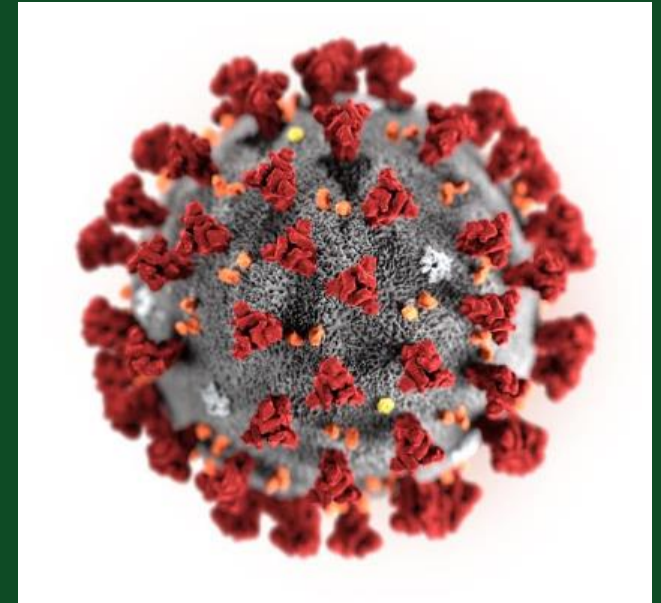
Illustration: CDC / Alissa Eckert & Dan Higgins

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What is Coronavirus Disease 2019 (COVID-19)?

COVID-19 is a respiratory disease spread from person to person. The virus that causes the corona virus is the novel coronavirus that was first identified during an investigation into an outbreak in Wuhan, China.
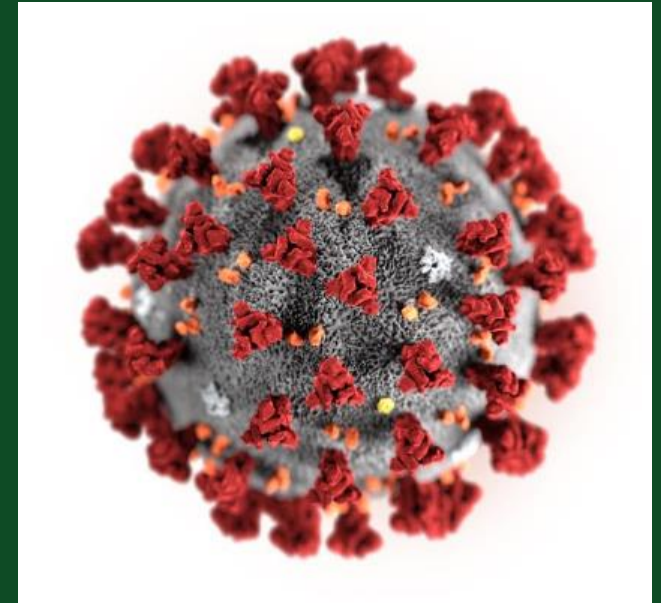
Source: CDC

Illustration: CDC / Alissa Eckert & Dan Higgins

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How is COVID-19 Different from Other Known Coronaviruses?

- Several coronaviruses cause common colds, but are not significant threats for most healthy people.

- Other coronaviruses have caused past outbreaks, including Severe Acute Respiratory Syndrome (SARS) and Middle East Respiratory Syndrome (MERS)—each caused by a different coronavirus.
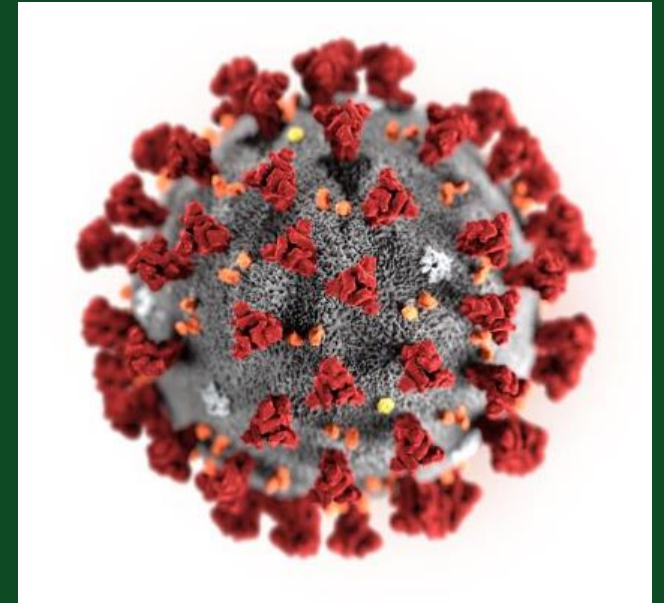
- SARS-CoV-2 is a distinct coronavirus.

Illustration: CDC / Alissa Eckert & Dan Higgins

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How Does the Coronavirus Spread?

- The virus is thought to spread mainly from person-to-person.

- The virus spreads by droplets made when people with the coronavirus cough, sneeze or talk. These droplets can land in the mouths or noses of people nearby or be inhaled into their lungs.

- People who are infected often—but not always—have symptoms of illness. People without symptoms are able to spread virus.

- It may be possible that a person can get the coronavirus by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes, but this is not thought to be the main way the virus spreads.

Source: CDC

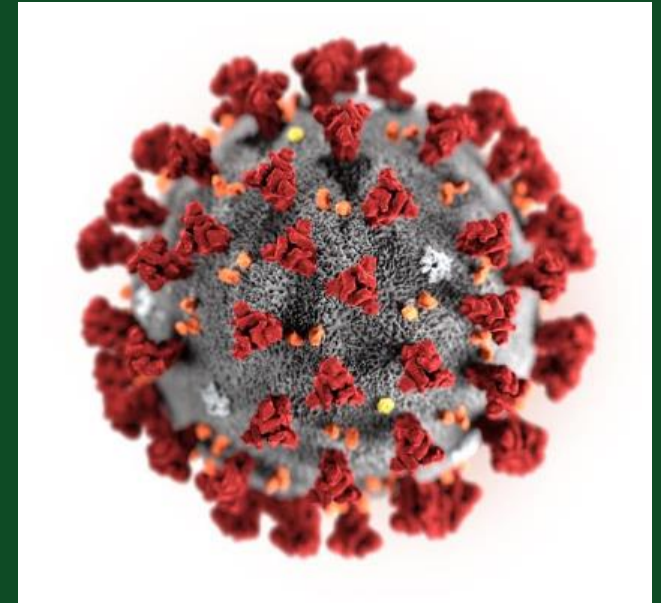Illustration: CDC / Alissa Eckert & Dan Higgins

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Signs and Symptoms of Infection

- Not everyone infected with the COVID-19 virus has symptoms. Symptoms include mild to severe respiratory illness. The symptoms may start 2 to 14 days after exposure to the virus.

- <u>Symptoms include</u>: Fever, Cough, Shortness of breath or difficulty breathing, Chills, Repeated shaking with chills, Muscle pain, Headache, Sore throat, and New loss of taste or smell

- If you are having symptoms of COVID-19, call your provider. If you are having a medical emergency, call 9-1-1 or go to the hospital.

CDC's Self Checker Tool: https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/index.html

Illustration: CDC / Alissa Eckert & Dan Higgins

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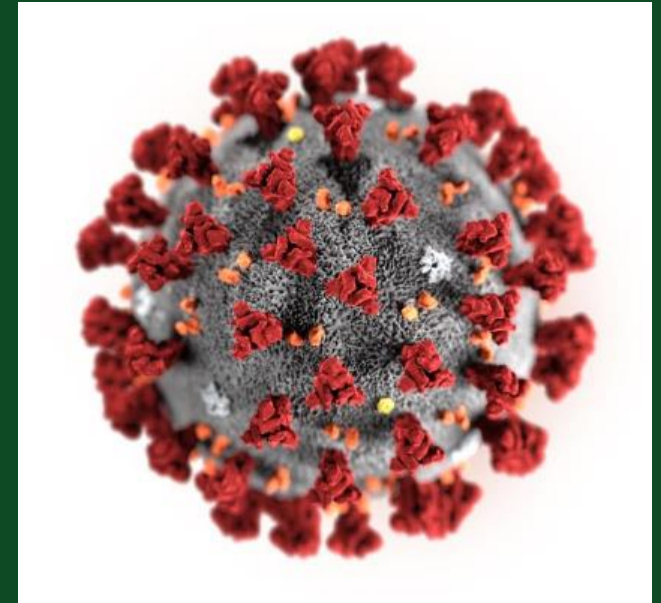
Current Pandemic

- More than 2.7 million cases worldwide.

- Different parts of the U.S. are seeing different levels of COVID-19 activity.

- All 50 states have reported cases of COVID-19 to CDC.

Latest situation summary:
www.cdc.gov/coronavirus/2019-ncov/

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Current Pandemic

U.S. COVID-19 cases include:

- Imported cases in travelers.

- Cases among close contacts of a known case.

- Community-acquired cases where the source of the infection is unknown.

- Most U.S. states are reporting community spread of COVID-19.

Latest situation summary:
www.cdc.gov/coronavirus/2019-ncov/

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If You Have Been Exposed/Infected

- Prior to seeking treatment, alert your healthcare provider or occupational health clinic if you think you may have COVID-19.

- Tell your healthcare provider if you have been exposed to someone with the virus and have signs/symptoms of infection, as well as about any recent travel to areas where COVID-19 has spread.

- If you are having trouble breathing, or have any other concerning symptoms call 911 for immediate help.

Photo: CDC / Scott Housley

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Diagnosis and Treatment

- Your healthcare provider can determine if you should be tested for COVID-19 based on any symptoms you might have, and the severity of them.

- There is not currently a vaccine or specific treatment for COVID-19.

- Some patients, especially those who become very ill, may require supportive care in a hospital.

Photo: CDC / Scott Housley

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Occupational Exposure Risks

- OSHA is closely coordinating with CDC, including the National Institute for Occupational Health and Safety (NIOSH), and other agencies to monitor the ongoing pandemic.

- The risk of exposure in many workplaces likely reflects the risk to the general public in the community where the workplace is located.

- Risk can increase when workers have frequent, close contact with the general public or other co-workers.

Photo: U.S. Navy / Seaman Rob Aylward

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Occupational Exposure Risks

- Workers in some sectors may have increased risk of occupational exposure to COVID-19, including in:

  - Healthcare and Laboratories

  - Emergency response

  - Mortuary services and other deathcare

  - Airline operations

  - Border protection and passenger screening

  - Critical retail operations (e.g., grocery stores, pharmacies)

Photo: U.S. Customs and Border Protection / James Tourtellotte

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Existing OSHA Standards Protect Workers from Exposure

- Follow existing OSHA standards to help protect workers from exposure to SARS-CoV-2 and infection with COVID-19.

- Employers should also remember that OSHA can use the General Duty Clause, Section 5(a)(1), of the Occupational Safety and Health Act to ensure that workers are protected from recognized safety and health hazards that may cause serious harm.

Relevant OSHA Requirements

- Personal Protective Equipment (29 CFR 1910 subpart I), including:
  - PPE General Requirements (1910.132)
  - Eye and Face Protection (1910.133)
  - Respiratory Protection (1910.134)
  - Hand Protection (29 CFR 1910.138)
- Bloodborne Pathogens (29 CFR 1910.1030)
- Hazard Communication (29 CFR 1910.1200)
- Recordkeeping (29 CFR part 1904)

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Sectors with Exposure Risk – VERY HIGH

- Healthcare workers (e.g., doctors, nurses, dentists, paramedics, EMTs) performing or present for aerosol-generating procedures (e.g., intubation, cough induction procedures, bronchoscopies, CPR, some dental procedures and exams, invasive specimen collection) on known or suspected COVID-19 patients.

- Healthcare or laboratory personnel collecting or handling specimens from known or suspected COVID-19 patients.

- Morgue workers performing autopsies on the bodies of people who are known to have, or suspected of having COVID-19 at the time of their death.

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Sectors with Exposure Risk – HIGH

- Healthcare delivery and support staff (e.g. doctors, nurses, and other hospital staff who must enter patients rooms) exposed to known or suspected COVID-19 patients. (While <u>NO</u> aerosol generating procedures are being performed.)

- Medical transport workers (e.g., ambulance vehicle operators) moving known or suspected COVID-19 patients in enclosed vehicles.

- Mortuary workers involved in preparing the bodies of people who are known to have, or suspected of having COVID-19 at the time of their death.

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Sectors with Exposure Risk – MEDIUM

- Jobs that require frequent (i.e., more than a few minutes) and/or close (i.e., within 6 feet) contact with people who may be infected with SARS-CoV-2, but who are not known or suspected COVID-19 patients.

- Examples include:

    – Critical retail workers, such as those in pharmacies and grocery stores.

    – Transit workers, such as bus drivers, subway operators, and taxi drivers.

    – Workers in other transportation operations.

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Sectors with Exposure Risk – LOW (Caution)

- Jobs that <u>do not</u> require contact with people known to be or suspected of being infected with SARS-CoV-2, nor frequent close contact with (within 6 feet) of the general public.

- Workers in this category have minimal occupational contact with the public and other coworkers.

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MANDATORY HEALTH AND SAFETY REQUIREMENTS FOR ALL BUSINESS, NON-PROFIT & GOVERNMENT OPERATIONS

All businesses must follow Vermont Department of Health and CDC Guidelines and VOSHA Standards

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Mandatory Requirements

- Employees shall not report to, or be allowed to remain at, work or job site if sick or symptomatic (with fever, cough, and/or shortness of breath).

- Non-symptomatic COVID-19 positive workers are not allowed on site and any worker(s) who have contact with a worker or any other person who is diagnosed with COVID-19 are required to quarantine for 14 days.

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Mandatory Requirements

- Signs must be posted at all entrances clearly indicating that no one may enter if they have symptoms of respiratory illness.

- **To the extent feasible**, prior to the commencement of each work shift, pre-screening or survey shall be required to verify each employee has no symptoms of respiratory illness (fever, cough, and/or shortness of breath), including temperature checks.

  – *A temperature of 100.4°F/38°C or higher, is considered a fever, as according to the CDC*

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Mandatory Requirements

- All employees must observe strict social distancing of 6 feet while on the job, unless noted, and should refrain from touching their faces.

- No congregation of employees is allowed. All common areas, such as break rooms and cafeterias, but excluding restrooms, are closed.

Exception to the closed lunch/breakroom requirement

- If the nature of an employer's work, or the work area does not allow employees to safely consume meals in the workspace an employer may designate a common area or room where meals may be safely consumed provided all conditions are met

- To view the conditions, click to the next slide

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Exception to the closed lunch/breakroom requirement (cont.)

- The employer shall **limit occupancy** of designated common area or room so that occupants maintain strict social distancing of no less than 6 feet per individual. The employer shall enforce the occupancy limit.
- **Hand washing facilities and/or hand sanitizer** shall be immediately available at entrances of designated common area or room.
- Employees shall be required to **wipe down their area** prior to leaving - or there shall be cleaning of the area at regular intervals throughout the day.
- At the entrances of the designated common area or room the **employer shall clearly post the policy** limiting the occupancy of the space, and the minimum social distancing, hand washing/hand sanitizing and space cleaning requirements

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Mandatory Requirements

- When working inside, open doors and windows to promote air flow to the greatest extent possible and limit the number of people occupying a single indoor space.

- No more than 2 people shall occupy one vehicle when conducting work, and shall wear face coverings when riding together

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Mandatory Requirements

- Employees must wear face coverings over their nose and mouth when in the presence of others. In the case of retail cashiers, a translucent shield or "sneeze guard" is acceptable in lieu of a mask.

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Mandatory Requirements

- All common spaces and equipment, including bathrooms, frequently touched surfaces and doors, tools and equipment, and vehicles must be cleaned and disinfected at the beginning, middle and end of each shift *and*, when possible, prior to transfer from one person to another.

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Mandatory Requirements

- Employees must have easy and frequent access to soap and water or hand sanitizer during duration of work, and handwashing or hand sanitization is required frequently including before entering, and leaving, job sites.

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Mandatory Requirements

- Businesses shall ask Customers, and the public in general, to wear face coverings any time they are interacting with others from outside their household.

- Update on New Work Safe Additions to the Stay Home, Stay Safe Order: https://accd.vermont.gov/news/update-new-work-safe-additions-stay-home-stay-safe-order

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GUIDANCE FOR EMPLOYERS

Have a Plan

- Start with assessing the hazards in your workplace

- Just as in all other hazards, the "Hierarchy of Controls" is an important concept
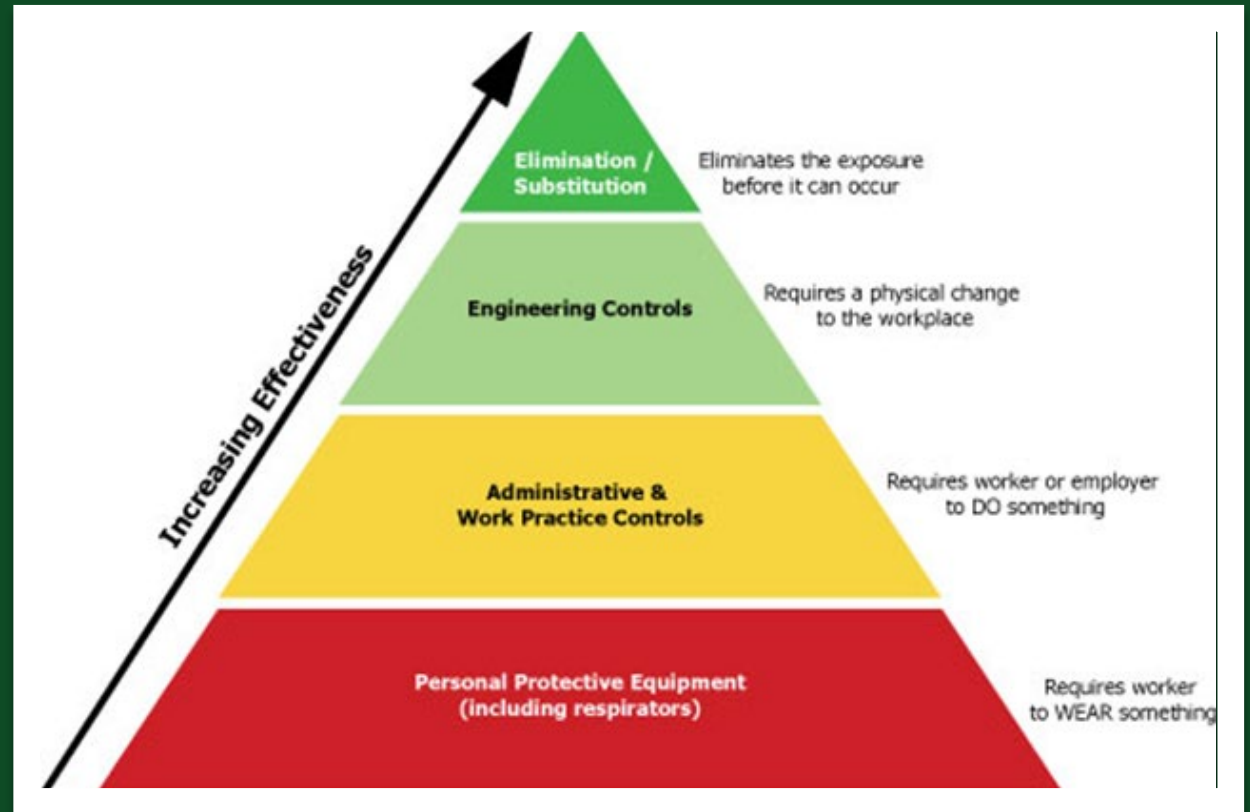
Elimination/Substitution

- Tasks should be evaluated for the possibility of working remotely

- Meetings/conferences and trainings should be done via the internet/virtually

- Client/patient services should be done via the internet/virtually

- Employee-to-employee contact should be eliminated by spreading out workstations

- Employees should be encouraged to stay home if they feel ill <u>in any way</u>.
  THIS SHOULD BE UNIFORMLY COMMUNICATED

- If feasible, temperature testing employees should be done

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Engineering Controls

- Consider physical barriers to prevent spread;

    – i.e. workstation barriers

    – i.e. sneeze guards for cashiers

- Isolation of tasks should be considered where possible

- Ventilation patterns and air change rates can assist in lessening contamination

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Administrative and Work Practice Controls

Work Practice Controls can be very effective in preventing the spread of COVID-19

- Understand the basic principles of prevention:

    - **Social Distancing:** Social distancing is when people are able to maintain a minimum of **6 feet apart.**

    - **Personal Cleanliness:** Hand washing facilities and hand sanitizing must be provided, readily available, and their use must be encouraged.

    - **Work Surface Cleanliness:** Employers should implement protocols for regularly cleaning and disinfecting high-touch surfaces in the work environment.

        - Wipe down surfaces such as door push bars, shopping carts, points of sale machines, chairs in waiting areas, and other areas that customers, visitors, or workers frequently touch.

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Employee Training

- Train all workers about their risk of occupational exposure to COVID-19 as well as on what to do if they have traveled to high-risk areas or been exposed to possible cases.

- For workers at particular risk of exposure (e.g., in healthcare sectors), discuss:

  – Sources of exposure to the virus and hazards associated with that exposure.

  – Appropriate ways to prevent or reduce the likelihood of exposure, including use of engineering and administrative controls, safe work practices, and PPE.

  – Some OSHA standards (e.g., BBP, PPE) require worker training.

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Personal Protective Equipment (PPE)

- Make sure there is a good understanding of what is and what is not considered PPE

- Things that are PPE;

  - **Gloves:** various gloves protect against varying hazards, most commonly, medical grade Nitryl or latex gloves are used to protect against pathogenic hazards

  - **Body Protection;** Most often varying forms of protective suits are worn to protect from pathogenic hazards. In the case of facilities with direct contact of known or suspected COVID-19 infectious subjects, Tyvek, full body suits can be worn. However! To be impervious to the maximum of the design, all seems should be sealed

  - **Eye/face protection;** Eye protection should also be worn for those involved in the direct contact of known or suspected COVID-19 infectious subjects. Eye protection should provide side protection at the least. Face shield make excellent protection, especially when used in conjunction with eye protection

  - Know the difference in masks versus respirators and apply appropriately

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GUIDANCE FOR EMPLOYEES

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Know the Plan

- Your employer should have a plan to protect you from spread of COVID-19 and as an employee you should ask and understand this plan

- The plan will encompass the following concepts to protect workers from COVID-19;

    – Modifying the workplace (shields/barriers, moving workstations)

    – Social Distancing

    – Cleanliness

    – Personal Protective equipment

    – Face coverings

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Social Distancing

Social distancing, also called "physical distancing" means keeping space between yourself and other people outside of your home, and is the most effective means of protection from exposure and spread.

- Stay at least 6-feet from other people.

- Do not gather in groups.

- Any face-to-face contact less than 6-feet is not effective and should only be done in conjunction with wearing a mask.
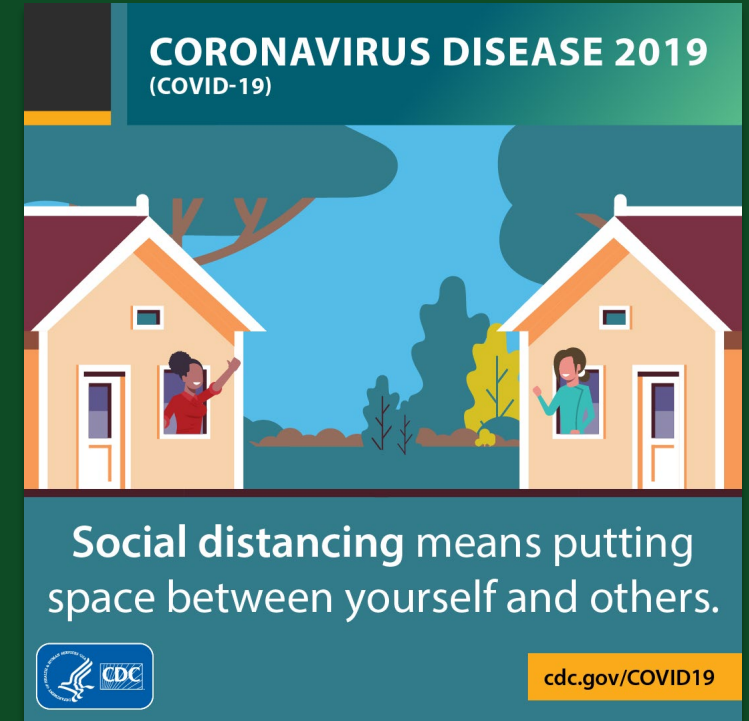
More on social distancing from the CDC

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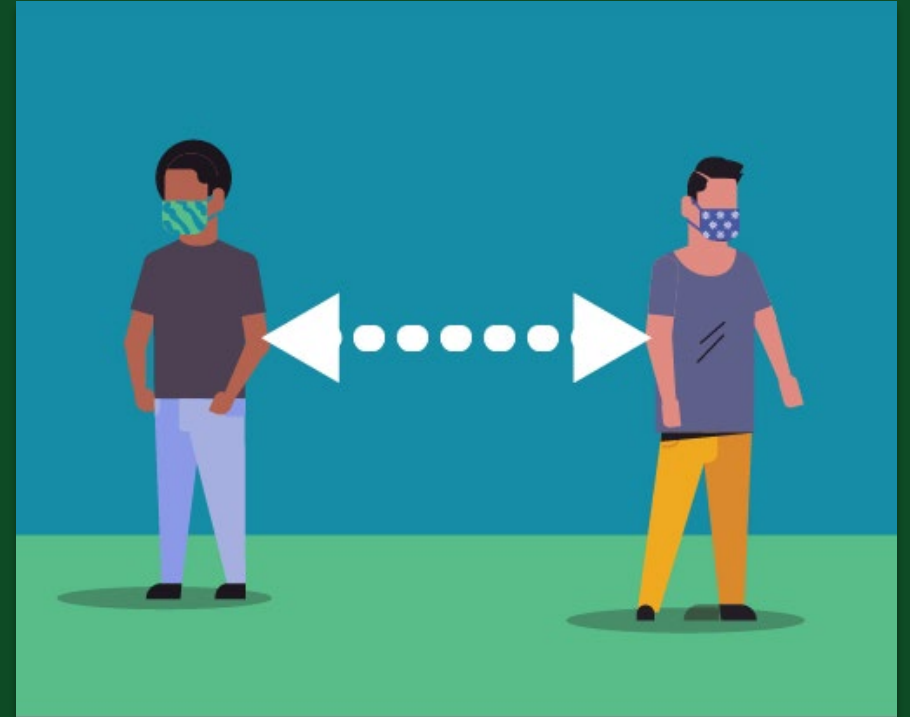
Stay Home, Stay Safe

- Employees shall not report to, or be allowed to remain at, work or job site if sick or symptomatic (with fever, cough, and/or shortness of breath).

- Non-symptomatic or COVID-19 positive workers are not allowed on site.

- Any worker(s) who have contact with a worker or any other person who is diagnosed with COVID-19 are required to quarantine for 14 days.

More on social distancing from the CDC

CORONAVIRUS DISEASE 2019
(COVID-19)

Social distancing means putting space between yourself and others.

CDC

cdc.gov/COVID19

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Hand Washing/Hand Sanitizing

Handwashing is one of the best ways to protect yourself and your family from getting sick.

For all workers, regardless of specific exposure risks:

– Practice good and frequent hand hygiene.

– Follow good cough/sneeze etiquette

– Avoid touching the eyes, nose, or mouth with unwashed hands.

– Avoid close contact with people who are sick.

– Use hand sanitizer when you can't use soap and water

Photo: CDC

More on handwashing from the CDC

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Hand Washing/Hand Sanitizing

Follow these five steps every time.

- **Wet** your hands with clean, running water (warm or cold), turn off the tap, and apply soap.

- **Lather** your hands by rubbing them together with the soap. Lather the backs of your hands, between your fingers, and under your nails.

- **Scrub** your hands for at least 20 seconds. Need a timer? Hum the "Happy Birthday" song from beginning to end twice.

- **Rinse** your hands well under clean, running water.

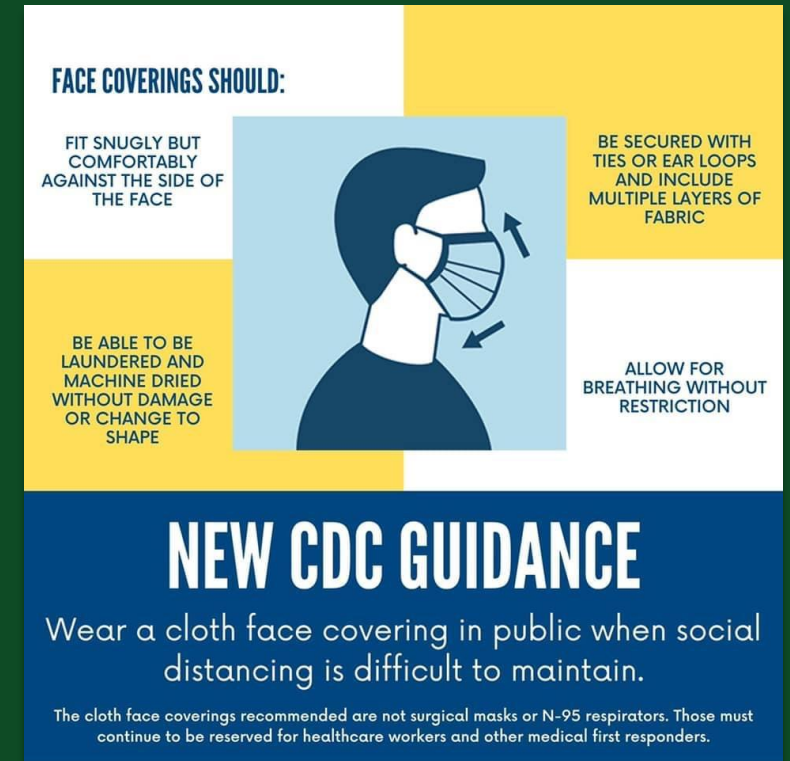- **Dry** your hands using a clean towel or air dry them.

Photo: CDC

More on handwashing from the CDC

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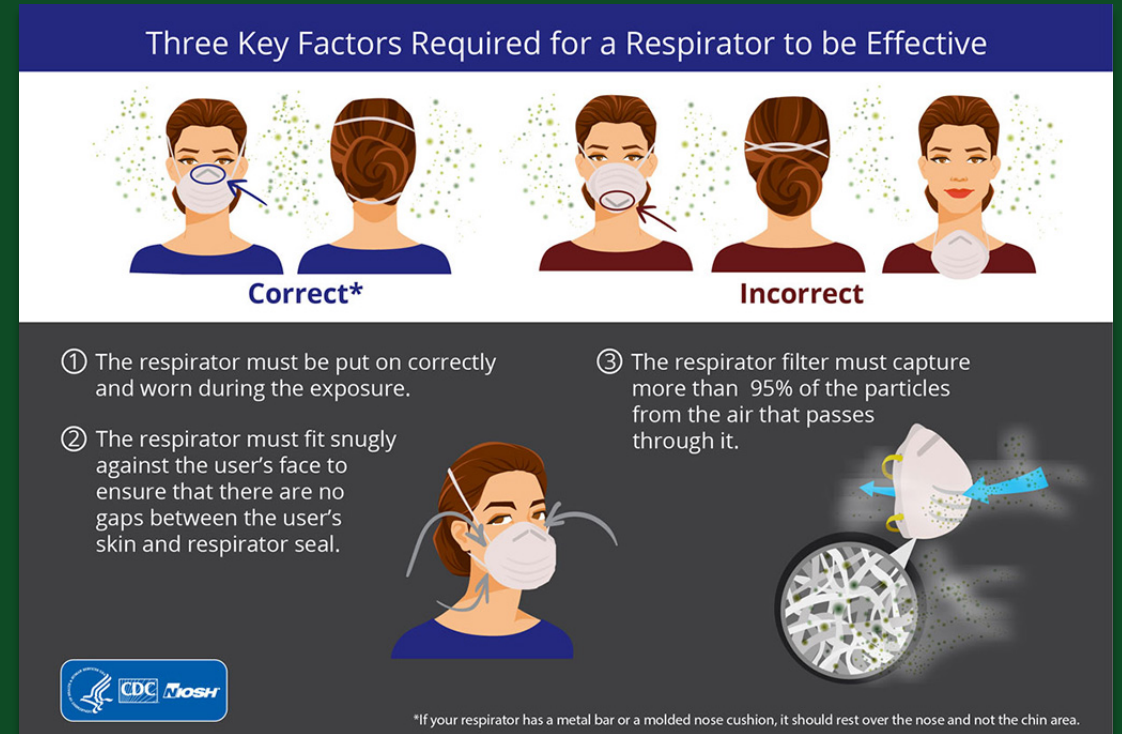
Masks and Face Coverings

Masks are an important tool in protection from the spread of COVID-19 virus. In addition to the Governor's Executive Order, the CDC recommends wearing cloth face coverings in public settings where social distancing measures are difficult to maintain

- Employees must wear face coverings over their nose and mouth when in the presence of others.
- In the case of retail cashiers, a translucent shield or "sneeze guard" is acceptable in lieu of a mask.
- Medical and surgical masks should be reserved for health care workers. To learn how to make your own mask or cloth face covering, click here.

FACE COVERINGS SHOULD:

FIT SNUGLY BUT COMFORTABLY AGAINST THE SIDE OF THE FACE

BE SECURED WITH TIES OR EAR LOOPS AND INCLUDE MULTIPLE LAYERS OF FABRIC

BE ABLE TO BE LAUNDERED AND MACHINE DRIED WITHOUT DAMAGE OR CHANGE TO SHAPE

ALLOW FOR BREATHING WITHOUT RESTRICTION

NEW CDC GUIDANCE

Wear a cloth face covering in public when social distancing is difficult to maintain.

The cloth face coverings recommended are not surgical masks or N-95 respirators. Those must continue to be reserved for healthcare workers and other medical first responders.

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Respirator

- Respirators are tight fitting and considered personal protective equipment.

- If N95 masks are used voluntarily, there is no need to have fit test conducted *(but need to provide mandatory Appendix D)* LINK

- If respirators are required in a workplace, a fit test must complete, and the employer needs a full and detailed protection program (1910.134)

- Respirators must be used if involved in medical procedures when exposed to aerosolized virus (intubating, treatment of coughing, etc.)

Three Key Factors Required for a Respirator to be Effective

Correct*   Incorrect

① The respirator must be put on correctly and worn during the exposure.

② The respirator must fit snugly against the user's face to ensure that there are no gaps between the user's skin and respirator seal.

③ The respirator filter must capture more than 95% of the particles from the air that passes through it.

*If your respirator has a metal bar or a molded nose cushion, it should rest over the nose and not the chin area.

Link to VOSHA Guidance on Masks/Respirators

Links to Helpful Documents

- OSHA guidance for grocery and retail worker safety: https://labor.vermont.gov/document/osha-protecting-grocery-store-workers-covid-19

- OSHA guidance for construction worker safety: https://labor.vermont.gov/document/osha-protection-construction-workforce-during-covid-19

- OSHA guidance package delivery worker safety: https://labor.vermont.gov/document/osha-covid-19-guidance-package-delivery-workforce

- OSHA guidance for manufacturing worker safety: https://labor.vermont.gov/document/osha-covid-19-guidance-manufacturing-industry-workforce

- Agency of Commerce guidance for stage one going back to work: https://accd.vermont.gov/news/update-new-work-safe-additions-stay-home-stay-safe-order

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For Continual Updates

- Visit OSHA's website at https://www.osha.gov/SLTC/covid-19/

- Visit CDC COVID-19 website at https://www.cdc.gov/coronavirus/2019-ncov/index.html

- Visit Vermont Department of Health at https://www.healthvermont.gov/response/coronavirus-covid-19

- Visit Agency of Commerce and Community Development at https://accd.vermont.gov/covid-19

- Follow OSHA on social media

  – Twitter: @OSHA_DOL

  – Facebook: Follow the Department of Labor page

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