

COVID-19 Back to Work: What You Need to Know

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Goals

To provide information about the current COVID-19 pandemic and assist the business community as workplaces re-open and employees return to work.

- Effects on businesses
- Determine exposure potentials
- Guidance workplace controls



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Let's cut through the noise



Focus on facts



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Effects on workplaces

Operation Factors

- Total or partial shutdown
- Permanent closure
- Loss of revenue
- Loss of productivity
- Changes in commerce patterns
- Back log
- Interrupted supply chains

Workforce Factors

- Reductions
- Unemployment
- Absenteeism
- Stress
- Fear



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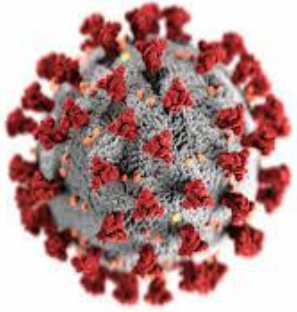
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Symptoms of COVID-19 SARS-CoV-2

Original

- Cough
- Shortness of breath
- Fever

CDC Recently added

- Chills
- Shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of senses of taste and smell



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How COVID-19 is spread

Primary Sources

- Large respiratory droplets

Secondary Sources

- Prolonged contact with aerosols
- Contaminated surfaces

Virus Activity

- 3 hours in aerosol form
- 4 hours on copper
- 24 hours on cardboard
- 2-3 days on plastic or stainless steel



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Thinking beyond COVID-19

What industrial hygiene protocols do you already have in place?

Do you have previous experience with other disease outbreaks?

What plans do you have for future outbreaks of other infectious diseases?



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OSHA SEC.5.Duties-General Duty Clause

(a) Each employer

(1) Shall furnish to each of his employees, employment and a place of employment which are free from recognized hazards that are likely to cause death or serious physical harm to his employees;

(2) Shall comply with occupational safety and health standards promulgated under this act.

(b) Each employee

Shall comply with occupational safety and health standards and all rules, regulations, and orders issued pursuant to this Act which are applicable to his own actions and conduct.



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Where do you start?

Sanitize your facility

Assign a leader / safety task force

Determine the exposure potential for your specific business.

Develop an infectious disease preparedness and response plan for employees who:

- Were exposed
- Exhibit symptoms
- Test positive.



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General Precautions

- Stay at home policies
- Social distancing
- Respiratory etiquette
- Hygiene & sanitizing policies
- Personal protection equipment

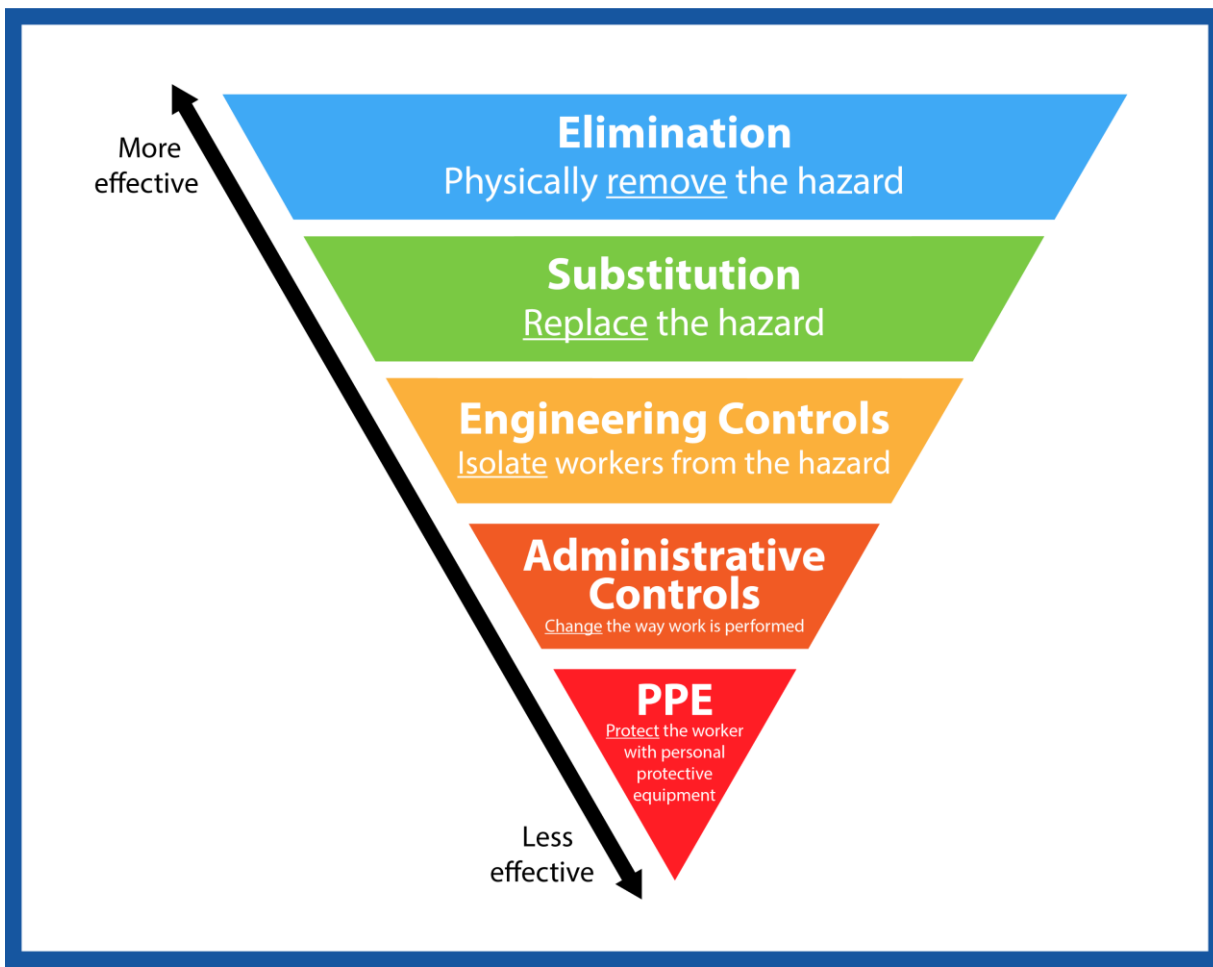


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Hierarchy of Controls



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Engineering Controls

- Increased ventilation
- Physical barriers
- Re-configuring workspaces or production lines
- Touch free rest room faucets and towel dispensers



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Administrative Controls

- Working remotely
- Staggered work hours
- Safe work practices
- Travel policies
- Disinfecting and hygiene procedures
- Signage
- Education and training



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PPE

Proper evaluation and selection of face coverings, gloves, gowns, etc.

Training on proper fit, use, care, and disposal.



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Criteria for Various Types of Businesses

- Spaces that are largely self-enclosed
- Retail, personal or treatment services
- Mobile and direct services
- Large gathering spaces
- Construction sites



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Self-Enclosed Spaces

Challenges

- Person to person contact
- Modular office spaces
- Break areas
- Rest rooms
- Deliveries
- Outside visitors
- Elevators

Potential Controls

- Re-design workspaces
- Erect physical barriers
- Increase air circulation
- Work remotely
- Stagger work hours / break times
- Restrict outside visitors
- Frequent cleaning
- PPE scaled by risk



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Retail, Personal or Treatment Services

Challenges

- Close or direct contact
- Break rooms
- Checkout areas
- Fitting rooms
- Rest rooms
- Waiting rooms

Potential Controls

- Controlled entry / reduced capacity
- Signage and markings
- One-way aisles
- Physical barriers
- Masks or respirators
- Eye protection
- Taking temperatures
- Reduce time in waiting areas



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Mobile and Direct Services

Challenges

- No control over environment
- Wide range of personal contact
- Difficult to prepare

Potential Controls

- PPE, masks, gloves
- Designated delivery locations
- Touchless payment systems
- Barriers in vehicles
- Disinfect between customers



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Larger Gathering Places

Challenges

- Large numbers of people
- Close contact
- Extended periods of time
- Control of people movement
- Lines for tickets, security, and entry
- Rest rooms
- Food service areas

Potential Controls

- Reduced capacity
- Alterations to seating
- Signage and markings
- Physical barriers
- Mask requirements
- Frequent cleaning
- More thorough cleaning



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Construction Sites

Challenges

- Wide variety of conditions
- Variety of tasks
- Multiple users of equipment
- Portable rest rooms
- Job trailers
- HVAC not operable

Potential Controls

- Stagger work times
- Limit sharing of tools
- Additional PPE requirements
- Disinfect rest rooms
- Stagger break times
- Designate additional break areas
- Use fans for additional air flow



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Procedures Before Return

- Additional screening measures
- Interviews / Questionnaires / Signed Affidavits
- Medical history
- Temperature checks
- COVID-19 testing



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Establishing a New “Normal”

- Develop a return to work orientation program.
- Thoroughly communicate changes.
- Be supportive and encourage communication.
- Focus on positive changes to reduce fear and anxiety.
- Accommodations for other employee issues



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Contingency Plans

As restrictions are lifted, the disease rates could rise again.

It is important to have plans in place in case you will need to shut down again.

There have been other pandemics in the past and there will be others in the future.

Failure to plan is planning to fail!



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Arizona Restrictions

Stay at home, stay healthy, stay connected order in place through May 15

All openings shown below are subject to CDC, OSHA, and ADHS guidelines outlined in the applicable executive orders

May 1 - Elective surgeries allowed to resume for healthcare facilities that meet preparedness standards.

May 4 - Non-essential retailers allowed to operate through delivery, walk up, drive up, curbside, or appointment.

May 8 - Non-essential retailers, barbers, and cosmetologists may fully open

May 11 - Restaurants will be able to offer in place dining.

There is no projected opening date for bars, gyms, theaters, or sports venues.



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Questions ?



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Resources

Arizona Governor Ducey executive orders:

<https://azgovernor.gov/executive-orders>

Other links:

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

<https://www.cdc.gov/niosh/index.htm>

<https://www.osha.gov/SLTC/covid-19/>

<https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

<https://www.azdhs.gov/>

<https://www.nsc.org/work-safety/safety-topics/safe-actions-for-employee-returns-safer>

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