

# COVID-19

## Return Safe

## Work Safe

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# Presenters

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# Goals

- ✓ Help business owners develop processes and procedures that will ensure safety
- ✓ Build confidence in employees and customers
- ✓ Communicate positive safety messaging





**SAFER**

Safe Actions For Employee Returns

[nsc.org/safer](https://nsc.org/safer)

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# SAFER

Safe Actions For Employee Returns

## *Members*

- Small and large Fortune 500 companies
- Nonprofits
- Legal experts
- Public health professionals
- Government agency representatives



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# Return Safe. Work Safe.

# SAFER

Safe Actions For Employee Returns

## *Objectives*

Guide the reintroduction of employees into work environments

A framework focusing on the health and safety of all employees



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# SAFER

Safe Actions For Employee Returns

## *Categories*

- Physical environments
- Medical and health concerns
- Stress, emotional & mental health
- Employment, legal and HR
- Communication
- External factors



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# Getting Started

- Gather information
- Clean and sanitize your facility
- Assign a leader / safety task force
- Determine the exposure potential for your specific business and identify gaps
- Develop emergency preparedness and disease prevention plans
- Have a return to work orientation program





# OSHA Resources

[www.osha.gov/SLTC/covid-19/](http://www.osha.gov/SLTC/covid-19/)

- Standards
- Updates
- Hazard recognition
- Medical information
- Industry specific guidelines



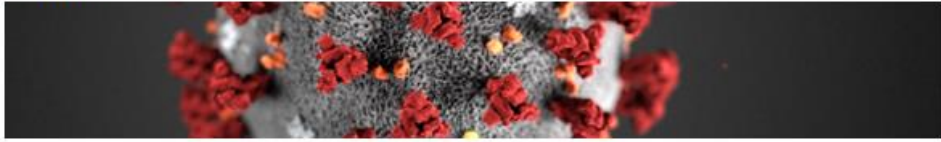
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# OSHA Resources

## COVID-19



### Overview



This webpage provides information for workers and employers about the evolving coronavirus pandemic. The information includes links to interim guidance and other resources for preventing exposures to, and infection with, the novel coronavirus—officially named SARS-CoV-2, which causes the Coronavirus Disease 2019 (COVID-19).

[More >](#)

### News and Updates



Find the latest OSHA resources related to COVID-19, including:

- Updated Interim Enforcement Response Plan for Coronavirus Disease 2019 (COVID-19), (May 19, 2020).
- Revised Enforcement Guidance for Recording Codes of Coronavirus Disease 2019 (COVID-19), (May 19, 2020).
- COVID-19 Guidance for Nursing Home and Long Term Care Facility Workers (Spanish), (May 14, 2020).

[More >](#)

### Highlights

- Guidance on Preparing Workplaces for COVID-19 (Spanish)
- Worker Exposure Risk to COVID-19 (Spanish)
- Guidance for specific industries
- OSHA Alerts:
  - Nursing Home and Long Term Care Facility Workers (Spanish)
  - Retail Pharmacies (Spanish)
  - Rideshare, Taxi, and Car Service Workers (Spanish)
  - Dental Practitioners (Spanish)
  - Restaurants & Beverage Vendors Offering Takeout or Curbside Pickup (Spanish)
  - Construction Workforce (Spanish)
  - Manufacturing Industry Workforce (Spanish)
  - Package Delivery Workforce (Spanish)
  - Retail Workers (Spanish)
  - Prevent Worker Exposure to Coronavirus (COVID-19) (Spanish)
- Enforcement guidance for:
  - Handling COVID-19-related complaints, referrals, and severe illness reports (Interim Enforcement Response Plan) (through May 25, 2020; on or after May 26, 2020)
  - Recording cases of COVID-19 (through May 25, 2020; on or after May 26, 2020)
  - Required annual fit-testing in healthcare and all other industries
  - Supply shortages of disposable N95 filtering facepiece respirators (FFRs)
  - Use of respiratory protection equipment certified under standards of other countries
  - Decontamination of FFRs in healthcare
  - Considering employers' good faith efforts to comply with OSHA-mandated training, audits, assessments, inspections, and testing

### Quick Facts

- Existing OSHA standards apply to protect workers from SARS-CoV-2, the novel coronavirus that causes the respiratory disease known as COVID-19.
- Signs and symptoms of COVID-19 include cough, shortness of breath, and difficulty breathing. The U.S. Center for Disease Control

### Medical Information



Take steps to prevent worker exposure to SARS-CoV-2:

- What is a coronavirus?
- How is SARS-CoV-2 different from other coronaviruses?
- What are the signs and symptoms of COVID-19?
- What should I do if I think I have been exposed to or infected with SARS-CoV-2?
- How is COVID-19 diagnosed?
- How is COVID-19 treated?
- Am I at high risk for complications from COVID-19?
- When can I return to work after having COVID-19?

[More >](#)

### Control and Prevention



OSHA provides guidance and resources for employers and workers on the control and prevention of COVID-19. Some sections of this guidance apply to all workers and employers, while other sections focus on those at lower risk of exposure and those with increased risk of exposure, including workers involved in:

- Healthcare
- Dentistry
- Emergency response and public safety
- Postmortem care
- Manufacturing (developed in partnership with CDC)
- Meat and poultry processing (developed in partnership with CDC)
- Laboratories
- Airline operations
- Retail operations
- Border protection and transportation security
- Correctional facility operations
- Solid waste and wastewater management
- Environmental (i.e., janitorial) services
- In-home repair services
- Business travelers

[More >](#)

### Hazard Recognition



- Risk to workers in the United States
- Classifying risk of worker exposure to SARS-CoV-2
- How does COVID-19 spread?
- Identifying potential sources of exposure

[More >](#)

### Standards

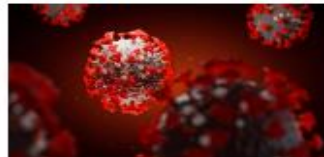


Understand how OSHA standards apply to protect workers from SARS-CoV-2.

- Key OSHA standards for COVID-19
- Enforcement discretion guidance
- Enforcement directives
- Workers' rights and employers' responsibilities

[More >](#)

### Background



Learn where COVID-19, and the SARS-CoV-2 virus that causes it, came from and how the pandemic is thought to have started.

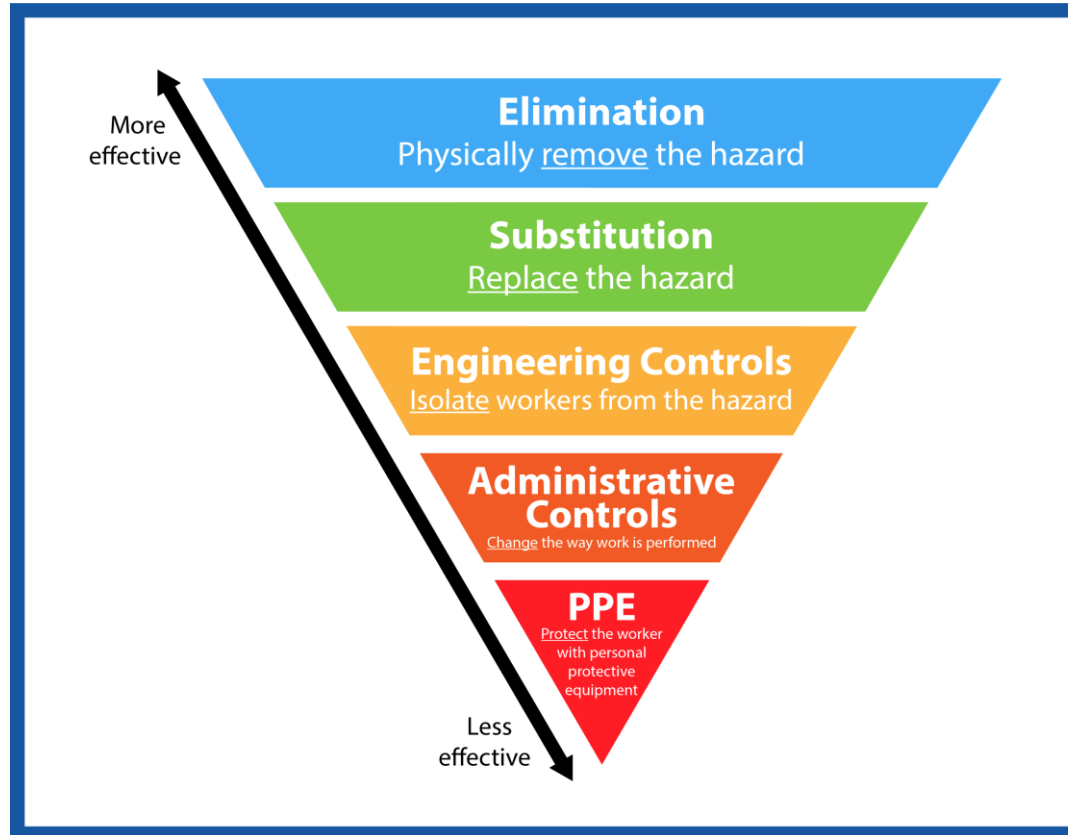
### Additional Resources



Find additional resources and information for protecting workers during the COVID-19 pandemic, including from occupational exposure to SARS-CoV-2.



# Hierarchy of Controls



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# Physical Environments

Buildings, facilities, and workspaces



- HVAC
- Water systems
- Cleaning and disinfecting
- Physical distancing
- Communal food and drink
- “No touch” entries and exits
- Limit gatherings



# Physical Environments

- Conduct risk/hazard analysis
- Break down tasks
- Identify potential hazards
- Identify engineering, administrative, and PPE controls



# Disease Prevention Preparedness

## Industrial Hygiene Hazard Types

Physical

**Biological**

Ergonomics

**Chemical**

## Industrial Hygiene Process

Anticipation

Recognition

Evaluation

Control

Confirm

- Bloodborne Pathogens Standard (29 CFR 1910.1030)
- Personal Protective Equipment Standard (29 CFR 1910.132)
- Respiratory Protection Standard (29 CFR 1910.134)



# Medical and Health

## Sample attestation form

I, \_\_\_\_\_, confirm the following statements remain true through the duration of this agreement. I will perform a health-check each day before entering the workplace and confirm:

1. I do not feel sick.
2. I do not have a temperature exceeding 100.4°F/38°C.
3. I have not been ill in the last 14 days.
4. I have not traveled to CDC Level 3 designated countries in the last 14 days for business or personal reasons.
5. I have not traveled on a cruise ship in the last 14 days for business or personal reasons.
6. I am not currently observing a quarantine due to potential exposure to COVID-19.
7. I have not tested positive for COVID-19.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

If you are not able to answer affirmatively to all of the statements above, please contact Human Resources for further direction.



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# Medical and Health

## Additional screening

- Temperature checks
- COVID-19 testing
- Contact tracing



## Hygiene and infection control

- Practice safe behaviors
- Avoid nonessential contact with others
- Avoid sharing equipment and objects





# Infection Protocol

**Primary** - Individual has been diagnosed with COVID-19

**Primary symptoms/direct exposure** - Team members have been indirect contact with Primary Individual or Primary Individual who has COVID-19 symptoms

**Secondary** - Secondary team member has been in contact with a Direct Exposure team member, but not the Primary Individual

**Tertiary** - Tertiary Team Member has been in contact with a Secondary Exposure Team Member



# Emotional and Mental Health

Recognize possible emotional and mental effects:

- Feeling physically and mentally drained
- Having difficulty making decisions or staying focused
- Becoming easily frustrated more frequently
- Arguing more with family and friends
- Feeling tired, sad, numb, lonely, or worried
- Experiencing changes in appetite or sleep patterns



**There is no shame in asking for help**



# Employment, Legal, and HR

## Supervisor and leadership support

Be positive, compassionate, supportive, and transparent

Lead by example

Be aware of regulations



## Employee resources

Communicate PTO and flexible work policies

Employee assistance programs

FMLA or short-term disability



# Communication

- Determine who is responsible for communicating information
- Thoroughly communicate changes
- Have a consistent message
- Be supportive and encourage two-way communication
- Focus on positive changes to reduce fear and anxiety



# External Factors

## *Government policies and guidelines:*

Federal, CDC, OSHA

State, ADHS, Governor's office

Local

## *Community risk*

Not all communities are equally affected

Exposure risk levels can change



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# Reducing Employee Stress

- Positive communication
- Training and education
- Planning
- Structure
- Lead by example



# Building Trust With Customers

- Be visible with cleaning and safety
- Use effective signage
- Post information in customer contact areas
- Evaluate your facility and operations from their perspective
- Actions matter, make sure all customer interactions regarding COVID-19 are positive.
- Use social media effectively



Planning  
+  
Information  
+  
Actions  
=  
Reduced stress  
=  
Success!





# Questions ?



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# Resources

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

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

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

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

<https://www.eeoc.gov/coronavirus>

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

<https://www.nsc.org/safer>

<https://premierlabsolutions.com/>

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