

**RETURN SAFE.
WORK SAFE.**



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Presenters

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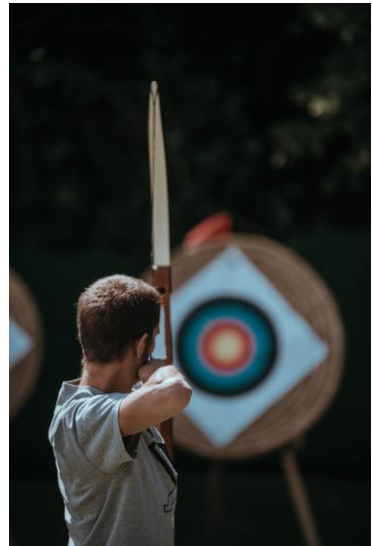


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Goals

- Assist business owners with return to work related topics
- Identify key action items to help ensure a safe workplace
- Discuss issues related to gathering medical information, conducting temperature checks, and testing
- Communicate commitments to safety and health
- Restore confidence with employees and customers
- Review lessons learned



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Action Items

1. Gather information, assign a leader
2. Complete a risk assessment of your workplace
3. Develop an infectious disease response plan
4. Identify and implement controls
5. Conduct training
6. Establish cleaning protocols
7. Follow safe practices guidelines
8. Communicate your commitment to safety
9. Review lessons learned and adapt



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Action Item 1: Gather information, assign a leader, form a task force

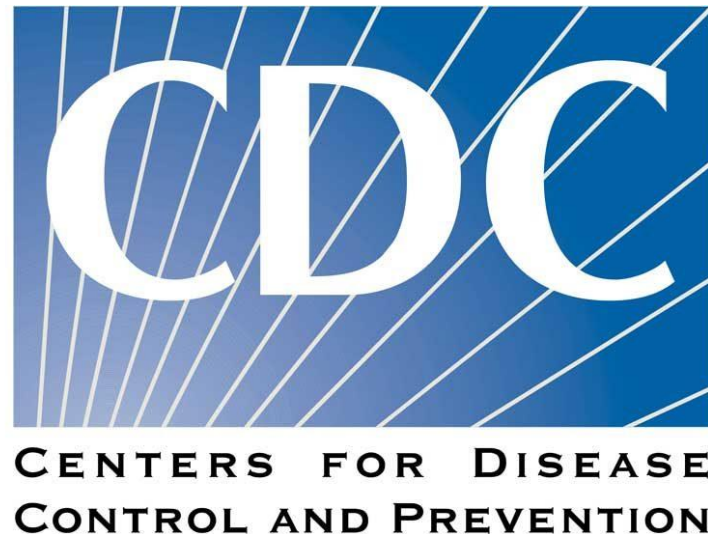
- Gather information related to your specific business
- Use credible sources
- Network with other business and share best practices
- Ensure task force participation from all departments
- Encourage two-way communication



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Information Resources



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SAFER

Safe Actions For Employee Returns

nsc.org/safer



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Task Force Members

Small and large Fortune 500 companies

Nonprofits Legal experts

Public health professionals

Government agency representatives

SAFER Playbooks

<https://safety.nsc.org/organization-vulnerability-tool>



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OSHA Resources

www.osha.gov/SLTC/covid-19/

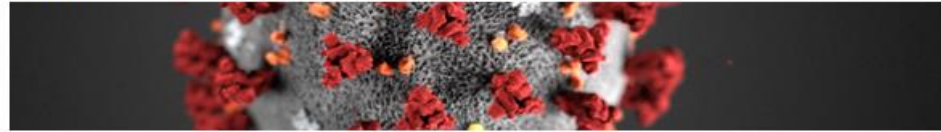
- Standards
- Updates
- Hazard recognition
- Medical information
- Industry specific guidelines



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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 Cases 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 >](#)

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 >](#)

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. Centers 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

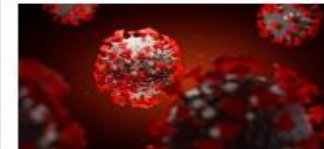


OSHA provides guidance and resources for employers and workers on the control and prevention of COVID-19. Some sections of this guidance apply to all workers and employers, while other sections focus on those at lower risk of exposure and those with increased risk of exposure, including workers involved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

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.



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Action Item 2: Risk Assessment and Hazard Analysis

Risk = Severity X Probability

		Consequence				
		Negligible 1	Minor 2	Moderate 3	Major 4	Catastrophic 5
Likelihood	5 Almost certain	Moderate 5	High 10	Extreme 15	Extreme 20	Extreme 25
	4 Likely	Moderate 4	High 8	High 12	Extreme 16	Extreme 20
	3 Possible	Low 3	Moderate 6	High 9	High 12	Extreme 15
	2 Unlikely	Low 2	Moderate 4	Moderate 6	High 8	High 10
	1 Rare	Low 1	Low 2	Low 3	Moderate 4	Moderate 5



OSHA Risk Pyramid
document 3993
Worker Exposure
Risk to COVID-19



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Job Hazard/Safety Analysis

- Break down jobs into tasks/steps
- Identify potential risks or hazards
- Specify controls



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Action Item 3: Infectious Disease Preparedness and Response Plan

- Have a written plan prior to exposure
- Make your plan visible
- Identify responses to different levels of exposure



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Infection Protocol

Primary - Individual has been diagnosed with COVID-19

Primary symptoms/direct exposure - Team members have been in direct 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



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Disease Prevention Preparedness

Industrial Hygiene Hazard Types

Physical

Biological

Ergonomics

Chemical

Industrial Hygiene Process

Anticipation

Recognition

Evaluation

Control

Confirm

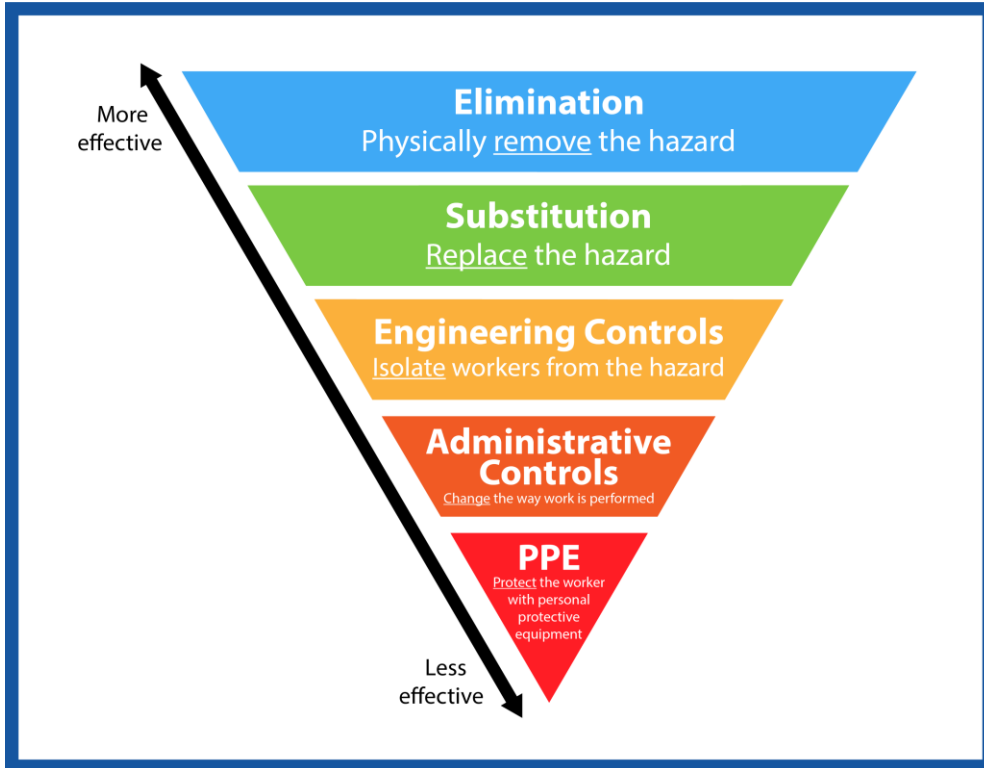
- Bloodborne Pathogens Standard (29 CFR 1910.1030)
- Personal Protective Equipment Standard (29 CFR 1910.132)
- Respiratory Protection Standard (29 CFR 1910.134)



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Action Item 4: Implement Controls



Follow the
hierarchy of
controls



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Hierarchy of Controls

Administrative

Engineering



PPE



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Medical and Health



Additional Screening

- Temperature checks
- COVID-19 viral vs antibody testing
- Contact tracing
- Questionnaires

Hygiene and infection control

- Practice safe behaviors
- Avoid nonessential contact with others
- PPE scaled according to risk



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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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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



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Action Item 5: Training

- Return to work orientation
- Changes in procedures
- How virus spreads
- Protection protocols
- PPE use, fit, cleaning, disposal



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Action Item 6: Cleaning and Sanitizing



- Start with a clean facility
- Create a cleaning schedule
- Frequently touched surfaces
- Use approved disinfectants
- Safe practices (SDS)



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Action Item 7: Safe Practices



- Stay at home if you are sick
- Maintain social distancing
- Frequent hand washing
- Coughing/sneezing etiquette
- Avoid non-essential contact
- Do not share items
- PPE, such as masks and gloves



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Action Item 8: Communication

- Consistent message
- Stay positive
- Encourage input
- Lead by example
- Share your commitment



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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



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Action Item 9: Lessons Learned

- Planning is essential for current pandemic and future events
- Guidelines change, so flexibility is important
- Many people with COVID-19 have no symptoms
- While disinfecting surfaces is still recommended, greater emphasis is being placed on droplet transmission
- Mental health issues and substance abuse are increasing



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Questions?



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Resources

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

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

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

<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://safety.nsc.org/organization-vulnerability-tool>

<https://premierlabsolutions.com/>

<http://www.returnsafeworksafe.com/#>

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