INFECTIOUS DISEASE RESPONSE PLAN

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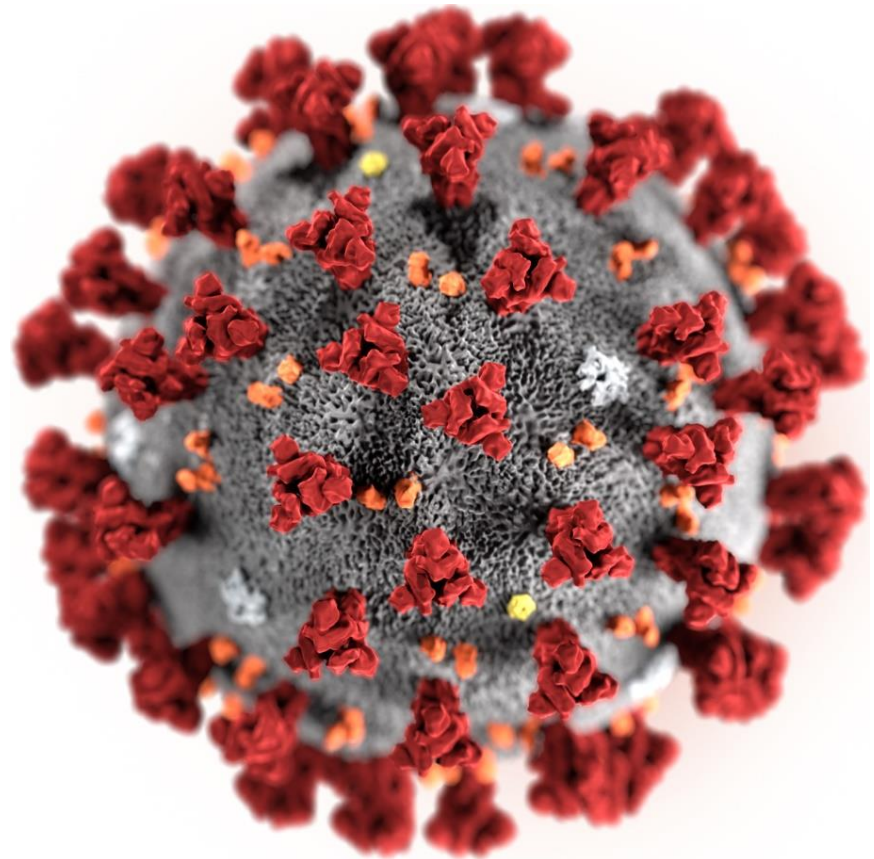hrtibbitts@safex.us

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OBJECTIVES

- Identifying how COVID-19 exposures may occur.

- How to prepare your workplace.

- Proper control measures to minimize risks.

- Identifying risk factors (occupational and non-occupational/personal).

- Internal infectious disease response.

- Applications of other related OSHA standards.

- Training and communication to employees.

COVID-19

- Also known as Coronavirus.

- Infectious disease not previously identified in humans.

- Causes respiratory illness with symptoms such as:
  - Cough
  - Fever
  - Shortness of Breath

WHEN TO GET MEDICAL ATTENTION

- Difficulty breathing or shortness of breath.

- Persistent pain or pressure in the chest.

- New confusion or inability to arouse

- Bluish lips or face

*This list is not all inclusive. Please consult your medical provider for any other symptoms that are severe or concerning.

https://www.cdc.gov/coronavirus/2019-ncov/downloads/COVID19-symptoms.pdf

HOW IT SPREADS

PERSONAL CONTACT

RESPIRATORY DROPLETS IN THE AIR

CONTAMINATED SURFACES

HOW CONTAGIOUS IS IT?

- The more symptomatic someone is, the more contagious they are.

- It can still be spread with minor to no symptoms.

- Symptoms appear after 2-14 days of contracting the virus.

HOW TO PREPARE

- Keep open communication.

- Know the symptoms.

- Contact companies you work with.

- Develop restricted work and work from home policies (even if it doesn't get so severe that they need to be put in place).

- Encourage good hygiene.

- Reduce panic.

HOW TO PREVENT IT

- Cover your mouth when you sneeze or cough with tissue

- Wash your hands 20 sec.

- Avoid touching face

- Social distancing (6 feet)

- Clean and disinfect

STEPS TO REDUCE WORKER'S RISK OF EXPOSURE

1. Develop an Infectious Disease Preparedness and Response Plan

2. Prepare to Implement Basic Infection Prevention Measures

3. Develop Policies and Procedure for Prompt Identification and Isolation of Sick People, if Appropriate

4. Develop, Implement, and Communicate about Workplace Flexibilities and Protections

5. Implement Workplace Controls

6. Follow Existing OSHA Standards

DEVELOP AN INFECTIOUS DISEASE PREPAREDNESS AND RESPONSE PLAN

- Where, how, and what sources of COVID-19 might workers be exposed
  - General public, customers, coworkers
  - Sick individuals or those at particularly high risk of infection

- Non-occupational risk factors at home and in community settings

- Workers individual risk factors
  - Age
  - Chronic medical conditions

- Controls necessary to address those risks

BASIC INFECTION PREVENTION MEASURES

PROMOTE FREQUENT AND THOROUGH HAND WASHING

IF NO SOAP AND WATER, PROVIDE ALCOHOL-BASED HAND RUBS CONTAINING AT LEAST 60% ALCOHOL

ENCOURAGE WORKERS TO STAY HOME IF THEY ARE SICK

ENCOURAGE RESPIRATORY ETIQUETTE

PROVIDE TISSUES AND TRASH RECEPTACLES

EXPLORE FLEXIBLE WORK SITES AND HOURS

DISCOURAGE WORKERS FROM USING OTHER WORKERS' PHONES, DESKS, OFFICES, OR OTHER WORK TOOLS AND EQUIPMENT

MAINTAIN REGULAR HOUSEKEEPING PRACTICES

POLICIES AND PROCEDURE FOR PROMPT IDENTIFICATION AND ISOLATION OF SICK PEOPLE

Encourage employees to self-monitor for signs and symptoms of COVID-19

Take temperature each morning or as arrive at work as Ohio Governor mentioned

Do you need a procedure for isolating people with signs and symptoms?

WORKPLACE FLEXIBILITIES AND PROTECTIONS

- Are sick leave policies flexible and consistent with public health guidance?

- Are employees aware of the policies?

- Have you talked with business who provide temporary employees?

- Do not require healthcare provider's note for employees who are sick to miss work.

- Is your policy flexible to allow for care or quarantine with sick family member?

- Be aware of workers' concerns about pay, leave, safety, health, or other issues.

CLASSIFYING WORKER EXPOSURE

Occupational Risk Pyramid for COVID-19

- Very High
- High
- Medium
- Lower Risk (Caution)

LOW RISK

Employee does not frequently make contact with other people to be known or suspected of COVID-19.
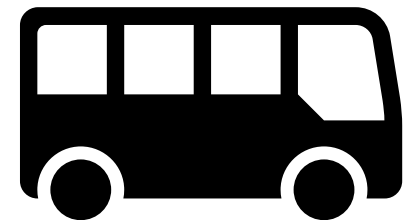
Employee does not make frequent contact with the general public.

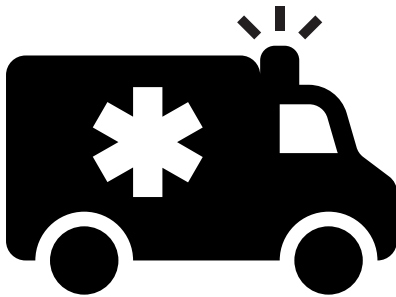Examples of this may be general office work, people who work from home, etc.

MEDIUM RISK

- Employees that have frequent and/or close contact (i.e., within 6 feet) of people who may be infected with the COVID-19 virus or another infectious disease.

- They may work in an area with high rates of infection.

- Examples of this may be retail, public transportation, childcare workers, etc.

HIGH RISK

- Employees who knowingly work around people suspected to be infected with the COVID-19 virus or another infectious disease.

- This includes hospital staff, first responders, medical transportation workers, etc.

VERY HIGH RISK

- Employees that intentionally work with/around people suspected to be infected with COVID-19 or another infectious disease.

- This includes doctors treating patients with the infections, nurses, and first responders.

IMPLEMENT WORKPLACE CONTROLS

The extent depends on level of risk

Hierarchy of controls
- Engineering controls
- Administrative controls
- Safety work practices
- PPE

ENGINEERING CONTROLS

- High efficiency air filters (not always applicable)

- Increasing ventilation

- Increase the percentage of outdoor air that circulates into the system

- Maintain negative air pressure to reduce airborne particles

ADMINISTRATIVE CONTROLS

- Stay at home if sick

- Minimizing contact among workers, clients, and customers

- Establishing alternating days or extra shifts

- Discontinuing nonessential travel
  - If employees do travel what is your policy?

- Developing emergency communications plans

- Providing workers with up-to-date education and training on COVID-19 risk factors and protective behaviors

SAFE WORK PRACTICES

- Providing resources and a work environment that promotes personal hygiene

- Requiring regular hand washing

- Post handwashing signs in restrooms
  - https://www.cdc.gov/handwashing/posters.html

PERSONAL PROTECTIVE EQUIPMENT

- Selected based upon the hazard to the worker

- Properly fitted

- Consistently and properly worn when required

- Regularly inspected, maintained

- PPE required based on the risk of being infected

RESPIRATORY PROTECTION

- OSHA Temporary Enforcement Guidance
  - Qualitative vs Quantitative Fit Testing for Filtering Facepiece
  - Employees have had previous fit test
  - Good faith effort to comply
  - Field office discretion to not cite

- Respiratory protection depends on the filtering ability of the selected filter and a tight-fitting seal with the face

- Studies have been conducted using UV disinfection of filtering facepieces

https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4699414/

https://www.ishn.com/articles/102883-respirator-disinfection-and-reuse

https://www.ajicjournal.org/article/S0196-6553(18)30140-8/fulltext

FOLLOW EXISTING OSHA STANDARDS

29 CFR 1910 Subpart I Personal Protective Equipment

29 CFR 1910.134 Respiratory Protection Standard

29 CFR 1910 Section 5(A) General Duty Clause

29 CFR 1910.1030 Bloodborne Pathogens

29 CFR 1910.141 Sanitation

PERSONAL AND NON-OCCUPATIONAL RISK FACTORS

- Age (65+)

- Live in a nursing home or long-term care facility

- Other high-risk conditions
  - Chronic lung disease
  - Moderate to severe asthma
  - Serious heart conditions
  - Immune suppressed including cancer treatment or poorly controlled HIV or AIDS
  - BMI > 40
  - Diabetes
  - Renal Failure
  - Liver Disease

PROPER DISINFECTING

Diluting household bleach:

- 1/3rd cup of bleach per gallon of water

- 4 tsp bleach per quart of water

Products with EPA approved emerging viral pathogens claims

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

▪Check the Contact Time

OSHA RECORD-KEEPING

COVID-19 is a **recordable** illness according to OSHA if the employee is infected as a result of performing their work-related duties.

Employers must report confirmed cases of COVID-19 to OSHA if the following apply:

- The confirmed case of COVID-19 is "work-related," and,
- The employee is hospitalized as an in-patient or dies as a result of the confirmed case of COVID-19.

https://www.osha.gov/SLTC/covid-19/standards.html

Can create a support case that it is NOT work related if:

- There is social distancing
- Work/office areas are having frequent deep cleaning
- You have an infection control policy per the new OSHA guidance

https://www.osha.gov/Publications/OSHA3990.pdf

Inform	Inform the companies you work with of your actions to prevent the spread of the virus in the workplace.
Develop	Develop policies to remove handshakes from interactions.
Implement	Implement virtual meetings using programs like Skype, Microsoft Teams, or other web-based programs.
Re-establish	Re-establish importance of continued partnerships during an infectious disease outbreak.

MAINTAINING RELATIONSHIPS WITH OTHER COMPANIES

WHAT TO DO IF AN EMPLOYEE GETS SICK

- Isolate them immediately.

- Have them take time off or work from home.

- Do NOT require a healthcare provider's note that permits them to stay at home: during an outbreak of an infectious disease, healthcare providers will be busy and not be able to provide this in a timely manner.

- Monitor the health of the employees who work in the vicinity of the infected employee.

- Implement social distancing for any employee who may have contracted a sickness from the infected employee.

OTHER NOTES

Follow the CDC's guidance of limiting the spread of COVID-19 on their website.

Maintain active communication throughout the entire process.

Be aware of employee concerns.

Work with insurance companies (e.g., those providing employee's health benefits) and state and local health agencies to provide information to employees in the event of an infectious disease outbreak.

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CENTERS FOR DISEASE CONTROL AND PREVENTION

QUESTIONS?