COVID-19 SAFETY PLAN:
RETURN TO WORK TRAINING

Spring 2022 Updates
Disclaimer

The COVID-19 pandemic is evolving rapidly, extra diligence should be used in watching for updates to these practices.

This presentation is current as of: April 2022
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- Industrial Hygienist, FACS
- Developed C19 Return to Work Programs for Bay Area municipalities, K-12 Schools and Institutes of Higher Education.
- Specialize in outbreak investigations and water pathogen management program for Hospitals and Schools
Site-Specific COVID-19 Safe Work Practices (effective Summer 2022)

- Medical Screening
- Physical Distancing
- Personal Hygiene
- Protective Equipment
- Environmental Cleaning
- Additional Practices
CURRENT PANDEMIC STATUS – NATIONAL DATA

CDC recommends use of COVID-19 Community Levels to determine the impact of COVID-19 on communities and take action. Community Transmission levels are provided for healthcare facility use only.

Daily Update for the United States

**Cases**
- New Cases (Daily Avg): 47,407

**Deaths**
- New Deaths (Daily Avg): 330

**Hospitalizations**
- New Admissions (Daily Avg): 1,782

**Vaccinations**
- % At Least 1 Dose: 82.4%

**People Age 5+**

<table>
<thead>
<tr>
<th>Case Trends</th>
<th>Death Trends</th>
<th>Admission Trends</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mar 2022</td>
<td>Mar 2022</td>
<td>Mar 2022</td>
</tr>
<tr>
<td>Apr 2022</td>
<td>Apr 2022</td>
<td>Apr 2022</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Total Cases</th>
<th>Total Deaths</th>
<th>Current Hospitalizations</th>
<th>Total At Least 1 Dose</th>
</tr>
</thead>
<tbody>
<tr>
<td>80,874,929</td>
<td>988,991</td>
<td>10,340</td>
<td>257,354,769</td>
</tr>
</tbody>
</table>

CDC | Data as of: April 26, 2022 2:11 PM ET. Posted: April 26, 2022 4:19 PM ET
CURRENT PANDEMIC STATUS – STATE DATA

Cases & Deaths in California

Data through Mon Apr 25 2022

- **Total Cases**: 37047
- **Case Rate (last 7 days)**: 93.8
- **Total Deaths**: 348
- **Death Rate (last 7 days)**: 0.9

**Daily Cases - 7-Day Moving Average**

**Daily Deaths - 7-Day Moving Average**

[Graphs and charts showing recent cases and deaths in California]
CURRENT PANDEMIC STATUS – COUNTY DATA

Alameda County, California

State Health Department

COVID-19 Community Level

Recommended actions based on current level
Stay up to date with COVID-19 vaccines. Get tested if you have symptoms. Wear a mask if you have symptoms, a positive test, or exposure to someone with COVID-19. Wear a mask on public transportation. You may choose to wear a mask at any time as an additional precaution to protect yourself and others.

Weekly Metrics Used to Determine the COVID-19 Community Level

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case Rate per 100,000 population</td>
<td>153.23</td>
</tr>
<tr>
<td>New COVID-19 admissions per 100,000 population</td>
<td>2.8</td>
</tr>
<tr>
<td>% Staffed inpatient beds in use by patients with confirmed COVID-19</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

How are COVID-19 Community Levels calculated?

Low
Medium
High
No Data

Wed Apr 27 2022 10:11:58 GMT-0700
Cal/OSHA ETS is still in effect!

- **November 30, 2020**: Cal/OSHA issued a draft COVID-19 Emergency Temporary Standard (ETS)
- **April 21, 2022**: 4th revision approved
- **Current version in effect through December 31, 2022**.
- **Required by Cal/OSHA 8 CCR §3205 for all employers**

[Checklist and resources image]
Safe Work Practices (SWPs)

- Medical Screening
- Physical Distancing
- Personal Hygiene
- Protective Equipment
- Environmental Cleaning
- Additional Practices
Layering Controls: The Swiss Cheese Model

James Reason, Ph.D.'s “Swiss Cheese Model” from the Cleveland Clinic's Return to Work Amid COVID-19 Paper
Safe Work Practices

**MEDICAL SCREENING**

- **Symptoms.**
  - Prior to coming to work, employees, students, and visitors must screen themselves for symptoms of COVID-19 regardless of vaccination status.
  - If symptoms are noted, or a positive COVID-19 test is obtained, individuals must notify their supervisor/instructor (via phone/email) and stay home regardless of vaccination status.
  - The supervisor/instructor will inform the COVID Safety Coordinator who in turn will provide direction to both the supervisor and the employee.
Safe Work Practices

MEDICAL SCREENING

• Exposure.
  – **Unvaccinated**: Individuals must notify their supervisor/instructor (via phone) and stay home if they have been in close contact with or otherwise exposed to a known or suspected case of COVID-19.
    • The supervisor/instructor will inform the COVID Safety Coordinator who in turn will provide direction to both the supervisor and the employee.
  – **Fully Vaccinated**: individuals who are exposed to a close contact **do not** need provide notification or remain home unless they develop symptoms.
Safe Work Practices

MEDICAL SCREENING

• At Risk Persons.
  – If an employee is at higher risk of serious complications from COVID-19, they should inform their supervisor, and contact their personal health care provider for additional instructions.
  – The **employee shall contact** Human Resources who will in turn provide direction to both the supervisor and the employee.
  – At risk people include older adults and people of any age who have serious underlying medical conditions.
Safe Work Practices

• Employers must offer testing at no cost to employees during paid time to:
  – *Symptomatic unvaccinated employees*, regardless of whether there is a known exposure.
  – *Unvaccinated* employees after an exposure or outbreak.
    • *Vaccinated* employees after an exposure if they develop symptoms.
    • *All employees* in a major outbreak.
Vaccination status must be documented. The revised ETS does not specify a particular method. The employer must record the vaccination status and this record must be kept confidential. Acceptable options include:

- Employees provide proof of vaccination (vaccine card, image of vaccine card or health care document showing vaccination status) and employer maintains a copy.
- Employees provide proof of vaccination. The employer maintains a record of the employees who presented proof, but not the vaccine record itself.
- Employees self-attest to vaccination status and employer maintains a record of who self-attests.
Safe Work Practices

- Maintain Physical Distance.
  - Physical Distancing is no longer required but is recommended for individuals with an increased risk for infection.

- Distancing Markings/Notifications.
  - Follow any markings regarding location indicators, traffic flow, or occupancy which may appear on walls, floors, signage, seats, or other locations.
Safe Work Practices

**PHYSICAL DISTANCING**

There are several exceptions that may apply:

- **During an outbreak** (3 or more employees in an exposed group), employers are required to **evaluate** whether physical distancing or barriers are necessary.

- **In a major outbreak** (20 or more employees in an exposed group) physical distancing and barriers **must be used** for all employees, regardless of vaccination status.

The revised ETS eliminates physical distancing and barrier requirements regardless of vaccination status.
Safe Work Practices

• Hand Hygiene.
  – Clean your hands often and avoid touching your eyes, nose, and mouth with unwashed hands.
  – Wash hands with soap and water for at least 20 seconds. If soap and water are not readily available, use a proper hand sanitizer (e.g., 60% isopropyl alcohol). Cover all surfaces of your hands and rub them together until they feel dry.

• Sneezing & Coughing.
  – Cover your mouth and nose when coughing or sneezing with a tissue, then throw the tissue in the trash and wash hands.
  – If no tissue is available, then cough and sneeze into your elbow.
  – Do not come to campus if you have COVID-19 symptoms.
Safe Work Practices

PROTECTIVE EQUIPMENT

• Masks.
  – As cases continue to decline locally and across the country, masking requirements will follow the guidelines of CDC, CDPH and Cal-OSHA.
  – Masking requirement will match the CDC community risk level for Alameda County
  – Individual faculty, staff and area managers may request that all individuals wear a mask in certain settings.
    • Please continue to carry a mask to wear in these situations to protect the health of vulnerable people in our community and respect those who make these requests.
    • Masks will be provided for use in these areas if needed.
  – Masks are still required by local state and county health orders in some settings, such as clinical healthcare facilities, and on public transportation.
Safe Work Practices

PROTECTIVE EQUIPMENT

• **High Risk** (red):
  – **Masks are required** for all individuals, *regardless of vaccination status*, indoors in all District and College locations.

• **Medium Risk** (yellow):
  – **Masks are required** for all individuals, *regardless of vaccination status*, in classrooms and laboratories and all areas identified by “Dark Purple- Public Specialized areas” on the Safe Work Practices Zone Maps for each location.

• **Low Risk** (green):
  – **Masks are optional** in all District and College locations.
Safe Work Practices

**PROTECTIVE EQUIPMENT**

- Surgical, paper or cloth type masks must be worn at the times noted above unless both:
  - a) you are alone in a substantially enclosed personal workspace (office, cubicle), room, or isolated area, **and**
  - b) no other persons are anticipated to come within six (6) feet.

- Any employee using a respirator (e.g., N95), voluntarily or as assigned, must have reviewed a copy of the respiratory protection guidelines.

- Individuals with accommodations for the vaccine mandate are not required to wear a face covering unless they have had COVID-19 within the last 10 days. For those at higher risk of infection well fitted filtering facepieces are recommended.
Safe Work Practices

PROTECTIVE EQUIPMENT

• Updates to the masking requirement will occur on Thursday of each week and apply for the following calendar week (Sunday through Saturday) and communicated on District and College websites, and/or via on-campus signage.

• Additional Protective Equipment.
  – Assignment of any other protective equipment (e.g., gloves, face shields, respirators) must be coordinated through your supervisor and used in accordance with work area/operation specific safety practices.
Local health orders supersede all face covering requirements and exemptions in the ETS.

PROTECTIVE EQUIPMENT

- Employers must provide face coverings to unvaccinated persons and make them available to vaccinated persons upon request.
- Employers cannot retaliate against workers for wearing face coverings, including when the worker is wearing a face covering voluntarily.
Safe Work Practices

• Cleaning and disinfection.
  – While we now know that surface transmission of the virus that causes COVID-19 is rare, some individuals may opt to continue to practice enhanced cleaning and disinfection of surfaces in their workspace.

• Coordination.
  – Coordinate with your supervisor regarding an environmental cleaning plan for your work area, including access to hand sanitizer, surface cleaning/disinfection products, and other associated supplies.
Safe Work Practices

**ADDITIONAL PRACTICES**

- **Training.**
  - Coordinate with your supervisor to ensure you complete required COVID-19 safety training and watch for ongoing updates.

- **Inspection.**
  - Coordinate with your supervisor to ensure the work area is periodically inspected to ensure COVID-19 hazards are addressed and safety practices are being properly implemented.
Safe Work Practices

Case Incident Response.

- If a known or suspected case of COVID-19 is found to have been present in the workplace, or exposed to employees, notify your supervisor and Vice Chancellor, Owen Letcher, immediately.
- A case incident response assessment will be performed to evaluate who was potentially exposed.
- Notification to impacted parties will be provided as appropriate and a cleaning/disinfection plan will be implemented as needed.
Safe Work Practices

**ADDITIONAL PRACTICES**

- **Visitor/Vendor Communications.**
  - Employees who are primary contacts for visitors and vendors must ensure that visitors/vendors understand that they are expected to follow the COVID-19 Board Policy on vaccination, safety guidance for visitors, as well as additional area or operation-specific COVID-19 safety practices.
  - In addition, employees who are primary contacts for vendors must coordinate with the vendor to learn of any additional safety practices that should be followed by employees or visitors as a result of the vendor’s work. This information must then be communicated to affected parties.

- **Non-Work Activities.**
  - Employees are encouraged to apply COVID-19 precautions like these safe work practices to their non-work personal activities. Such diligence in and out of the workplace will serve to protect co-workers, customers, families, and communities during this pandemic.
Key Takeaways

• We are moving into post-pandemic operations.
• Vaccinations work to prevent hospitalizations and some transmissions. Higher vaccination uptake results in less virulent, but not necessarily less transmissible, variants.
• Masking as a control is here to stay, but decisions regrading when to implement mandates are improving based on better data.
• Some people are NOT ready to take off the mask and that’s ok.
Cal OSHA FAQ Page:
https://www.dir.ca.gov/dosh/coronavirus/Revisions-FAQ.html#outbreaks

FACS Insider Blog
https://forensicanalytical.com/blog/

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