

Job Safety and Health It's the law!



EMPLOYEES:

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSH Act.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violations.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records and records of your exposures to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the OSH Act that apply to your own actions and conduct on the job.

EMPLOYERS:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the OSH Act.

This free poster available from OSHA –
The Best Resource for Safety and Health

Free assistance in identifying and correcting hazards or complying with standards is available to employers, without citation or penalty, through OSHA supported consultation programs in each state.

1-800-321-OSHA
www.osha.gov

OSHA 3093-10-000



COVID 19 & OSHA

Chuck Northam

SAFETY
SResources
LLC

Overview

Topics:

1. OSHA/MOSH/VOSH jurisdictions
2. Current inspection guidelines
3. Wearing N95 & other respirators at work
4. Policy development & training
5. Question & Answer session.

Jurisdictions on Delmarva

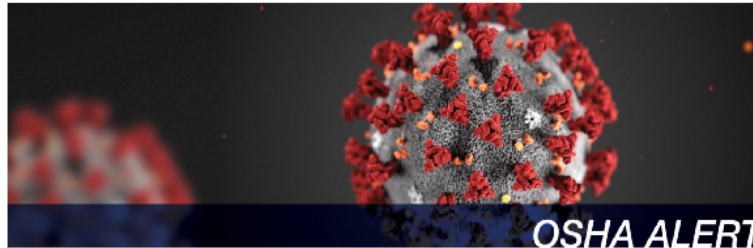
- ▶ MD – MOSH & OSHA
- ▶ VA – VOSH & OSHA
- ▶ DE – OSHA



OSHA Inspection Priority

Priority	Category of Inspection
1st	Imminent Danger: <i>Reasonable certainty an immediate danger exists</i>
2nd	Fatality/Catastrophe: <i>Reported to OSHA; inspected ASAP</i>
3rd	Complaints/Referrals: <i>Worker or worker representative can file a complaint about a safety or health hazard</i>
4th	Programmed Inspections: <i>Cover industries and employers with high injury and illness rates, specific hazards, or other exposures.</i>

OSHA Guidelines



Prevent Worker Exposure to Coronavirus (COVID-19)

The novel coronavirus (officially called COVID-19) is believed to spread from person-to-person, primarily through respiratory droplets produced when an infected person coughs or sneezes. The virus is also believed to spread by people touching a surface or object and then touching one's mouth, nose, or possibly the eyes.

Employers and workers should follow these general practices to help prevent exposure to coronavirus:

- Frequently wash your hands with soap and water for at least 20 seconds.
- If soap and running water are not available, use an alcohol-based hand rub that contains at least 60% alcohol.
- Avoid touching your eyes, nose, or mouth with unwashed hands.
- Avoid close contact with people who are sick.

Employers of workers with potential occupational exposures to coronavirus should follow these practices:

- Assess the hazards to which workers may be exposed.
- Evaluate the risk of exposure.
- Select, implement, and ensure workers use controls to prevent exposure, including physical barriers to control the spread of the virus; social distancing; and appropriate personal protective equipment, hygiene, and cleaning supplies.

For the latest information on the symptoms, prevention, and treatment of coronavirus, visit the [Centers for Disease Control and Prevention coronavirus webpage](#).

For interim guidance and other resources on protecting workers from coronavirus, visit OSHA's [COVID-19 webpage](#).

OSHA issues alerts to draw attention to worker safety and health issues and solutions.



• [osha.gov/covid-19](https://www.osha.gov/covid-19) • 1-800-321-OSHA (6742) • [@OSHA_DOL](https://twitter.com/OSHA_DOL)

OSHA 3189/03 1200

OSHA Industry-Specific Guidelines

OSHA Alerts: www.osha.gov

- [Stockroom and Loading Dock Workers \(Spanish\)](#)
- [Social Distancing at Work \(Spanish\)](#)
- [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 \(Spanish\)](#)

OSHA's Current Enforcement Guidelines

Enforcement guidance for:

- Handling COVID-19-related complaints, referrals, and severe illness reports (Interim Enforcement Response Plan) (until May 25, 2020; since May 26, 2020)
- Recording cases of COVID-19 (until May 25, 2020; since 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

OSHA Applicable Regulations

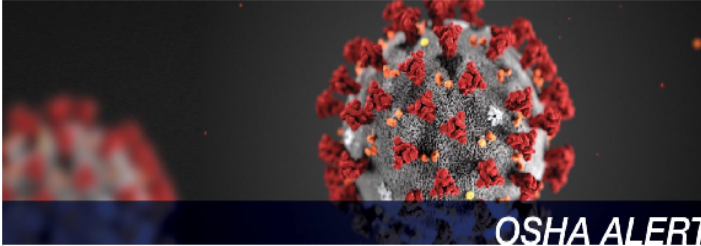
Current regulations:

- [29 CFR 1904](#) – Recording and Reporting Occupational Injuries and Illness
- [29 CFR 1910 Subpart I](#) – Personal Protective Equipment
- [29 CFR 1910 Subpart J](#) – General Environmental Controls
- [29 CFR 1910 Subpart Z](#) – Toxic and Hazardous Substances
- General Duty Clause – Section 5(a)1 of the OSHA Act

Citations and Penalties

VIOLATION TYPE	PENALTY
WILLFUL A violation that the employer intentionally and knowingly commits or a violation that the employer commits with plain indifference to the law.	OSHA may propose penalties of up to \$134,937 for each willful violation, minimum \$13,494.
SERIOUS A violation where there is substantial probability that death or serious physical harm could result and that the employer knew, or should have known, of the hazard.	There is a mandatory penalty for serious violations which may be up to \$13,494.
OTHER-THAN-SERIOUS A violation that has a direct relationship to safety and health, but probably would not cause death or serious physical harm.	OSHA may propose a penalty of up to \$13,494 for each other-than-serious violation.
REPEATED A violation that is the same or similar, to a previous violation.	OSHA may propose penalties of up to \$134,937 for each repeated violation.

Current OSHA Guidelines on Social Distancing at Work



OSHA ALERT

COVID-19 Guidance on Social Distancing at Work

OSHA is committed to protecting the health and safety of America's workers and workplaces during these unprecedented times. The agency will be issuing a series of alerts designed to keep workers safe.

Social (physical) distancing involves maintaining at least six feet of distance between people and is an effective way to help reduce the risk of exposure to the coronavirus. The following steps can help employers implement social distancing in the workplace:

- Encourage workers to stay home if they are sick.
- Isolate any worker who begins to exhibit symptoms until they can either go home or leave to seek medical care.
- Establish flexible worksites (e.g., telecommuting) and flexible work hours (e.g., staggered shifts), if feasible.
- In workplaces where customers are present, mark six-foot distances with floor tape in areas where lines form, use drive-through windows or curbside pickup, and limit the number of customers allowed at one time.
- Stagger breaks and rearrange seating in common break areas to maintain physical distance between workers.
- Move or reposition workstations to create more distance, and install plexiglass partitions.
- Encourage workers to bring any safety and health concerns to the employers' attention.

For more information, visit www.osha.gov/coronavirus or call 1-800-321-OSHA (6742).

OSHA issues alerts to draw attention to worker safety and health issues and solutions.

OSHA Occupational Safety and Health Administration • osha.gov/coronavirus • 1-800-321-OSHA (6742) • @OSHA_DOL

OSHA 4024-G 2020

Respiratory Protection (Dust Masks/Filtering Facepieces, etc.)

Are N95 Masks *Really* Effective against the flu?

A little online research will reveal that the flu virus is .17 microns in size. Clearly smaller than even N100 masks can filter out. However, it is critical to understand that the flu virus does not float in the air by itself. The flu virus is transported from patient to patient on droplets of excretions from sneezing and coughing. These particles are typically 5 microns or larger. When a sick patient wears a respirator, the respirator can be very effective at preventing infectious material from leaving the patient's body, and when worn by healthy individuals, it prevents inhalation of said material. More importantly, wearing a mask is an excellent way of preventing the user from rubbing or touching their mouth or nose, which is a very high risk factor. At the end of the day will an N95 mask guarantee to protect you from the Flu? No. But it can substantially reduce your risk of receiving or transmitting the disease.

Respiratory Protection (Dust Masks/Filtering Facepieces, etc.)

N95 Mask vs. N99 vs. N100 vs. and What does P95 or R100 Mean?

First, let's cover the letters **N**, **R**, or **P** designations. These three assigned letters relate strictly to whether or not the mask in question will retain its effectiveness in the presence of oil.

- **N Means NOT** – so these are NOT rated for oil and can lose their effectiveness if they come into contact with oil.
- **R Means Resistant** – these masks are resistant to oil and can work as expected in incidental, small amounts of oil.
- **P Means Proof** – these masks should perform exactly as expected even if they encounter oil.

What is an oily environment? The possibilities are endless, but some examples of oily environments are manufacturing facilities, auto shops, fire damaged settings, oil spill locations, pesticide applications.

Respiratory Protection (Dust Masks/Filtering Facepieces, etc.)

Respirator Number Class Ratings

- **95** – Effective against 95% of all particles that are at least 0.3 microns in diameter
- **99** – Effective against 99% of particles that are at least 0.3 microns in diameter
- **100** – Effective against 99.97% of all particles that are 0.3 microns in diameter or larger. HE or HEPA quality filter.

In short, you can use a BETTER rated mask, but you should never use an UNDERRATED mask. For instance, it would be acceptable to use a P95 NIOSH respirator in a non-oily environment, but you should not expect full protection if you decide to wear a “N” rated mask in an oily environment.

Comparing Surgical Masks and Surgical N95 Respirators

The FDA regulates surgical masks and surgical N95 respirators differently based on their intended use.



An **N95 respirator** is a respiratory protective device designed to achieve a very close facial fit and very efficient filtration of airborne particles. Note that the edges of the respirator are designed to form a seal around the nose and mouth. Surgical N95 Respirators are commonly used in healthcare settings and are a subset of N95 Filtering Facepiece Respirators (FFRs), often referred to as N95s.


The similarities among surgical masks and surgical N95s are:

- They are tested for fluid resistance, filtration efficiency (particulate filtration efficiency and bacterial filtration efficiency), flammability and biocompatibility.
- They should not be shared or reused.



A **surgical mask** is a loose-fitting, disposable device that creates a physical barrier between the mouth and nose of the wearer and potential contaminants in the immediate environment. These are often referred to as face masks, although not all face masks are regulated as surgical masks. Note that the edges of the mask are not designed to form a seal around the nose and mouth.

Complying with the “Voluntary” use of Filtering Facepieces in the Workplace

	❖ Information for Employees Using Respirators ❖ ❖ When Not Required Under 29 CFR 1910.134 ❖	
To the employer: The statement below must be read by all employees using respirators not required under the Respiratory Protection Standard		
To the employee:		
Can you read?		<input type="checkbox"/> Yes <input type="checkbox"/> No
Your employer is required to have you read the statement below if you are using respirators not required under the Respiratory Protection Standard. Ensure you keep a copy of this form for your personal records.		
EMPLOYEE INFORMATION		
Employee Name:		ID/Clock Number:
Facility:		Work Location:
Job Title:		Dept./Phone:
CERTIFICATION: I certify that I have read and understand the below Respiratory Protection Statement as required by the Occupational Safety and Health Administration (OSHA).		
EMPLOYEE SIGNATURE:		DATE:
<u>OSHA RESPIRATORY PROTECTION STATEMENT</u>		
<u>To The Respirator User:</u>		
<p>Respirators are an effective method of protection against designated hazards when properly selected and worn. Respirator use is encouraged, even when exposures are below the exposure limit, to provide an additional level of comfort and protection for workers. However, if a respirator is used improperly or not kept clean, the respirator itself can become a hazard to the worker. Sometimes, workers may wear respirators to avoid exposures to hazards, even if the amount of hazardous substance does not exceed the limits set by OSHA standards. If your employer provides respirators for your voluntary use, or if you provide your own respirator, you need to take certain precautions to be sure that the respirator itself does not present a hazard.</p>		
<u>You Should Do The Following:</u>		
<ol style="list-style-type: none"> 1. Read and heed all instructions provided by the manufacturer on use, maintenance, cleaning and care, and warnings regarding the respirators limitations. 2. Choose respirators certified for use to protect against the contaminant of concern. NIOSH, the National Institute for Occupational Safety and Health of the U.S. Department of Health and Human Services, certifies respirators. A label or statement of certification should appear on the respirator or respirator packaging. It will tell you what the respirator is designed for and how much it will protect you. 3. Do not wear your respirator into atmospheres containing contaminants for which your respirator is not designed to protect against. For example, a respirator designed to filter dust particles will not protect you against gases, vapors, or very small solid particles of fumes or smoke. 4. Keep track of your respirator so that you do not mistakenly use someone else's respirator. 		
FORM RETENTION INFORMATION		ATTACHMENTS
Retention File:	Location:	*Yes <input type="checkbox"/> No <input type="checkbox"/>
Date Filed:	Filed By:	**See Following Pages <input type="checkbox"/>

Developing a Pandemic/COVID 19 Plan

DATE: June 1, 2020

SUBJECT: INFECTIOUS DISEASE PREPAREDNESS AND RESPONSE PLAN

REGULATORY STANDARD: Section 5(a)(1) of the OSHA Act
Centers for Disease Control

BASIS: A pandemic is a global disease outbreak. A pandemic occurs when a new influenza, or other virus emerges for which there is little or no immunity in the human population, begins to cause serious illness and then easily spreads person-to-person worldwide. A worldwide pandemic could have a major effect on the global economy, including travel, trade, tourism, food, consumption and eventually, investment and financial markets. Planning for pandemic issues by business and industry is essential to minimize a pandemic's impact. Companies that provide critical infrastructure services, such as power and telecommunications, also have a special responsibility to plan for continued operation in a crisis and should plan accordingly. As with any catastrophe, having a contingency plan is essential.

GENERAL: ABC Company will use this planning guidance to help identify risk levels in workplace settings and appropriate control measures that include good hygiene, cough etiquette, social distancing, the use of personal protective equipment and staying home from work when ill. Up-to-date information and guidance are available to the public through the www.pandemicflu.gov website and OSHA.gov.

RESPONSIBILITY: The company Safety Officer is solely responsible for all facets of this policy and has full authority to make necessary decisions to ensure its success.

Contents of the Pandemic Program

1. **Pandemic Affects in the Workplace.**
2. **Virus Spread.**
3. **Employee Classification.**
4. **Employee Protection.**
5. **Risk Reduction.**
6. **Pandemic Checklist.**

Pandemic Affects in the Workplace. Unlike natural disasters or terrorist events, an infectious disease (SARS, COVID-19, etc.) pandemic will be widespread, affecting multiple areas of the United States and other countries at the same time. A pandemic will also be an extended event, with multiple waves of outbreaks in the same geographic area; each outbreak could last from 6 to 8 weeks. Waves of outbreaks may occur over a year or more. Your workplace will likely experience:

- Absenteeism - A pandemic could affect as many as 40 percent of the workforce during periods of peak influenza illness. Employees could be absent because they are sick, must care for sick family members or for children if schools or day care centers

Training & Education

- Evaluate your company's needs
- Develop a written plan
- Train & educate all workers regarding the plan, guidelines, face coverings, etc. and DOCUMENT
- Keep up with the changes

Employers are Required to:

KEEP RECORDS OF INJURIES AND ILLNESSES

REPORTING REQUIREMENTS – JAN. 1, 2017

Employers must:

- Most establishments with 10 or more employees are currently required to keep OSHA injury and illness records on OSHA Forms 300 — Log of Work-Related Injuries and Illnesses
300A — Summary of Work-Related Injuries and Illnesses
301 — Injury and Illness Incident Report.
- Establishments with 20 or more employees that are classified in **certain industries** with historically high rates of occupational injuries and illnesses must electronically submit information from OSHA Form 300A.
(low-hazard industries are exempt from OSHA recordkeeping, but not reporting – fatalities (8 hrs), hospitalizations/amputations/loss of an eye (24 hrs))



Safety, Health &
Environmental Consultants

www.safetyresourcesllc.com

www.osha.gov

www.niosh.gov

www.cdc.gov