Welcome

• Moderator: Nalani Jenkins, COO, Lawson & Associates, Inc.
• Presenter: Tracy Lawson, President, Lawson & Associates, Inc.
• Mahalo to GCA Hawaii, Executive Vice President Cheryl Walthall and the GCA Executive Committee, COVID-19 Committee, and Safety Committee
• Agenda:
  • Basics of how the virus is transmitted
  • Steps to take to minimize the risk of transmission
  • OSHA’s Guidance on Preparing Workplaces for COVID-19
  • How to communicate responsibly
  • How to be prepared to handle a positive test, a suspected but unconfirmed case, and potential exposure
“It is imperative that you take the steps necessary to ensure worker safety and social distancing, as is mandated in the Executive Orders of the State and counties. To borrow a quote from AGC CEO Steve Sandherr, "any lapse in safety protocols can, and likely will, prompt government officials to reverse the construction industry's ability to continue to operate with the stroke of a pen."

- GCA Hawaii Executive Vice President Cheryl Walthall
• Coronavirus is a description for a broad category of viruses
• Identified in mid-1960’s
• Common cause of colds and upper respiratory infections
• Antibiotics have no effect on viruses
• SARS-CoV-2, the virus that causes COVID-19
• COVID-19 is a new strain of Coronavirus
• Symptomatic people are the most frequent source of COVID-19 spread
• Incubation ranges from 2-14 days

Source CDC
How COVID-19 Coronavirus is transmitted

- **Person has Virus**
  - People can catch COVID-19 from others who have the virus

- **Cough/Exhale**
  - Small droplets are spread from the nose or mouth when a COVID-19 positive person coughs or exhales

- **Person-to-Person**
  - Droplets land on objects and surfaces around people.

- **On Surface**
  - Other people touch these objects or surfaces.
  - It is estimated 80% of common infections are spread by hands.

- **Touch Eyes, Nose, Mouth**
  - Then they touch their eyes, nose, or mouth.
  - It is estimated people touch their face 23 every hour.
Going Below the Surface: How Long Does COVID-19 Last*?

*Specific to the pathogen & environmental factors like humidity, but most likely the following

- **Wood**: up to 24 Hours
- **Cardboard**: up to 24 Hours
- **Stainless Steel**: up to 72 Hours
- **Plastic**: up to 72 Hours
- **Fabrics**: up to ...

**Surface Cleaning?**
Mix 1 cup (240 mL) of bleach in 1 gallon (3.75 L) of water.

**Washing Clothes?**
The CDC suggests washing items using the warmest appropriate water setting and making sure to dry them completely.

**Unclear at this point.**
Generally, tend to last for a shorter amount of time compared to hard surfaces.
Steps All Employers Can Take To Reduce Workers’ Risk of Exposure

Guidance on Preparing Workplaces for COVID-19

OSHA Publication 3990-03 2020
Steps to Take

1. Develop an Infectious Disease Preparedness and Response Plan
2. Prepare to Implement Basic Infection Prevention Measures
3. Develop Policies and Procedures for Prompt Identification and Isolation of Sick People, if Appropriate
4. Develop, Implement, and Communicate about Workplace Flexibilities and Protections
5. Implement Workplace Controls
### Hierarchy of Health and Safety Controls for COVID-19

<table>
<thead>
<tr>
<th>CONTROLS</th>
<th>EXAMPLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Elimination</td>
<td>• Remote Work</td>
</tr>
<tr>
<td></td>
<td>• Business Closure</td>
</tr>
<tr>
<td>2) Substitution</td>
<td>• Chemicals used for disinfection</td>
</tr>
<tr>
<td>3) Engineering Controls</td>
<td>• High-efficiency air filters</td>
</tr>
<tr>
<td></td>
<td>• Increase ventilation rates</td>
</tr>
<tr>
<td></td>
<td>• Physical barriers, i.e. Sneeze guards</td>
</tr>
<tr>
<td></td>
<td>• Drive-through service</td>
</tr>
<tr>
<td></td>
<td>• Negative pressure</td>
</tr>
<tr>
<td>4) Warnings</td>
<td>• Signage</td>
</tr>
<tr>
<td></td>
<td>• Barriers</td>
</tr>
<tr>
<td>5) Administrative Controls</td>
<td>• Stay-at-home</td>
</tr>
<tr>
<td></td>
<td>• Virtual communications</td>
</tr>
<tr>
<td></td>
<td>• Alternating Days</td>
</tr>
<tr>
<td></td>
<td>• Discontinue non-essential travel</td>
</tr>
<tr>
<td></td>
<td>• Emergency communication plans</td>
</tr>
<tr>
<td></td>
<td>• Education and training</td>
</tr>
<tr>
<td></td>
<td>• Hand washing</td>
</tr>
<tr>
<td>6) Personal Protective Equipment</td>
<td>• Gloves</td>
</tr>
<tr>
<td></td>
<td>• Goggles</td>
</tr>
<tr>
<td></td>
<td>• Face shields</td>
</tr>
<tr>
<td></td>
<td>• Face masks</td>
</tr>
<tr>
<td></td>
<td>• Respirators</td>
</tr>
</tbody>
</table>

- Systematic approach to eliminate, reduce, or control the risks of different hazards
- Each step is considered less effective than the one before it
- Not unusual to combine several steps to achieve an acceptable risk
- Types of hazards employees are exposed to, the severity of the hazards, and the risk the hazards pose to employees should all be considered

ANSI Z10.0-2012, Appendix G
Classify Worker Exposure

- Construction is typically medium exposure risk
- Job requires frequent and/or close contact (within 6’) of people who may be infected, but who are not known or suspected patients
- Lower exposure risk does not require contact with people who may be infected
- Minimal contact with public and co-workers
Medium Exposure Risk
Steps to Protect Workers

• Restricting meetings, safety meetings or tailgate talks, and gatherings to no more than 10 people;
• Establishing effective social distancing protocols to ensure that staff maintain a 6-foot personal separation from other staff during meetings, discussions, or other gatherings where 10 people or fewer are present;
• Ensuring that social distancing protocols are maintained during operation of mobile service equipment designed for 2 or more passengers, such as man lifts or scissor lifts;
Steps to Protect Workers

- **Providing** cleaning or sanitation supplies to clean common surfaces of multiple-user mobile equipment and multiple-user equipment or tools;
- **Providing access** to potable and sanitary water;
- **Maintaining** 6-foot separation protocols on labor transportation vehicles, such as buses or vans;
- **Conducting** daily surveys of changes in workers’ health status; and
- **Ensuring that** any employees identified as first responders to provide first aid or medical services are provided with and use needed PPE and equipment for protection from communicable or infectious diseases.
Will Wearing a Mask Protect Me?

• Whether you should wear a face mask depends on your situation:

• If you are sick, wearing a face mask can help prevent others from being infected by the droplets from your cough or sneeze.

• For healthy or well people, wearing a face mask is not recommended to prevent infection.

• The best preventive measures are to wash your hands, cover your nose and mouth with your elbow or a tissue when coughing or sneezing, limit your contact with sick people, and stay home if sick.
OSHA Recording Workplace Exposure to COVID-19

• OSHA recordkeeping requirements mandate covered employers record certain work-related injuries and illnesses on their OSHA 300 log

• COVID-19 can be a recordable illness if a worker is infected as a result of performing their work-related duties

• Employers are only responsible for recording cases of COVID-19 if all of the following are met:
  • The case is a confirmed case
  • The case is work-related; and
  • The case involves one or more of the general recording criteria (e.g. medical treatment beyond first-aid, days away from work).
How to Communicate Responsibly

• Management Leadership is KEY
• Stay Calm
• Communicate frequently and consistently
  • Repeater in Chief
• Use reliable information, stay on top of changes
• Dispel myths with facts (WHO myth buster site)
• Encourage employees to stay home if they are sick
• Talk about sick leave and the things employees worry about (pay, jobs, health, family)
• Have a remote work policy – stay in touch!
How Do You Know If There Was Exposure?

• Close contact is generally required
  • Living in the same household
  • Caring for a sick person
  • Being within 6’ of a sick person for about 10 minutes
  • Being in direct contact with secretions from a sick person
    • Coughed on, kissed, sharing utensils

• If there has not been close contact with a sick person with COVID-19, there is low risk for infection

• Employees may continue to go to work

• Employees should monitor their health for 14 days from the contact and stay home and away from others if they get sick
What If an Employee Was In Close Contact But They are Not Sick?

• They should monitor their health for fever, cough and shortness of breath during the 14 days after the last day they were in close contact with the sick person with COVID-19

• They should not go to work or school, and should avoid public places for 14 days
What Do I Do If Our Employee Tests Positive?

Send home all employees who worked closely with that employee

Identify and notify all individuals who worked in close proximity with them (within six feet) for a prolonged period of time (more than 10 minutes) in the previous 14 days

Do not identify the infected employee by name or you could risk a violation of confidentiality laws

The CDC provides that the employees who worked closely to the infected worker “should then self-monitor for symptoms (i.e., fever, cough, or shortness of breath)”
How Long Should Employees Who Worked Near The Positive Employee Stay Home?

Consult and follow the advice of healthcare providers or public health department regarding the length of time to stay at home.

If those resources are not available, the employee should at least remain at home for three days without a fever (achieved without medication) if they don’t develop any other symptoms.

If they develop symptoms, they should remain home for at least seven days from the initial onset of the symptoms, and three days without a fever (achieved without medication)* Note some providers recommend 14 days.
An Employee Is Suspected But Unconfirmed

<table>
<thead>
<tr>
<th>01</th>
<th>02</th>
<th>03</th>
</tr>
</thead>
<tbody>
<tr>
<td>Treat the situation as if the suspected case is a confirmed case for purposes of sending home potentially infected employees.</td>
<td>Communicate with your affected workers to let them know that the employee has not tested positive for the virus but has been exhibiting symptoms that lead you to believe a positive diagnosis is possible.</td>
<td>Act with an abundance of caution.</td>
</tr>
</tbody>
</table>
How To Tell Between Suspected Unconfirmed and a Typical Illness

There is no easy way for you to make this determination.

You should err on the side of caution but not panic.

The EEOC has confirmed you can inquire into an employee’s symptoms due to the pandemic.

Inquiries into an employee’s symptoms should attempt to distinguish the symptoms of COVID-19 from the common cold and seasonal flu.
The most common symptoms of COVID-19 are fever and a dry cough.
What Should I do If An Employee Was In Close Contact With Someone With COVID-19 And They Get Sick?

• If they get sick with fever, cough or shortness of breath (even if the symptoms are very mild), they may have COVID-19

• Isolate at home and away from other people

• If they do not have a high-risk condition but want medical advice, they should call their healthcare provider and tell them they were exposed to someone with COVID-19

• Healthcare providers will help decide if there is a need to be evaluated in person or tested

• There are currently no medications to treat COVID-19
For sick contacts of COVID-19 patients, discontinue home isolation under the following conditions:

- At least 3 days (72 hours) have passed since recovery defined as resolution of fever without the use of fever-reducing medications and improvement in respiratory symptoms (e.g., cough, shortness of breath); AND,

- At least 7 days have passed since symptoms first appeared
Resources

- https://www.hawaiidata.org/covid19
- https://www.who.int/health-topics/coronavirus#tab=tab_1
- https://www.osha.gov/recordkeeping/
- https://www.agc.org/coronavirus
- https://www.fisherphillips.com/faqs#L2
Questions?

A recording of this webinar and presentation will be available at www.gcahawaii.org and https://www.lawsonsafety.com/covid19

For more information or assistance:
Tracy@lawsonsafety.com