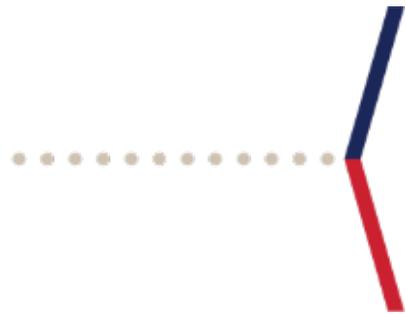




Coronavirus and Jobsite
Safety: What You Need to
Know

Wednesday, April 8, 2020

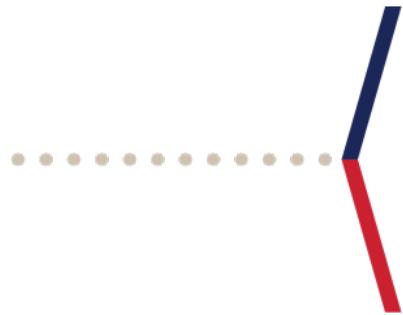




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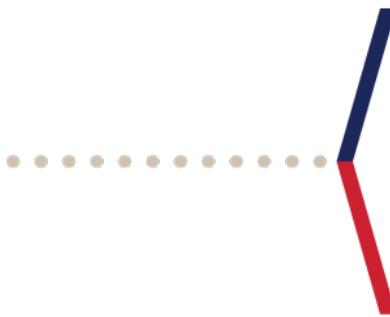
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Learning Objectives

Participants in this webinar will be able to:

- *Understanding COVID-19 and How it is Spread*
- *What to Include in a Response and Preparedness Plan*
- *Job Cleaning Best Practices*
- *How to Handle Exposure Situations*



Presenter, Bradford Hammock

- **Bradford T. Hammock, is a Shareholder at Littler.** His national practice focuses on all aspects of occupational safety and health law.
- Brad works closely with employers to help them understand and implement safety and health management systems. In addition, he represents employers throughout OSHA rulemaking proceedings, including OSHA's informal public hearings on proposed rules. Brad also defends employers against OSHA enforcement actions.
- Prior to joining Littler, Brad was the Washington, D.C. region office managing principal of a large national firm representing management in workplace law matters. He was previously an OSHA attorney within the Department of Labor, serving as lead counsel for safety standards.



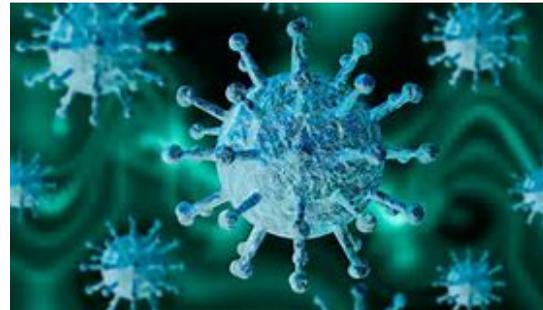
Objectives

- Understanding COVID-19
- COVID-19 Prevention, Preparedness, and Response Plan
- Personal Protective Equipment and Respiratory Protection
- Job Cleaning
- Exposure Situations



What is COVID-19?

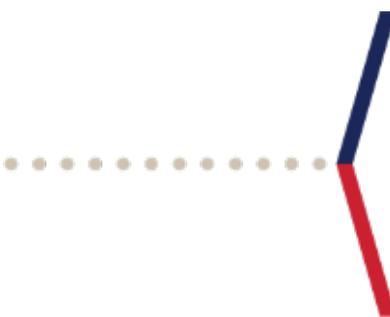
- The novel coronavirus, COVID-19 is one of seven types of known human coronaviruses. COVID-19, like the MERS and SARS coronaviruses, likely evolved from a virus previously found in animals.
- Patients with confirmed COVID-19 infection have reportedly had mild to severe respiratory illness with symptoms such as fever, cough, and shortness of breath.





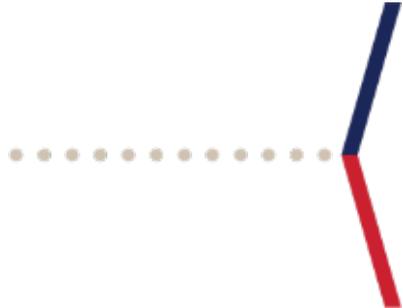
How is COVID-19 Spread?

- COVID-19, like other viruses, can spread between people.
- Infected people can spread COVID-19 through their respiratory secretions, especially when they cough or sneeze.
- According to the CDC, spread from person-to-person is most likely among close contacts (about 6 feet).
- Person-to-person spread is thought to occur mainly *via* respiratory droplets produced when an infected person coughs or sneezes, like how influenza and other respiratory pathogens spread.



COVID-19 Prevention, Preparedness, and Response Plan

- Important to develop a prevention, preparedness, and response plan specific to COVID-19.
- Communicate the plan regularly to all employees.
- Monitor developments and update the plan as necessary.
- The plan should have several major components.



COVID-19 Prevention, Preparedness, and Response Plan (cont'd)

Responsibilities

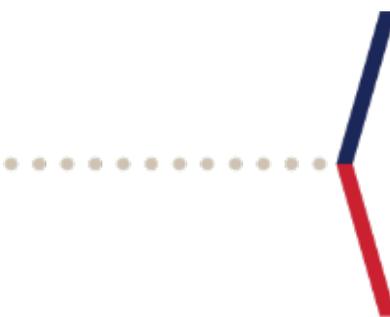
- *Managers and supervisors* must be familiar with the plan and ready to answer questions. Managers and supervisors must set a good example by following the plan at all times, including practicing good personal hygiene and jobsite safety practices to prevent the spread of the virus.
- *Employees* must abide by the various housekeeping, social distancing, and other best practices at the jobsite.
- *Everyone* should be expected to report any signs or symptoms of COVID-19.



COVID-19 Prevention, Preparedness, and Response Plan (cont'd)

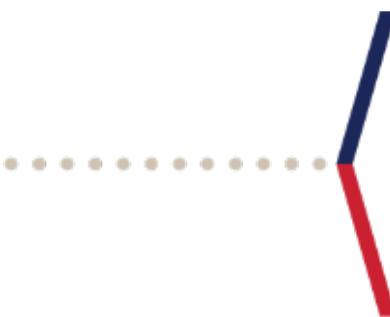
Recommended Job Site Protective Measures

- Any employee/contractor/visitor showing symptoms of COVID-19 should be asked to leave the jobsite and return home.
- Safety meetings should be by telephone, if possible. During any in-person safety meetings, no gatherings of more than 10 people and participants must remain at least six (6) feet apart.
- Avoid physical contact with others and direct employees/contractors/visitors to increase personal space to at least six (6) feet, where possible.
- Where work trailers are used, only necessary employees should enter the trailers and all employees should maintain social distancing while inside the trailers.
- All in-person meetings should be limited. To the extent possible, meetings should be conducted by telephone.
- Consider whether to provide or encourage face covers on the job.



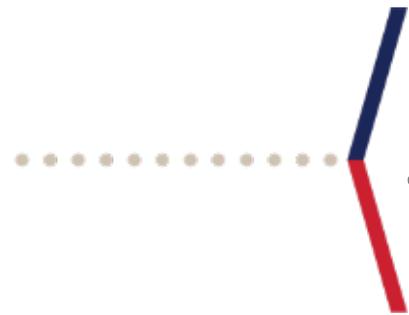
COVID-19 Prevention, Preparedness, and Response Plan (cont'd)

- Stagger breaks and lunches, if practicable, to reduce the size of any group at any one time to fewer than ten (10) people.
- Provide access to running water for hand washing if possible; otherwise provide alcohol-based hand sanitizers and/or wipes.
- Limit the use of co-workers' tools and equipment. To the extent tools must be shared, clean tools with alcohol-based wipes, consistent with manufacturers recommendations.



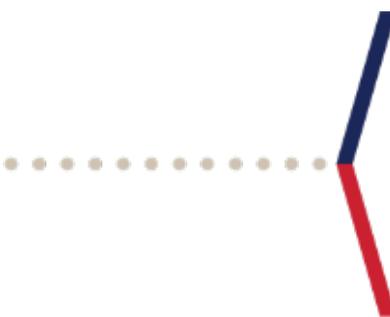
COVID-19 Prevention, Preparedness, and Response Plan (cont'd)

- Divide crews/staff where possible so that projects can continue working effectively in the event that one of the divided teams is required to quarantine.
- Minimize ride-sharing. While in vehicle, employees must ensure adequate ventilation.
- If practicable, employees should use/drive the same truck or piece of equipment every shift.
- In lieu of using a common source of drinking water, such as a cooler, employees should use individual water bottles.



Job Site Visitors

- The number of visitors to the job site, including the trailer or office, should be limited to only those necessary for the work.
- Screen all visitors in advance of arriving on the job site. If the visitor answers “yes” to any of the following questions, he/she should not be permitted to access the jobsite:
 - Have you been confirmed positive for COVID-19?
 - Are you currently experiencing, or recently experienced, any acute respiratory illness symptoms such as fever, cough, or shortness of breath?
 - Have you been in close contact with any persons who have been confirmed positive for COVID-19?
 - Have you been in close contact with any persons who have traveled and are also exhibiting acute respiratory illness symptoms?



Personal Protective Equipment and Work Practice Controls

- In addition to regular PPE for workers engaged in various tasks (fall protection, hard hats, hearing protection), employers should also provide:
 - Gloves: Gloves should be worn at all times while on-site. The type of glove worn should be appropriate to the task. If gloves are not typically required for the task, then any type of glove is acceptable, including latex gloves. Employees should avoid sharing gloves.
 - Eye protection: Eye protection should be worn at all times while on-site.

Respirator Use

New OSHA Enforcement Memoranda on Respiratory Protection – Reuse and Expired

Respirators

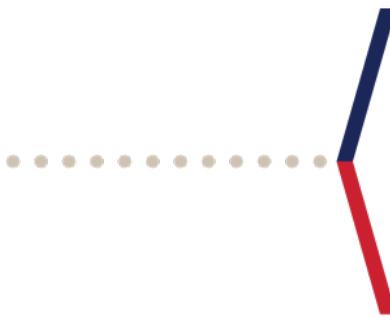
- All employers whose employees are required to use or are permitted to use respiratory protection, must continue to manage their respiratory protection programs in accordance with the OSHA respirator standard.
- All employers should reassess their engineering controls, work practices, and administrative controls to identify any changes they can make to *decrease* the need for N95 FFRs.
- If respiratory protection *must* be used, employers should consider alternative types of respirators that provide equal or greater protection compared to an N95 filtering facepiece respirator (“FFR”).
- When alternative respirators are not available, or where their use creates additional safety or health hazards, employers *may* consider the extended use or reuse of N95 FFRs or use of N95 FFRs that were NIOSH-approved but have since passed the manufacturer’s recommended shelf life.

Respirator Use (cont'd)



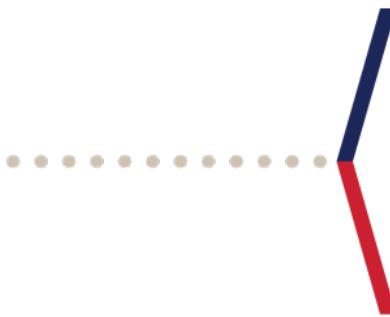
New OSHA Enforcement Memoranda on Respiratory Protection – Non-NIOSH Approved

- OSHA's respiratory protection standard requires that any respirator required or permitted to be used be approved by NIOSH. As a result of the COVID-19 outbreak, however, OSHA is also relaxing those requirements.
- OSHA is permitting the use of FFRs and air-purifying elastomeric respirators that are either certified under certain standards of other countries; or previously certified under the standards of other countries, but beyond their manufacturer's recommended shelf life.
- Employers should prioritize the acquisition and use of equipment in the following order:
 1. NIOSH-certified equipment.
 2. Equipment certified in accordance with standards of other countries or jurisdictions except the People's Republic of China, unless equipment certified in accordance with standards of the People's Republic of China is manufactured by a NIOSH certificate holder.
 3. Equipment certified in accordance with standards of the People's Republic of China, the manufacturer of which is not a NIOSH certificate holder.
 4. Facemasks (*e.g.*, medical masks, procedure masks).



Job Site Cleaning

- Jobsite trailers and break/lunchroom areas should be cleaned at least once per day, using proper PPE, such as nitrile, latex, or vinyl gloves and gowns, as recommended by the CDC.
- Any trash collected from the jobsite must be changed frequently by someone wearing nitrile, latex, or vinyl gloves.
- Any portable jobsite toilets should be cleaned by the leasing company at least twice per week and disinfected on the inside. Frequently touched items (i.e. door pulls and toilet seats) should be disinfected frequently.
- If an employee has tested positive for COVID-19, OSHA has indicated that there is typically no need to perform special cleaning or decontamination of work environments, unless those environments are visibly contaminated with blood or other bodily fluids.



Employee Tests Positive for COVID-19

- An employee that tests positive for COVID-19 should be directed to self-quarantine away from work.
- Employees that test positive and are symptom free may return to work when at least seven (7) days have passed since the date of his or her first positive test, and have not had a subsequent illness.
- Employees that test positive and are directed to care for themselves at home may return to work when: (1) at least 72 hours (3 full days) have passed since recovery; and (2) at least seven (7) days have passed since symptoms first appeared. Employees that test positive and have been hospitalized may return to work when directed to do so by their medical care provider.

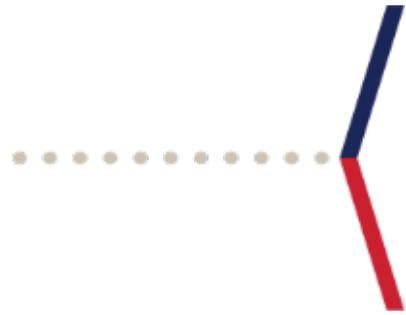
OSHA Recordkeeping

- OSHA has made a determination that COVID-19 should *not* be excluded from coverage of the rule – like the common cold or the seasonal flu – and, thus, OSHA is considering it an “illness.”
- However, OSHA has stated that only confirmed cases of COVID-19 should be considered an illness under the rule.
- If an employee has a confirmed case of COVID-19, conduct an assessment of any workplace exposures to determine if the case is work-related.
- Work-relatedness is presumed for illnesses that result from events or exposures in the work environment, unless it meets certain exceptions. One of those exceptions is that the illness involves signs or symptoms that surface at work but result solely from a non-work-related event or exposure that occurs *outside* of the work environment.
- Thus, if an employee develops COVID-19 *solely* from an exposure outside of the work environment, it would not be work-related, and thus not recordable.



Your Questions?





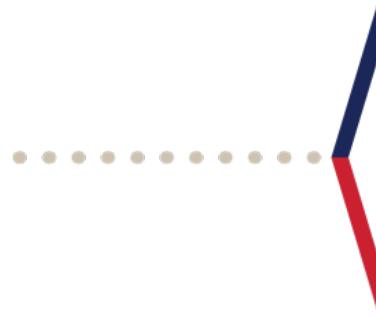
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