# OSHA's Updated Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace

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## **Updated Protecting Workers Guidance**

- For employers and workers not covered by the OSHA's COVID-19 Emergency Temporary Standard (ETS) to identify COVID-19 exposure risks to workers who are unvaccinated or otherwise at-risk, and to help them take appropriate steps.
- The recommendations are advisory in nature and informational in content, and are intended to assist employers in providing a safe and healthful workplace.
- OSHA will work with CDC and other federal partners to monitor the need for additional guidance going forward.



## **Higher Risk Workers and Workplaces**

- At-Risk Workers: Some conditions, such as a prior transplant, as well as prolonged use of corticosteroids or other immune-weakening medications, may affect workers' ability to have a full immune response to vaccination.
- Additional recommendations for workers in high-risk workplaces that create greater risks for unvaccinated or otherwise at-risk workers – because they involve close contact for extended periods of time, or frequent contact with unvaccinated people or people whose vaccination status is not known.



# Updated Protecting Workers Guidance - What Workers Need to Know

- Follow recommended precautions and policies at workplace
- Vaccination is the key to multi-layered approach to protection
- Properly wear face covering
- Stay far enough away from other people, ask about possible telework and flexible schedule options
- Participate in training
- Practice good personal hygiene



# **Updated Protecting Workers Guidance - The Roles of Employers and Workers**

- Employers should engage with workers and their representatives to determine how to implement multi-layered interventions (11 points, highlighted below)
  - Grant paid time off for employees to get vaccinated
  - Provide unvaccinated and otherwise at-risk workers with face coverings or surgical masks, unless their work task requires a respirator or other PPE.
  - Educate and train workers on your COVID-19 policies and procedures using accessible formats and in language they understand.
  - Maintain Ventilation Systems.
  - Implement protections from retaliation



# Appendix: Measures Appropriate for Higher-Risk Workplaces with Mixed-Vaccination Status Workers

- Provide best practices to protect unvaccinated or otherwise at-risk workers at higher-risk workplaces including:
  - Manufacturing
  - Meat and poultry processing
  - High-volume retail and grocery
  - Seafood processing



# Appendix: Measures Appropriate for Higher-Risk Workplaces with Mixed-Vaccination Status Workers - continued

- Heightened risk due to the following types of factors:
  - Close contact, Duration of contact, Type of contact
  - Other distinctive factors including:
    - Sharing employer-provided transportation
    - Frequent contact with other unvaccinated or otherwise at-risk individuals in community settings in areas with elevated community transmission;
    - Communal housing or living quarters onboard vessels with other unvaccinated or otherwise at-risk individuals.

# Appendix: Measures Appropriate for Higher-Risk Workplaces with Mixed-Vaccination Status Workers - continued

- In all higher-risk workplaces where there are unvaccinated or otherwise at-risk workers:
  - Stagger break times
  - Stagger workers' arrival and departure times
  - Provide visual cues
  - Implement strategies (tailored to your workplace) to improve ventilation
- In workplaces (or well-defined work areas) with processing or assembly lines:
  - Proper spacing of workers



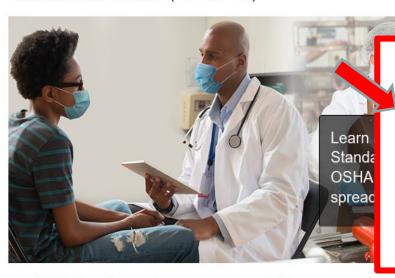
# Appendix: Measures Appropriate for Higher-Risk Workplaces with Mixed-Vaccination Status Workers - continued

- In retail workplaces (or well-defined work areas within retail) :
  - Suggest masks for unvaccinated (or unknown status) customers and other visitors.
  - Consider means of physical distancing from others who are not known to be fully vaccinated.
  - Move electronic payment terminal/credit card reader to increase distance between customers and unvaccinated or otherwise at-risk workers.
  - Shift primary stocking activities of unvaccinated or otherwise at-risk workers to off-peak or after hours when possible.
- Traveling to and from work in employer-provided buses and vans:
  - Notify unvaccinated or otherwise at-risk workers of risk and help limit number of workers in on vehicle.
  - Make sure all unvaccinated or otherwise at-risk workers sharing a vehicle are wearing appropriate face coverings possible.



## **OSHA COVID-19 Resources**

Coronavirus Disease (COVID-19)



### **OSHA Requirements**

Regulations

NEW Emergency Temporary Standard for

Healthcare

National Emphasis Program

**Enforcement** 

Recording and Reporting

 Reporting and Recording FAQ Workers' Rights

### Guidance

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UPDATED Mitigating and Preventing the Spread of COVID-19 in the Workplace

- Summary
- Hazard Recognition
- · Control and Prevention

By Industry

By Topic

Frequently Asked Questions (FAQs)

### **Highlights and Tools**

Vaccines.gov

CDC Coronavirus (COVID-19) Page

CDC Workplaces and Businesses Page
Job Accommodation Network (COVID-19)

OSHA Newsroom

**Archived OSHA Resources** 

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**DSHA.gov/coronavirus** includes latest nformation and resources on protecting vorkers from exposure to COVID-19.





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