

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

**Lee Anne Jillings
Director, Directorate of Technical Support and
Emergency Management, OSHA**

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

- For Everyone
 - 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

OSHA Requirements

- Regulations
 - NEW** Emergency Temporary Standard for Healthcare
- National Emphasis Program
- Enforcement
- Recording and Reporting
 - Reporting and Recording FAQ
- Workers' Rights

Guidance

- For Everyone
 - 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

OSHA.gov/coronavirus includes latest information and resources on protecting workers from exposure to COVID-19.



www.osha.gov

1-800-321-OSHA (6742)