



## IECRM MEMBER FORUM

*What's NEW(s): Top of Mind updates on COVID, Contact Tracing, Latest Safety Protocols, and Workplace Response to the Pandemic Impacting Workers' Compensation*

**Wednesday, July 29, 2020**

**7:30 AM - 8:30 AM**

**Hosted by IECRM**

IECRM has been honored to help you navigate through these unprecedented times during the COVID-19 crisis. Below you will find a bulleted recap of the discussion and helpful links to resources mentioned in today's Member Forum.

*Member Forums will be scheduled bi-weekly. Please watch your inbox for future dates.*

**Upcoming Member Forum Dates: August 19, 7:30 AM.**

If you have any questions about the Forum, or suggestions for future Member Forums, please contact IECRM CEO Marilyn Akers Stansbury at [marilyn@iecrm.org](mailto:marilyn@iecrm.org) or 303-848.2513. [Sign up for our Weekly Online Member Forums here.](#)

**Watch the [VIDEO RECORDING](#) of today's forum. It will also be sent out through IECRM Membership communications. If you are not currently receiving these important emails, let us know at [info@iecrm.org](mailto:info@iecrm.org).**

### MEMBER FORUM RECAP

Colorado statute gives local public health agencies authority "to investigate and control the causes of epidemic diseases and conditions" and also to establish, maintain, and enforce quarantine and isolation to protect the public health. Public health agencies have used contact tracing to contain other viruses and disease outbreaks.

Governor Polis announced that the Corporation for National and Community Service (CNCS) are mobilizing more than 800 AmeriCorps and Senior Corps members to support Colorado's COVID-19 response. The national services members are conducting contact tracing and other work important to help Colorado reopen and get people back to work.

Companies can also learn from other companies that have created their own policies and processes which Pinnacol Assurance shared with members attending the forum. More opportunities are being considered where a deeper dive into contact tracing best practices can be explored and learned – most likely in the Fall.

### Subject Matter Experts included:

- Kristin White, Attorney at Law, Fisher & Phillips
- Todd Faubion, Chief Security and Fraud Prevention Officer, Pinnacol Assurance
- Joshua Kreger, Director of Safety Innovation and Strategy, Pinnacol Assurance



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#### **New Executive Order**

- As restrictions have been relaxed, cases have steadily increased.
- D 2020 138 EXECUTIVE ORDER: [statewide mask order](#)
  - [The order states](#) “all individuals over ten (10) years old must wear a face covering over their nose and mouth when entering or moving within any Public Indoor Space.”
  - An [updated FAQ document](#) for the order, clarifying when masks should be worn in the office.
  - Read [Governor Polis letter](#) to business leaders about the order
- Governor also is asking for voluntary remote working.
  - CDC changed guidance on return to work numbers. Previously, if you had no symptoms (no fever, no medicine) went from 72 hours to 24 hours. The exposure period is 14 days. “Healthy Family Sick Leaves Act” - we are currently governed by Family First (Federal order)
  - [Webinar](#) by Governor Polis: Encouraging Work-from-Home Policies in Office Settings
  - [Families First Coronavirus Response Act: Employer Paid Leave Requirements](#)

#### **Two guidance documents from the state on paid sick leave:**

[https://www.colorado.gov/pacific/sites/default/files/INFO%20%236A\\_%20Paid%20Leave%20under%20the%20Healthy%20Families%20and%20Workplaces%20Act%2C%20through%2012\\_31\\_20%20%281%29.pdf](https://www.colorado.gov/pacific/sites/default/files/INFO%20%236A_%20Paid%20Leave%20under%20the%20Healthy%20Families%20and%20Workplaces%20Act%2C%20through%2012_31_20%20%281%29.pdf)

[https://www.colorado.gov/pacific/sites/default/files/INFO%20%236B\\_%20Paid%20Leave%20under%20the%20Healthy%20Families%20and%20Workplaces%20Act%2C%20as%20of%201\\_1\\_21%20%282%29.pdf](https://www.colorado.gov/pacific/sites/default/files/INFO%20%236B_%20Paid%20Leave%20under%20the%20Healthy%20Families%20and%20Workplaces%20Act%2C%20as%20of%201_1_21%20%282%29.pdf)

#### **Airplane Travel**

- Have a written policy in place to present to employees so that they are aware that they must quarantine after flying.

**Kids returning to class:** expected impact? What do employers need to know? Is there anything at this point we can determine?

- Emergency FMLA-applies to ALL employers regardless of size.
- If the schools are physically closed for remote learning, employees can opt to take leave.
- If a regular childcare provider is closed, that also qualifies for Emergency FMLA, parents do not need to shop around for alternative childcare if their primary provider is shutdown during pandemic.



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### Public Health Departments

- Still dealing with aggressive health departments; be aware that local public health agencies are being very aggressive wanting to shut businesses down with only a few positive cases.

### Contract Tracing

- Contact Tracing is an investigation to identify those who are infected to trace backward or forward to try to determine who's been exposed and where it came from.
- Secondary contact-contact with a person who was recently in contact with someone who recently tested positive for COVID.
- CDPHE-Requirements Executive [Order 20-28](#) for self-health check prior to entering the field each day.
- Any record keeping is to be kept separate from the HR records.
- Protect employee's privacy as much as possible. Limit what is told to other employees.
  - Employers cannot ask questions about what employees do outside of work.
  - Take the employee at his/her word about preexisting conditions or other issues that make them uncomfortable about returning to the workplace.

### Mask Safety Issues

- masks that may be flammable
- masks that get caught in equipment
- overheating and heat stroke for those working with masks outside in 100-degree weather.
- There are a number of other safety concerns related to wearing masks beyond COVID.
- Who has the ultimate authority? State? County? OSHA? When it comes to safety especially with masks?
  - OSHA regulates respiratory protection, not masks. Jurisdiction to jurisdiction there are variances.
  - State tells us that it is a law to wear a mask.



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- o In hot weather, employees overheating at job sites, is a concern.
- o Regulating from heat perspective, or hazard analysis with mask requirements. Must be compliant with both.
- o That's where the hazard analysis comes into play.
- o Regulations applicable to Jefferson County were discussed:  
<https://www.jeffco.us/4056/Mask-Guidance>

#### **COVID CHAMPIONS Award**

- July 31<sup>st</sup> is the deadline for [nominations to win the COVID-19 Champion Award](#) which will be presented during the VIRTUAL [IECRM Summit Awards Celebration](#) on August 13 complete with Watch Party Package.
- Recognition for above and beyond service or contributions
- Must be related to a response to the global pandemic of COVID-19 but not limited to community involvement, industry advocacy, volunteer work, special projects, etc.
- Must be an employee or an affiliate of an IECRM member company.
- Deadline is July 31, 2020.
- Organizations or individuals may submit an unlimited number of nominations.
- Self-nominations are permitted and encouraged.
- No contribution is too large or small.

**Next Forum: August 19, 2020 7:30 AM**