



# COVID-19 IIPP: Employer's Supplemental Program and Guide

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**Presented by:**

Dan Castillo-VP of Loss Control Services  
Hector Corona-Account Executive



CALIFORNIA  
ASSOCIATION  
of WINEGRAPE  
GROWERS

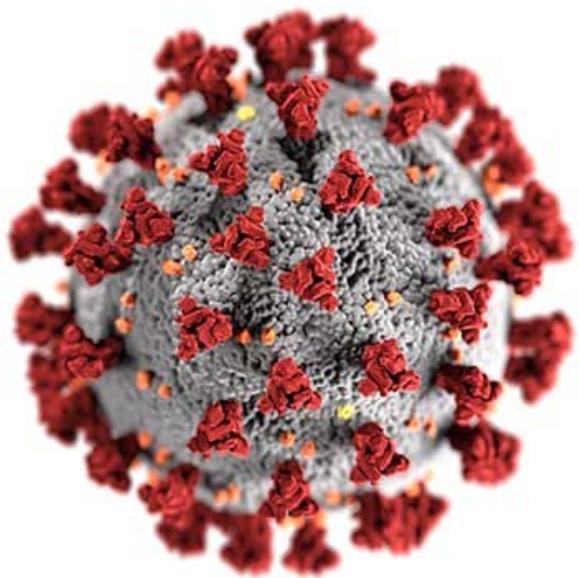




# Agenda:

**Scope of this presentation-understanding and implementing safe practices for COVID-19**

- Statistics-CA
- Understanding the Devastating Consequences-Agriculture
- CAL-OSHA COVID-19- regulatory requirements
- Implementing a COVID-19 Injury and Illness Prevention Program
- Implementing safety practices for workers exposed to COVID-19
- Resources & links



# COVID-19 Statistics and Demographics-California

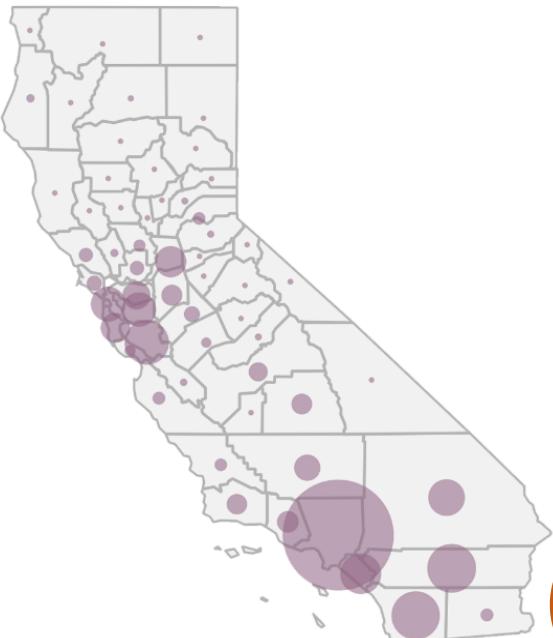


# COVID-19 Statistics: California Numbers

## California COVID-19 By The Numbers

May 4, 2020

Numbers as of May 3, 2020



For county-level data:  
[data.chhs.ca.gov](http://data.chhs.ca.gov)

### CALIFORNIA COVID-19 SPREAD

**54,937**  
Total Cases

#### Ages of Confirmed Cases

- 0-17: 1,715
- 18-49: 26,956
- 50-64: 14,078
- 65+: 12,098
- Unknown/Missing: 90

#### Gender of Confirmed Cases

- Female: 27,239
- Male: 27,332
- Unknown/Missing: 366

#### Hospitalizations

Confirmed COVID-19  
**3,284/1,179**  
Hospitalized/in ICU

Suspected COVID-19  
**1,332/285**  
Hospitalized/in ICU

**2,254**  
Fatalities

As of May 4th, 2020, there are a total of 24,424 positive cases and 821 deaths in California.\*



# COVID-19 Statistics: California Numbers

| Race/Ethnicity                                    | No. Cases    | Percent Cases | No. Deaths  | Percent Deaths | Percent CA population |
|---|--------------|---------------|-------------|----------------|-----------------------|
| <b>Latino</b>                                     | 8397         | 40.4          | 326         | 31.4           | <b>38.9</b>           |
| <b>White</b>                                      | 6051         | 29.1          | 368         | 35.4           | <b>36.6</b>           |
| <b>Asian</b>                                      | 2635         | 12.7          | 169         | 16.3           | <b>15.4</b>           |
| <b>African American/Black</b>                     | 1414         | 6.8           | 125         | 12.0           | <b>6.0</b>            |
| <b>Multi-Race</b>                                 | 398          | 1.9           | 13          | 1.3            | <b>2.2</b>            |
| <b>American Indian or Alaska Native</b>           | 40           | 0.2           | 4           | 0.4            | <b>0.5</b>            |
| <b>Native Hawaiian and other Pacific Islander</b> | 310          | 1.5           | 14          | 1.3            | <b>0.3</b>            |
| <b>Other</b>                                      | 1555         | 7.5           | 20          | 1.9            | <b>0</b>              |
| <b>Total with data</b>                            | <b>20800</b> | <b>100.0</b>  | <b>1039</b> | <b>100.0</b>   | <b>100.0</b>          |

Data on race and ethnicity As of May 4th, reported to the California Department of Public Health\*

Cases: 30978 total, 10178 (33%) unknown race/ethnicity

Deaths: 1147 total, 108 (9%) unknown race/ethnicity



# Essential Critical Infrastructure Workers

## U.S Department of Homeland Security:

- MEMORANDUM ISSUED ON 3/19/2020
  1. HEALTHCARE / PUBLIC HEALTH
  2. LAW ENFORCEMENT, PUBLIC SAFETY, FIRST RESPONDERS
  - 3. FOOD AND AGRICULTURE**
  4. ENERGY
  5. WATER AND WASTE MANAGEMENT
  6. TRANSPORTATION AND LOGISTICS
  7. PUBLIC WORKS
  8. COMMUNICATIONS AND INFORMATION TECHNOLOGY
  9. OTHER COMMUNITY-BASED GOVERNMENT OPERATIONS AND ESSENTIAL FUNCTIONS



# Agriculture: Critical Infrastructure Industry!



Business

**Meat processing plants are closing due to covid-19 outbreaks. Beef shortfalls may follow.**

CORONAVIRUS

**Coronavirus concern closes Frito-Lay chip plant in Modesto for cleaning**



Wine Industry

**Amid a pandemic, business as usual puts Napa Valley's farmworkers at risk**

Sarah Klearman · Apr 16, 2020 Updated 1 hr ago



# COVID-19 Risk Exposure Categories: (4)

- **Very High Exposure Risk:**

- Healthcare employees performing aerosol-generating procedures on known or suspected pandemic patients.
- Healthcare or laboratory personnel collecting or handling specimens from known or suspected pandemic patients.

- **High Exposure Risk:**

- Healthcare delivery and support staff exposed to known or suspected pandemic patients.
- Medical transport of known or suspected pandemic patients in enclosed vehicles.
- Performing autopsies on known or suspected pandemic patients.

- **Medium Exposure Risk:**

- Employees with high-frequency contact with the general population (such as schools, high population density work environments-Packing sheds, harvesting crews and some high-volume retail).

- **Lower Exposure Risk (Caution):**

- Employees who have minimal occupational contact with the general public and other coworkers (such as office employees)



# COVID-19: Understanding the Devastating Consequences

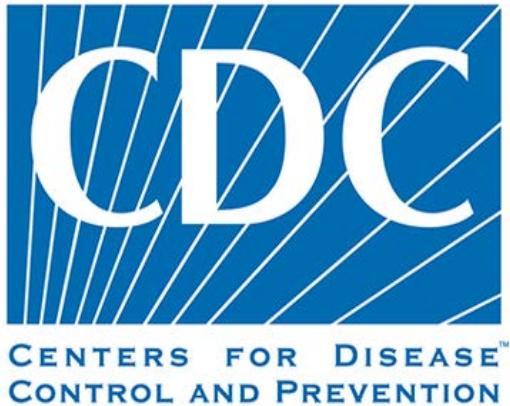
SEE  
THE  
BIG  
PICTURE







# COVID-19 Monitoring & Enforcement Agencies





# Employer's CAL-OSHA Requirements do to COVID-19

## Title 8 section §3203. *Injury and Illness Prevention Program*

### It requires that employers:

- “Shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees...”
- Every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program. The Program shall be in writing.



## FAQ: Understanding IIPP and COVID-19 Safety Programs

**Q: Are employers required to develop a written infectious disease preparedness and response plan for Agriculture?**

**A: Currently it's not required, however highly recommended by CAL-OSHA.**

**Q: Are employers required to modify their current Injury and Illness Prevention Program (IIPP)?**

**A: No. The IIPP 8 elements shouldn't be altered. The COVID-19 is a supplemental written program containing safe practices elements to prevent worker exposure.**



# COVID- 19 Supplemental IIPP



# **COVID-19 Illness Prevention Program**



## COVID-19 Supplemental written program elements:

- Employee Training
- Procedures to Help Prevent the Spread of COVID-19 at the Worksite
- Procedures to Increase Physical Distancing
- Reporting Procedures to report potential COVID-19 Disease
- Good Sanitation Practices
- Personal Protective Equipment (PPE) when applicable



# CAL-OSHA Guidelines: Employee Training

## Employee Training:

- Use CDC guides & OSHA information
- Use social distancing guidelines to train employees
- Review your program with your employees
- Cover topics such as:
  - Understanding COVID-19
  - Symptoms
  - Reporting Process
  - Practicing Personal Hygiene
  - Etc..
- Use technology training aids: computer, smart phones i-Pads
- Implement Train-The-Trainers to help you train employees
- **Follow up!!!!**



## Helping Prevent the Spread of COVID-19 at the Worksite:

**The most important element in this section is sending those employees who show respiratory or severe symptoms home...No Exceptions!!**

- Work with your local health department to establish reporting procedures
- Constantly remind employees of the symptoms and to stay home if sick.
- Establish cleaning and disinfection procedures.
- Ensure hand washing stations and disinfecting materials are available.
- Frequently check essential cleaning and other critical supplies.



# CAL-OSHA Guidelines: Physical Distancing

## Procedures to Increase Physical Distancing:

- Limit contact with people
- Have employees practice social distancing (6' apart)
- When possible:
  - Stagger Shifts
  - Stagger crews & breaks
- Discourage large gatherings
- If you get deliveries (e.g. shops deliveries) implement procedures



# CAL-OSHA Guidelines: Sanitation Practices

## Implementation of Good Sanitation Practices:

- Implement sanitation procedures that work for your operation
- Establish sanitation practices for the following:
  - Restrooms
  - Handwashing facilities
  - Commonly used surfaces
  - Tools
  - Radios
  - Company Vehicles
  - Tablets & other electronics
- Provide extra time for employees to perform sanitation practices



# CAL-OSHA Guidelines: Personal Protective Equipment

## PPE FAQ:

**Q: Do I need to include a PPE section on my COVID-19 Program?**

**A: Currently you are not required. But, if PPE is provided it's recommended.**

oilet facilities)  
procedures

A-approved  
at causes

isposable wipes  
n commonly

's instructions for  
n products (e.g.,  
tive equipment,  
).

- Place drop boxes or drop-off locations near the road so vehicles do not need to enter the farm.

**Health experts do not recommend the use of respirators by the general public or the general workforce for COVID-19. However, if available, employers should provide them to agricultural workers when needed to protect workers against excessive dust, *Coccidioides* fungus (the source of Valley Fever), or other harmful agents.**

*(continued on next page)*

Cloth face coverings should—

- fit snugly but comfortably against the side of the face
- be secured with ties or ear loops
- include multiple layers of fabric
- allow for breathing without restriction
- be able to be laundered and machine dried without damage or change to shape



### CDC on Homemade Cloth Face Coverings

[CDC recommends](#) wearing cloth face coverings in public settings where other social distancing measures are difficult to maintain (e.g., grocery stores and pharmacies), especially in areas of significant community-based transmission.

CDC also advises the use of simple cloth face coverings to slow the spread of the virus and help people who may have the virus and do not know it from transmitting it to others. Cloth face coverings fashioned from household items or made at home from common materials at low cost can be used as an additional, voluntary public health measure.

Cloth face coverings should not be placed on young children under age 2, anyone who has trouble breathing, or is unconscious, incapacitated or otherwise unable to remove the mask without assistance.

The cloth face coverings recommended are not surgical masks or N-95 respirators. Those are critical supplies that must continue to be reserved for healthcare workers and other medical first responders, as recommended by current CDC guidance.



# CAL-OSHA Guidelines: Personal Protective Equipment

## PPE:

Employers must list the PPE provided

- Gloves
- Protective clothing
- Masks
- Self made protection devices, cloth masks (*Need to follow Guidelines from CDC*)

**THIS SECTION ONLY APPLIES, IF THE EMPLOYER IS PROVIDING OR RECOMENDING THE USE OF PPE!**



# Emergency Action Procedures

## Workers who have been exposed to COVID-19

- **Pre-Screen:** Employers should measure the employee's temperature and assess symptoms prior to them starting work. Ideally, temperature checks should happen before the individual enters the facility.
- **Regular Monitoring:** As long as the employee doesn't have a temperature or symptoms, they should self-monitor under the supervision of their employer's occupational health program.
- **Wear a Mask:** The employee should wear a face mask at all times while in the workplace for 14 days after last exposure. Employers can issue facemasks or can approve employees' supplied cloth face coverings in the event of shortages.
- **Social Distance:** The employee should maintain 6 feet and practice social distancing as work duties permit in the workplace.
- **Disinfect and Clean Work Spaces:** Clean and disinfect all areas such as offices, bathrooms, common areas, shared electronic equipment routinely.



# Emergency action plan

## What should I do after an employee tests positive for COVID-19?

- In most cases, you do not need to shut down your facility. But do close off any areas used for prolonged periods of time by the sick person:
- Wait 24 hours before cleaning and disinfecting to minimize potential for other employees being exposed to respiratory droplets. If waiting 24 hours is not feasible, wait as long as possible.
- During this waiting period, open outside doors and windows to increase air circulation in these areas.
- Follow the CDC cleaning and disinfection recommendations:
- Clean dirty surfaces with soap and water before disinfecting them.
- To disinfect surfaces, use products that meet EPA criteria for use against SARS-CoV-2external icon, the virus that causes COVID-19, and are appropriate for the surface.
- Always wear gloves and gowns appropriate for the chemicals being used when you are cleaning and disinfecting.
- You may need to wear additional personal protective equipment (PPE) depending on the setting and disinfectant product you are using.



# What does the future hold for Agriculture?

## COVID-19 Regulations:

- New Fed OSHA regulations.
- Followed by stricter CAL-OSHA regulations.
- Pandemic preparedness
- Specific blood-borne pathogen program for agriculture

## Recommendations

- Stay informed
  - Associations
  - Broker
  - Insurance Carrier
- Think outside the box
- Prepare for the “new normal”

**\*\*Note: Information, recommendations and data is changing daily \*\***



# References, Resources & Links



# References, Resources & links

Stay informed:

- **COVID-19 updates on our **Relation** website:**

<https://www.relationinsurance.com/covid19>

- **COVID-19 Alerts & FAQ-Fisher Phillips:**

<https://www.fisherphillips.com/faqs#L2>

- **California Department of Food and Agriculture**

<https://www.cdfa.ca.gov/coronavirus/#infrastructure>

- **Occupational Safety and Health Administration (OSHA):**

<https://www.osha.gov/SLTC/covid-19/standards.html>



# thank you

**Hector Corona**  
**Account Executive**  
**Pan American Insurance Services Inc.**  
**Email: [Hector.Corona@relationinsurance.com](mailto:Hector.Corona@relationinsurance.com)**  
**Ph: 916-616-9162**

**Dan Castillo**  
**Vice President of Loss Control**  
**Pan American Insurance Services Inc.**  
**Email: [Daniel.Castillo@relationinsurance.com](mailto:Daniel.Castillo@relationinsurance.com)**  
**Ph: 209-564-0253**