



Protecting the Health & Safety of Your Employees & Operations:
COVID-19: Health hazards, Prevention & OSHA Guidance

Thursday, April 30, 2020

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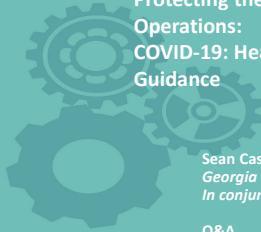
Protecting the Health & Safety of Your Employees & Operations:
COVID-19: Health hazards, Prevention & OSHA Guidance

Regina Maddox
Executive Director,
Next Generation Manufacturing

April 30, 2020

COVID-19 – Manufacturer's Response

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Protecting the Health & Safety of Your Employees & Operations:
COVID-19: Health hazards, Prevention & OSHA Guidance

Sean Castillo, Industrial Hygienist
Georgia Tech Safety Health and Environmental Services
In conjunction with GA Manufacturing Extension Partnership

Q&A

April 30, 2020

COVID-19 – Manufacturer's Response

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MITIGATING SAFETY RISK IN A
TIME OF PANDEMIC -
GUIDANCE ON PREPARING
WORKPLACES FOR COVID-19

SEAN CASTILLO, MPH

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REOPENING CONCERNS

Business are reopening but why do we need to be prepared?

- Virus hasn't been completely removed from the community
- Large scale testing in Georgia is still not at an adequate capacity
- Potential for large scale infection and more clusters
- No verified vaccine or treatment yet available

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HOW WILL THIS OUTBREAK CONTINUE TO AFFECT A BUSINESS?

Absenteeism - workers may need to take leave due to sickness, to care for sick family members, care for children while schools are closed, or socially distance due to caring for immunocompromised family members

Changes in commerce - Commerce patterns will be affected by changes in demand for items:

- What does your business provide right now?
- How could you shift to something needed to combat the outbreak?

Interrupted supply/delivery -

- Will you be able to get the supplies you need?
- Have you already experienced disruptions in shipment?

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KEY STRATEGY AREAS FOR AN INFECTIOUS DISEASE AND BUSINESS CONTINUITY PLAN

- Risk Assessment
- Reducing risk of employee exposure
- Strategies related to each aspect of the Plan
- Employee involvement
- Community connections
- Prevention
- Reviewing and updating plans
- Resources

Who can help with this type of planning?

Georgia Tech MEP program: <https://gamep.org/> for the business side of planning

Georgia Tech OSHA Consultation Program: www.oshainfo.gatech.edu for the health and safety side of planning

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REDUCING WORKER EXPOSURE: HIERARCHY OF CONTROLS

Engineering controls involve making changes to the work environment to reduce work-related hazards.

Work practice controls are procedures for safe and proper work that are used to reduce the duration, frequency or intensity of exposure to a hazard.

Administrative controls include controlling employees' exposure by scheduling their work tasks in ways that minimize their exposure levels.

Personal Protective Equipment (PPE) includes all clothing and other work accessories designed to create a barrier against workplace hazards.

Hierarchy of Controls



Most effective

Least effective

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EMPLOYEE SCREENINGS

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- Survey employees for fevers
 - Types of thermometers: ear, mouth, forehead?
 - PPE required for conducting surveillance
 - Masks, shields, gloves, etc.
- Assess if employees are displaying symptoms of COVID-19
- Right to send employees home with symptoms of COVID-19
 - EEOC allowance
 - https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitation_act_coronavirus.cfm

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EMPLOYEE SCREENING

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Employees should stay at home and refrain from returning if:

- If they feel sick
- Member of the household has tested positive for COVID-19 or a close contact has tested positive
- Has serious underlying health conditions

<https://gamep.org/steps-to-take-when-employee-tests-positive-for-covid-19/>

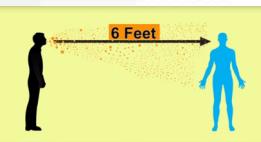
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SOCIAL DISTANCING

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Even though the facility may reopen it is important to still follow CDC guidance for COVID-19 Prevention which includes:

- Social Distancing: Employees maintain 6 feet from one another if possible
- If not possible, utilize proper PPE



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SOCIAL DISTANCING

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Repurpose design of tasks to allow for increased social distance

- How can our facility spread out employees?
 - Production and break areas
- Use tape on the floor to separate work stations
- Social distance rule of thumb:
 - If two people can stretch out their arms towards one another and touch fingertips, they are too close



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SUPPLIES

Assess and stock necessary supplies before employees return to work:

- Surgical facemasks, respirators (N95, KN95, FFP2)
- Hand sanitizers; hand washing stations
- Sanitizers for surfaces
- Sufficient trash disposal containers



EQUIPMENT

Assess what equipment/processes need to be evaluated that weren't in the past for decontamination

Assess what items are touched frequently:

- Fingerprint scanners
- Keypads
- Break room appliances
- Commonly touched doors/handles
- How will you keep these clean?
 - Electronic: 70% alcohol



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DISINFECTION/CLEANING

Develop disinfection protocols before employees return to the facility

What types of disinfectants?

- EPA registered disinfectants
- <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>

Some solutions need to be made daily

- Diluted household bleach
 - 1/3 cup of bleach, 1 gallon of water
- If an employee is sick; shut down the area and conduct a full disinfection of the area
- <https://www.epa.gov/coronavirus/guidance-cleaning-and-disinfecting-public-spaces-workplaces-businesses-schools-and-homes>

EMPLOYEE RE-TRAINING

Employees must be trained on new policies, practices, and procedures in a manner and language that they can understand

Training topics:

- Sanitation practices and chemical risks
- Required PPE and how to use
- Respirator Training if applicable
- Infection prevention
- General hygiene/handwashing
- How to report an illness or suspected illness



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FURTHER RECOMMENDATIONS

- Only allow essential personnel on the facility
- Do not allow or encourage visitors or customers that do not need to physically be on site
- Provide surveillance for anyone who comes onto the facility grounds



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FURTHER RECOMMENDATIONS

As businesses open, employees will not only be back to work, they will also be back into the general public as well

Take home message during training:

- Follow precautions at the workplace and also out during personal time
- Prevent your family from getting sick
- Efficient and enforced policies can help to flatten the curve



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OSHA ENFORCEMENT

- OSHA inspections are still on going at the current time
- Inspections, responds to complaints, compliance assistance
- Consultation Programs operations
- General Duty Clause 5(a)(1)
- April 16, 2020 Enforcement Discretion Memo
 - <https://www.osha.gov/memos/2020-04-16/discretion-enforcement-when-considering-employers-good-faith-efforts-during>
- <https://www.osha.gov/SLTC/covid-19/>



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OSHA PPE ASSESSMENT

- OSHA Standard 1910.132
- Document PPE assessment/JHA analysis
- Train and Document Employee PPE Training
- Certify PPE assessment
- Are face masks considered PPE?



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OSHA RESPIRATORY GUIDANCE

- OSHA standard 1910.134
- Respiratory Protection Program
- Medical Evaluations
- Fit Testing*
- Training and documentation
- Storage/Use
- Enforcement guidelines: Extended use/reuse, annual fit testing, other countries respirators,
- https://www.osha.gov/SLTC/covid-19/standards.html#enforcement_discretion



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HAVE QUESTIONS? NEED MORE HELP?

Sean Castillo, MPH
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We are available for individual conference/web-based conference calls

Georgia Tech OSHA Consultation Program- free-compliance assistance
www.oshainfo.gatech.edu

Georgia Tech MEP program:
<https://gamep.org/>



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OSHA RECORDKEEPING

- 29 CFR Part 1904
- The case is a confirmed case of COVID-19 (see [CDC information](#) on persons under investigation and presumptive positive and laboratory-confirmed cases of COVID-19);
- The case is work-related (as defined by [29 CFR 1904.5](#)); and
- The case involves one or more of the general recording criteria set forth in [29 CFR 1904.7](#) (e.g., medical treatment beyond first aid, days away from work).
- <https://www.osha.gov/memos/2020-04-10/enforcement-guidance-recording-cases-coronavirus-disease-2019-covid-19>



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Future event info available at:
www.nextgenerationmfg.org

Follow-up questions? regina.maddox@nextgenerationmfg.com
 Thank you for attending today's webinar!

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