

The New Norm: Strategies to Reopen Your Business Safely During COVID-19

Thank You for Joining Us!

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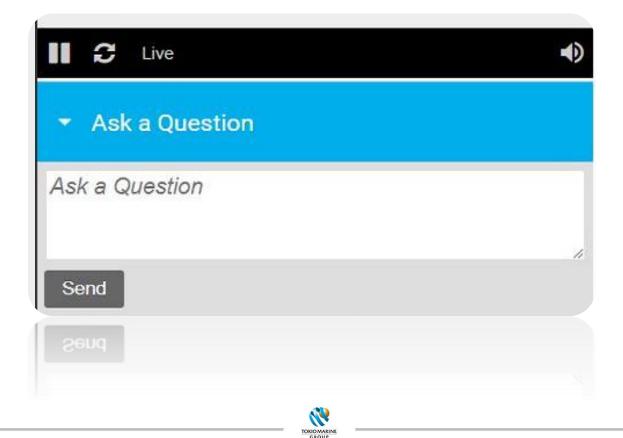


Vik Ramaswamy, MS, CIH, CSP Senior Risk Control Manager Safety National



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Please find the "Ask a Question" box on the left-hand side of your screen.



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The Experts



Scott Benson, MD, PhD Associate Professor, Division of Public Health & Division of Infectious Diseases | University of Utah School of Medicine



Steven Lacey, PhD, CIH, CSP Professor and Chief, Division of Public Health | University of Utah School of Medicine



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Kimberley Shoaf, DrPH Professor and Associate Chief, Community Engagement, Division of Public Health | University of Utah School of Medicine





Key Reopening Strategies

- Reopening shuttered facilities
- Breaking the chain of infection
- Considerations for a returning workforce
- Best practices for disinfection
- Practical and effective strategies for physical distancing
- Personal protective equipment (PPE) and hand hygiene







Opening Up Your Facility

Leveraging your HVAC system







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Risk-Based Approach to Restarting Work – General Hazards

- Restarting work processes/equipment
- With COVID-19, new work practices mean revisiting past approaches
- Communicate what is different about the workplace







Re-opening Shuttered Facilities

- Water intrusion, heat load, and mold
- Fire alarm check
- Local exhaust ventilation restart check
- Process/equipment start-up
- Water systems restart







Water Systems Restart & Legionella

- Cooling towers and other evaporative cooling systems
- Process water systems
- Domestic hot/cold water systems







Risk-Based Approach to Restarting Work – COVID-19

- Infection control risk assessment for COVID-19
- Chain of infection
- Contaminated surfaces and respiratory droplets
- Eliminate the source







- Higher ventilation rates with increased outdoor air
- Keep systems running longer hours
- Dilution ventilation
- Optimized airflow patterns/directional flow
- Zone pressurization







HVAC Systems to Break Chain of Infection

- Enhanced central system filtration (MERV-13 or highest achievable)
- Ultraviolet Germicidal Irradiation/UVGI (duct, AHU, upper room)
- Controlling indoor temperature and relative humidity







- In-room air-cleaning systems (portable, free-standing HEPA filtration)
- Local exhaust ventilation at the source
- Personalized ventilation





HVAC Systems to Break Chain of Infection



Disabling HVAC systems is not a recommended measure to reduce the transmission of the virus.





Resources





OSHA 3990-03 2020





Bringing Back the Workforce









HR, Infection Control and Cleaning

- Establishing an Infectious Disease Preparedness and Response Plan:
 - Where, how and what potential routes of exposure
 - Workplace
 - Outside of workplace
 - Individual factors that affect risk
 - Age
 - Medical conditions
 - Available mechanical or administrative controls
 - Communication plan
- Cleaning vs. Disinfection
 - Practices
 - Products







When to Return



- Federal guidelines
- State guidelines
- Local guidelines

OPENING UP

AMERICA AGAIN

CDC

U.S. Chamber of	Commerce Foundation	
Resilience in a	Box	
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Symptoms	Interim Guidance for Businesse Responding to Coronavirus Disc	
rearing	May 2020	
and the second	Plan, Prepare and Respond to Coronavirus Disease 2019	/



GUIDELINES



Prevent Getting Sick

HR Specific Considerations

- Employee risks
- Employee screening programs
- Sick employees
- Sick leave policies and abuse
- Confidentiality
- Shift workers and physically demanding jobs









- Exposure potential (extremely high, high, medium and low)
 - Job type
- Age
- Existing medical conditions



OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION





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Employee Screening Programs

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- As of May 6, 2020 CDC Guidelines
- Updated strategies and recommendations to resume normal or phased business operations:
 - Conducting daily health checks (can include symptom and/or temperature screening)
 - Conducting a hazard assessment of the workplace
 - Encouraging employees to wear cloth face coverings in the workplace, if appropriate
 - Implementing policies and practices for social distancing in the workplace
 - Improving the building ventilation system





The Sick Worker

- Screener/responder safety
- Incoming worker safety
- At-work development of symptoms
- Confidentiality

















Sick Leave Policies and Abuse

• The Families First Coronavirus Response Act (FFCRA)

- Apr. 1 Dec. 31, 2020
- <u>The law covers all private employers with fewer than 500</u> <u>employees, but more than 50 employees.</u>
- Two Categories of Leave
 - Paid sick leave
 - Paid expanded family and medical leave
- Both FMLA and ADA allow for employer rights





Reacclimating to Shift Work	2	Justed SAFETY NATIONAL Since 1942
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Coronavirus Disease 2019 (COVID-19)		<u>Advanced :</u>
CDC > Coronavirus Disease 2019 (COVID-19) > Communities, Schools & Workplaces > Worker Safety & Support		000

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† Coronaviru	s Disease 2019
(COVID-19)	
Symptoms	

What Workers and Employers Can Do to Manage Workplace Fatigue during COVID-19

Testing

Print Page



https://www.cdc.gov/coronavirus/2019ncov/hcp/managing-workplace-fatigue.html





Communication Strategies

- Company call-centers
- Text messages
- Email
- Real-time updates on microsites, portals, dashboards
- Banners on intranets
- Recorded video messages







- Cleaning Typically a detergent to physically remove dirt and some germs from a surface, but does not kill all germs.
- Disinfection Destruction of germs at a high percentage or rendering them incapable of reproducing.



• Cleaning is an important step prior to disinfection as it removes barriers that might hide germs from disinfection.





EPA List N: Disinfectant for Use Against SARS-CoV-2



List N: Products with Emerging Viral Pathogens AND Human Coronavirus claims for use against SARS-CoV-2

EPA Registration ⇔ Number	Active Ingredient(s) [⊖]	Product Aame	Follow the disinfection directions and preparation for the following virus	Contact Time (in minutes)
1043-129	Quaternary ammonium; Isopropanol	Vesta-Syde SQ64 Ready-to- Use Disinfectant	Feline calicivirus	10
• 71654-5	Glycolic acid	Glyclean Hard Surface Cleaner	Rhinovirus	10
● 70271-34	Quaternary ammonium	KIK Antibacterial Multipurpose Cleaner I	Rhinovirus	10
• 71355-2	Hydrogen peroxide; Peroxyacetic acid	Kickstart	Avian reovirus	10

GROUP

Critical point often overlooked is the contact time required to disinfect





EPA Guide to Cleaning and Disinfecting for COVID-19



Step 1: Check that your product is EPA-approved

Find the EPA registration number on the product. Then, check to see if it is on EPA's list of approved disinfectants at: epa.gov/listn





Step 2: Read the directions

Follow the product's directions. Check "use sites" and "surface types" to see where you can use the product. Read the "precautionary statements."

Step 3: Pre-clean the surface

Make sure to wash the surface with soap and water if the directions mention pre-cleaning or if the surface is visibly dirty.





Step 4: Follow the contact time

You can find the contact time in the directions. The surface should remain wet the whole time to ensure the product is effective.

Step 5: Wear gloves and wash your hands

For disposable gloves, discard them after each cleaning. For reusable gloves, dedicate a pair to disinfecting COVID-19. Wash your hands after removing the gloves.





Step 6: Lock it up

Keep lids tightly closed and store out of reach of children.



coronavirus.gov



What About Biostatic Formulas?

- Probably not effective with COVID-19
- Biostatic theoretical prevention of replication
 - Works on bacteria, yeast and molds, preventing them from replicating
 - Viruses do not self-replicate





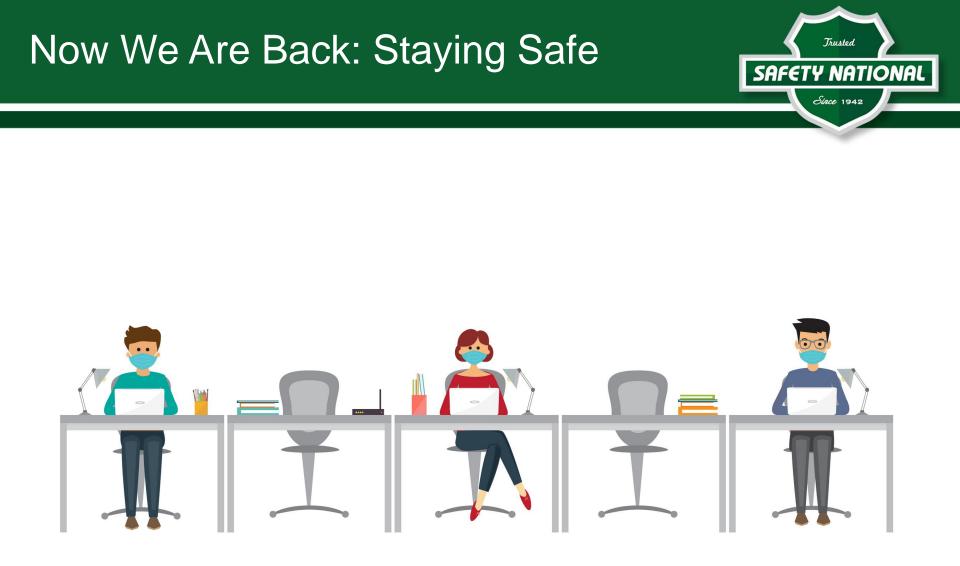
Protecting Workforce and Consumers?















Personal Protective Actions for Your Business

- Worker Social Distancing
- Customer/Client Social Distancing
- Hand Hygiene
- Use of PPE
- Worker Education







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Worker Social Distancing

- Steps 1 (through infinity) Compliance
- Communicate with your workforce what you are doing and why.
- You are protecting their health because they are essential to the business.

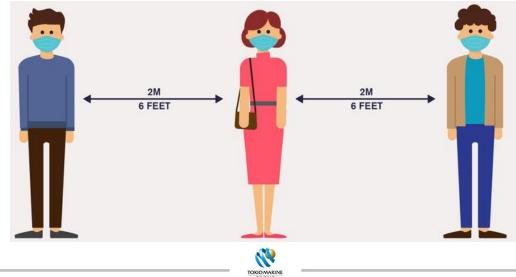






Worker Social Distancing

- Defer to OSHA guidelines for industry and employee classifications.
- Follow state and local public health guidelines on number/percent of employees.
- Goal is to enable a minimum of 6 feet of space between individuals (employees and consumers)





Worker Social Distancing

- Make it easy to comply
 - Make bathrooms single occupancy (gender-neutral).
 - Close off common gathering areas (lunch rooms, lounge areas, the "water-cooler").
 - Encourage employees to take breaks and meals in their offices or their cars.
 - Make handwashing and hand sanitizer easily accessible.







Consumer Social Distancing

- Again, communication is key.
- Passive prevention (design and engineering controls)
- Make it as easy and non-burdensome as possible.







- Preferred Mechanism
 - Contactless Delivery
 - Curbside Pick-up







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- Limit contact between consumers, as well as between consumers and employees.
- Outdoor staging
- Signage







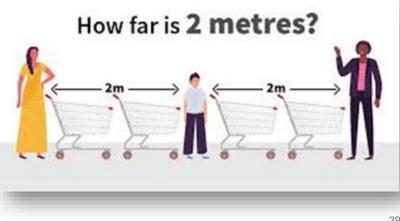
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Make It Easy to Comply









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- Separate entry and exit (with barrier)
- Staging directed away from exit

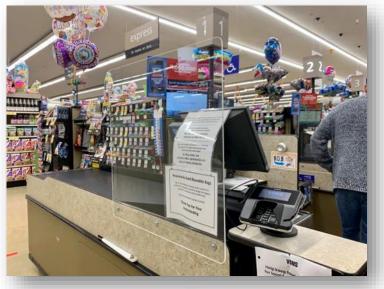






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- Physical Barriers (cough/sneeze guards)
 - Checkout
 - Drive-thru
 - Other high-contact points
 - Height variations of consumers and employees





- Limiting transmission via fomites
 - Avoid cash transactions (as much as possible)
 - Encourage no-touch checkout







Personal Protective Equipment

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- Respirators, masks, face coverings
 - N95 respirators: protect the wearer
 - These are in short supply, reserved for healthcare workers at highest risk of exposure
 - Masks/surgical masks: protects those around the wearer
 - Generally used by healthcare workers and other front-line workers at higher risk of exposure from their job (higher than from general activities)
 - This should be guided by OSHA guidelines
 - Cloth face coverings: slow the spread of virus







Personal Protective Equipment

- 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.







Hand Hygiene

- Make it easy to maintain hand hygiene by:
 - Stocking paper towels in bathrooms.
 - Keeping a trashcan at the door of bathroom to discard paper towels after opening door.
 - Providing accessible handsanitizer stations.







Employee Education & Communication

- Provide your employees with the information they need to comply with guidelines.
- Ensure all information complies with OSHA guidelines and is consistent.
- Tell them the WHY!
- Express your concern for them.

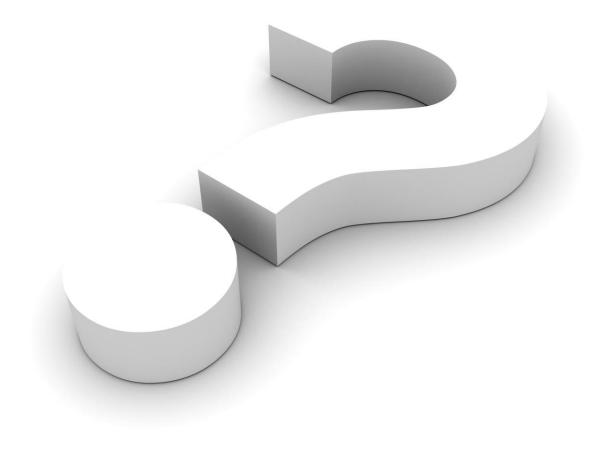






Questions?









Scott Benson, MD, PhD

University of Utah School of Medicine scott.benson@hsc.utah.edu

Steven Lacey, PhD, CIH, CSP

University of Utah School of Medicine steven.lacey@utah.edu

Kimberley Shoaf, DrPH University of Utah School of Medicine kimberley.shoaf@utah.edu

Vik Ramaswamy, CIH, CSP

Safety National vikrum.ramaswamy@safetynational.com