



Oregon COVID-Related OSHA Rules Update

Presented by
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What We'll Cover

- Who is subject to the new rules?
- When do we need to comply with the new rules?
- How do we comply with the new rules?
 - Posting and notification requirements
 - Exposure risk assessments
 - Infection control plans
 - Employee training requirements

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Who Is Subject to the New Rules?

- Almost all Oregon employers, even employers that have gone fully remote
- Special rules for workplaces deemed “exceptional risk”
 - Direct patient care
 - Direct client service in residential care or assisted living
 - Personal care activities that involve very close contact with another individual, such as toileting or bathing
 - Emergency first responder activities
 - Others: environmental decontamination in healthcare settings, aerosol-generating healthcare or postmortem procedures, handling bodily products of an individual suspected or known to have COVID-19
- Additional requirements for certain industries

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Compliance Timeline

- November 16, 2020
 - Post OSHA poster
 - Have a process for notifying “exposed” and “affected” employees
 - Satisfy basic requirements related to face coverings, social distancing, and sanitation
- December 7, 2020
 - Complete Exposure Risk Assessment
 - Develop Infection Control Plan
- December 21, 2020
 - Complete employee training
- January 6, 2021
 - Satisfy ventilation requirements by “optimizing” the amount of outside air circulating through the workplace

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OSHA Poster: Due November 16

- <https://osha.oregon.gov/OSHAPubs/5504.pdf>
- Post and/or distribute electronically

Oregon OSHA's COVID-19 Temporary Standard for all workplaces

	Physical distancing Workers must be separated from one another and other individuals by at least 6 feet.
	Facial covering In most indoor environments, as well as outdoor situations where 6 feet of physical distance from others cannot be maintained, a proper face covering that covers the nose and mouth is required.
	Workplace risk assessment Talk to your employer about COVID-19 risks in the workplace and how to address them.

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Adopt Process to Notify Exposed and Affected Employees: Due November 16

- Must have a process in place for notifying employees who have been exposed to or affected by COVID-19
- Notification must take place within 24 hours of learning that an infected individual was in the workplace
- “Exposed” employee: within 6 feet for cumulative 15 minutes or more, without regard to use of face coverings
- “Affected” employee: same facility/work location/floor/site
- Sample model policy available at:
<https://osha.oregon.gov/rules/advisory/infectiousdisease/Pages/default.aspx>

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Implementation of Protective Measures: Due November 16

- Physical distancing: 6 feet or more to extent feasible, encourage remote work
- Face coverings: required in all workplaces, must make available for employee use
- Sanitation: must clean common areas, shared equipment, and high touch surfaces:
 - Workplace occupied < 12 hrs a day: once every 24 hrs
 - Workplace occupied > 12 hrs a day: every 8 hrs
- Medical removal: must allow employees to isolate at home when recommended by OHA, local health authority, or a medical provider due to COVID-19 exposure and must reinstate employee once quarantine period ends

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Exposure Risk Assessment: Due December 7, 2020

- Model form available at:
https://osha.oregon.gov/rules/advisory/infectious_disease/Pages/default.aspx
- May conduct by site or by facility type

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Exposure Risk Assessment (Cont'd)

Exposure Risk Assessment Form

Assessment Completion Details

Completed by (name): _____ Date: _____

Job title: _____

Contact information: _____

Employee job classifications evaluated in this assessment:

Questions and Answers

Can employees telework or otherwise work remotely? How are employees encouraged or empowered to use those distance work options to reduce COVID-19 transmission at the workplace?

What are the anticipated working distances between employees? How might those physical working distances change during non-routine work activities?

What is the anticipated working distance between employees and other individuals? How might those working distances change during non-routine work activities?

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Exposure Risk Assessment (Cont'd)

Exposure Risk Assessment Form

How have the workplace or employee job duties, or both, been modified to provide at least 6-feet of physical distancing between all individuals?

How are employees and other individuals at the workplace notified where and when masks, face coverings, or face shields are required? How is this policy enforced and clearly communicated to employees and other individuals?

How have employees been informed about the workplace policy and procedures related to reporting COVID-19 signs and symptoms? How might employees who are identified for quarantining or isolation as a result of medical removal under this rule be provided with an opportunity to work at home, if such work is available and they are well enough to do so?

How have engineering controls such as ventilation (whether portable air filtration units equipped with HEPA filters, airborne infection isolation rooms, local exhaust ventilation, or general building HVAC systems) and physical barriers been used to minimize employee exposure to COVID-19?

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Exposure Risk Assessment (Cont'd)

Exposure Risk Assessment Form

How have administrative controls (such as foot-traffic control) been used to minimize employee exposure to COVID-19?

What is the procedure or policy for employees to report workplace hazards related to COVID-19? How are these hazard reporting procedures or policies communicated to employees?

How are sanitation measures related to COVID-19 implemented in the workplace? How have these sanitation practices been explained to employees and other individuals at the workplace?

How have the industry-specific or activity-specific COVID-19 requirements in Appendix A of this rule and applicable guidance from the Oregon Health Authority been implemented for workers? How are periodic updates to such guidance documents incorporated into the workplace on an on-going basis?

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Exposure Risk Assessment (Cont'd)

Exposure Risk Assessment Form

In settings where the workers of multiple employers work in the same space or share equipment or common areas, how are the physical distancing; mask, face covering, or face shield requirements; and sanitation measures required under this rule communicated to and coordinated between all employers and their affected employees?

How can the employer implement appropriate controls that provide layered protection from COVID-19 hazards and that minimize, to the degree possible, reliance on individual employee training and behavior for their efficacy?

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Infection Control Plans: Due December 7, 2020

Plan must address the following elements:

- Job assignments for which COVID-19 PPE is required
- Procedures for ensuring adequate supplies of masks and other PPE
- Description of specific hazard control measures
- Description of mask requirements
- Infection notification plan and procedures
- Communication plan regarding initial COVID-19 information and training

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Infection Control Plans (Cont'd)

- OR-OSHA will provide sample infection control plans
- Preference is for site-specific plans
- If multiple facilities are “substantially similar” employer can develop plans for types of facilities
- Employers with 10+ employees must make plans available to employees

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Infection Control Plans (Cont'd)

Additional rules for “exceptional risk” workplaces:

- Name of person responsible for administering the plan
- Re-evaluate the plan as often as necessary to account for new information

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Training Requirements: Due December 21, 2020

Must address:

- Physical distancing requirements
- Mask requirements
- Sanitation requirements
- COVID-19 signs/symptoms reporting
- COVID-19 infection notification
- Medical removal protocols
- Overview of COVID-19 symptoms, transmission, and general safety practices

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Training Requirements (Cont'd)

- Training may be conducted remotely or using computer-based tools
- Training must provide opportunity for feedback
- Training must be provided in language understood by employees

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Training Requirements (Cont'd)

Additional rules for “exceptional risk” workplaces:

- Training must be conducted “live”
- Training must be led by person with subject matter expertise
- Training must be tailored to employee groups
- Training must cover the new OR-OSHA rule and be significantly more detailed about COVID-19 transmission and safety practices

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Industry-Specific Rules

- Rules contain 19 separate appendices with safety rules specific to certain industries
- Grouped together by common industry type
- Appendices generally build on the requirements of the basic rules, specifically:
 - Screening
 - Distancing
 - Masks
 - Sanitation

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Industry-Specific Rules: Restaurants, Retailers, Personal Services Providers, Entertainment Facilities

- Screening: questions about potential exposure
- Distancing: six feet between tables, salon chairs, displays, etc.
- Masks: must be worn unless eating or receiving service that makes them impractical
- Sanitation: emphasis on restrooms

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Industry-Specific Rules: Construction Operations

- Screening: follow CDC guidance
- Distancing: limit work in occupied areas to “strictly necessary”
- Masks: required at all times indoors, and at all times outdoors when six-foot distancing can’t be maintained
- Sanitation: follow standard rules

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Industry-Specific Rules: Educational Institutions and Daycares

- Screening: rigorous screening tests that requires Q & A
- Distancing: 35-square feet per person
- Masks: strictly required, including for kids, with limited exceptions
- Sanitation: hand washing!

Questions?



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