



# **OSHA's Updated Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace**

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# Updated Protecting Workers Guidance

- For employers and workers not covered by the OSHA's COVID-19 Emergency Temporary Standard (ETS) to identify COVID-19 exposure risks to workers who are unvaccinated or otherwise at-risk, and to help them take appropriate steps.
- The recommendations are advisory in nature and informational in content, and are intended to assist employers in providing a safe and healthful workplace.
- OSHA will work with CDC and other federal partners to monitor the need for additional guidance going forward.

# Higher Risk Workers and Workplaces

- **At-Risk Workers:** Some conditions, such as a prior transplant, as well as prolonged use of corticosteroids or other immune-weakening medications, may affect workers' ability to have a full immune response to vaccination.
- Additional recommendations for workers in high-risk workplaces that create greater risks for unvaccinated or otherwise at-risk workers – because they involve close contact for extended periods of time, or frequent contact with unvaccinated people or people whose vaccination status is not known.

# Updated Protecting Workers Guidance - What Workers Need to Know

- Follow recommended precautions and policies at workplace
- Vaccination is the key to multi-layered approach to protection
- Properly wear face covering
- Stay far enough away from other people, ask about possible telework and flexible schedule options
- Participate in training
- Practice good personal hygiene

# Updated Protecting Workers Guidance - The Roles of Employers and Workers

- Employers should engage with workers and their representatives to determine how to implement multi-layered interventions (11 points, highlighted below)
  - Grant paid time off for employees to get vaccinated
  - Provide unvaccinated and otherwise at-risk workers with face coverings or surgical masks, unless their work task requires a respirator or other PPE.
  - Educate and train workers on your COVID-19 policies and procedures using accessible formats and in language they understand.
  - Maintain Ventilation Systems.
  - Implement protections from retaliation

# Appendix: Measures Appropriate for Higher-Risk Workplaces with Mixed-Vaccination Status Workers

- Provide best practices to protect unvaccinated or otherwise at-risk workers at higher-risk workplaces including:
  - Manufacturing
  - Meat and poultry processing
  - High-volume retail and grocery
  - Seafood processing

# Appendix: Measures Appropriate for Higher-Risk Workplaces with Mixed-Vaccination Status Workers - continued

- Heightened risk due to the following types of factors:
  - Close contact, Duration of contact, Type of contact
  - Other distinctive factors including:
    - Sharing employer-provided transportation
    - Frequent contact with other unvaccinated or otherwise at-risk individuals in community settings in areas with elevated community transmission;
    - Communal housing or living quarters onboard vessels with other unvaccinated or otherwise at-risk individuals.

# Appendix: Measures Appropriate for Higher-Risk Workplaces with Mixed-Vaccination Status Workers - continued

- In all higher-risk workplaces where there are unvaccinated or otherwise at-risk workers:
  - Stagger break times
  - Stagger workers' arrival and departure times
  - Provide visual cues
  - Implement strategies (tailored to your workplace) to improve ventilation
- In workplaces (or well-defined work areas) with processing or assembly lines:
  - Proper spacing of workers



# Appendix: Measures Appropriate for Higher-Risk Workplaces with Mixed-Vaccination Status Workers - continued

- In retail workplaces (or well-defined work areas within retail) :
  - Suggest masks for unvaccinated (or unknown status) customers and other visitors.
  - Consider means of physical distancing from others who are not known to be fully vaccinated.
  - Move electronic payment terminal/credit card reader to increase distance between customers and unvaccinated or otherwise at-risk workers.
  - Shift primary stocking activities of unvaccinated or otherwise at-risk workers to off-peak or after hours when possible.
- Traveling to and from work in employer-provided buses and vans:
  - Notify unvaccinated or otherwise at-risk workers of risk and help limit number of workers in on vehicle.
  - Make sure all unvaccinated or otherwise at-risk workers sharing a vehicle are wearing appropriate face coverings possible.

# OSHA COVID-19 Resources

Coronavirus Disease (COVID-19)



OSHA Requirements	Guidance	Highlights and Tools
<p>Regulations</p> <ul style="list-style-type: none"><li><b>NEW</b> Emergency Temporary Standard for Healthcare</li></ul> <p>National Emphasis Program</p> <p>Enforcement</p> <p>Recording and Reporting</p> <ul style="list-style-type: none"><li>Reporting and Recording FAQ</li></ul> <p>Workers' Rights</p>	<p>For Everyone</p> <ul style="list-style-type: none"><li><b>UPDATED</b> Mitigating and Preventing the Spread of COVID-19 in the Workplace<ul style="list-style-type: none"><li>Summary</li><li>Hazard Recognition</li><li>Control and Prevention</li></ul></li></ul> <p>By Industry</p> <p>By Topic</p> <p>Frequently Asked Questions (FAQs)</p>	<p>Vaccines.gov</p> <p>CDC Coronavirus (COVID-19) Page</p> <p>CDC Workplaces and Businesses Page</p> <p>Job Accommodation Network (COVID-19)</p> <p>OSHA Newsroom</p> <p>Archived OSHA Resources</p>

## OSHA Requirements

- Regulations
  - NEW** Emergency Temporary Standard for Healthcare
- National Emphasis Program
- Enforcement
- Recording and Reporting
  - Reporting and Recording FAQ
- Workers' Rights

## Guidance

- For Everyone
  - UPDATED** Mitigating and Preventing the Spread of COVID-19 in the Workplace
    - Summary
    - Hazard Recognition
    - Control and Prevention
- By Industry
- By Topic
- Frequently Asked Questions (FAQs)

## Highlights and Tools

- Vaccines.gov
- CDC Coronavirus (COVID-19) Page
- CDC Workplaces and Businesses Page
- Job Accommodation Network (COVID-19)
- OSHA Newsroom
- Archived OSHA Resources

**OSHA.gov/coronavirus** includes latest information and resources on protecting workers from exposure to COVID-19.



[www.osha.gov](http://www.osha.gov)

1-800-321-OSHA (6742)