



Commonwealth of Virginia

Emergency Temporary Standard (ETS) Training Requirements

August 2020 – Human Resources Consulting

COVID-19 ETS Training





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By the end of this session, participants will be able to

- Explain, at a high level, the COVID-19 Emergency Temporary Standard
- Describe both the Employer and Employee Impacts
- Understand what COVID-19 is and what common symptoms are
- Know what's required and explain what your responsibilities are
- Understand how to complete the required forms



WHAT IS IT?

On July 15, 2020, the Virginia Safety and Health Codes Board adopted an Emergency Temporary Standard (ETS) pursuant to Va. Code §40.1-22(6a) addressing occupational exposure to the SARS-CoV-2 Virus that causes COVID-19, 16 VAC 25-220.

It is an emergency temporary standard for employers to control and prevent the spread of COVID-19.



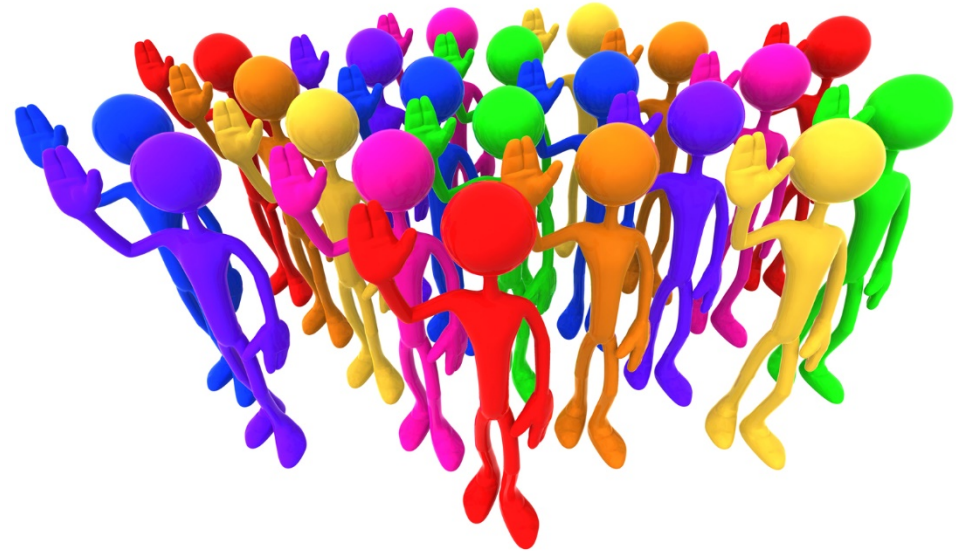
- The Richmond-Dispatch Newspaper published the ETS kickoff article

- **16VAC25-220-80 training deadline**

- The training requirements under 16VAC25-220-80 B 10 and 16VAC25-220-70 are due to be released.



- Required Training by 8/26/20
- Updated Policies and Procedures
- Documentation and reporting



Employer & Employee Impacts



Employers

- **Training deadline: August 26**
- Exposure assessment and determination
- Notification requirements
- Employee access to exposure and access records
- Develop policies and procedures for employees who have tested positive to return to work
- Develop policies and procedures to ensure physical distancing while working and on work breaks
- Close or control access to common areas; provide for regular cleaning and disinfecting
- Ensure compliance with respiratory protection and PPE for industry when multiple employees are occupying a vehicle for work purposes or when employees are unable to observe physical distancing requirements
- Sanitation and disinfecting requirements and routines
- Review attendance policies to ensure they are flexible
- Documentation and Record Keeping

Employees

- Attend required training by August 26, 2020 and sign Training Certification and Attestation Forms
- Report any COVID-19 symptoms, potential exposure or a positive COVID-19 test results
- Stay home when you are not feeling well or returning from travel to a COVID-19 hot spot
- Follow all required policies and procedures
- Observe social distancing guidelines at all times (6 feet)
- Comply with all PPE, face coverings and related policies
- Wash hands frequently; use a 60% alcohol-based hand sanitizer when soap and water not are available
- Clean and disinfect common areas, shared workspaces and frequently touched surfaces after use
- Report any observed unsafe conditions to HR / Management

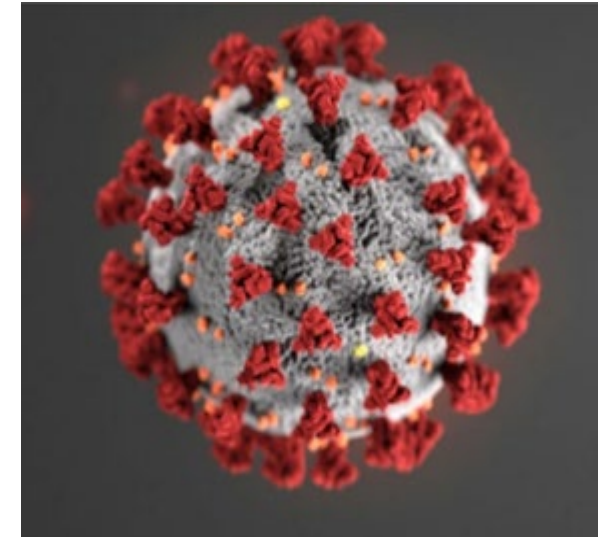
What is SARS-CoV-2?



SARS-CoV-2 is the formal name for the virus that causes COVID 19

SARS

- Spreads easily from person to person
- Minimal immunity in humans



COVID-19

- Spread from person to person predominantly through coughing and sneezing
- Can be transmitted by someone without symptoms or before they exhibit symptoms



COVID 19 Can Cause Mild to Severe Symptoms

Know the symptoms of COVID-19, which can include the following:



Symptoms can range from mild to severe illness, and appear 2–14 days after you are exposed to the virus that causes COVID-19.



THE RISK OF CONTRACTING A SEVERE CASE OF COVID-19 INCREASES FOR THOSE WITH THESE RISK FACTORS:

- Cancer
- Chronic kidney disease
- COPD (chronic obstructive pulmonary disease)
- Immunocompromised state (weakened immune system) from solid organ transplant
- Obesity (body mass index [BMI] of 30 or higher)
- Serious heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies
- Sickle cell disease
- Type 2 diabetes mellitus

Your Responsibilities



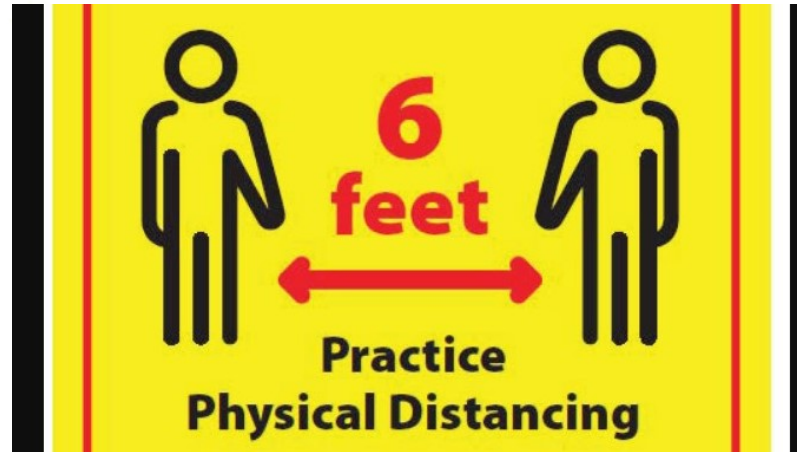


KNOW WHAT'S REQUIRED

- When
- What
- How
- Limitations
- Proper care, maintenance and disposal
- Heat related illness



Safe and Healthy Workplace Practices for All





EMPLOYERS MAY NOT TERMINATE OR DISCRIMINATE AGAINST EMPLOYEES



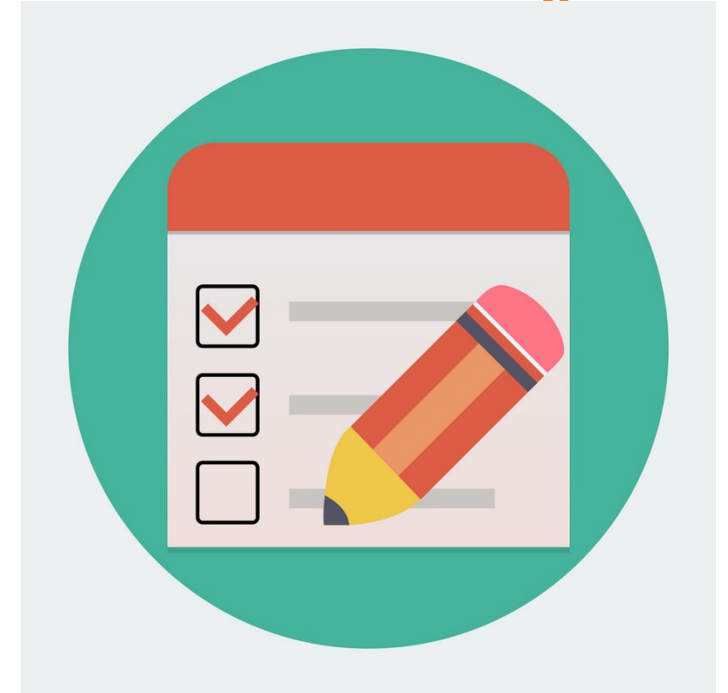
REQUIRED PROCESSES, FORMS AND PLANS



PURPOSE: To identify COVID-19 Hazards employees may be exposed to and the training and steps to satisfy the requirements of 16VAC-25-220

Hazard Assessment General Guidelines

- Conducted for an area, a job category or for an individual by selecting and filling in the appropriate box in the Assessment Form.
- The assigned evaluator shall include their name, department being assessed, and the assessment date.
- Completed assessments must be accessible to employees and inspectors and updated when needed.



DOLI COVID-19 Hazard Assessment Certification Form



To be filled out and signed by the evaluator and maintained by the employer

Job Task/Employee/Job Category			
Check the appropriate box for each hazard:	Description of hazard(s):	Engineering/Administrative Controls	PPE
Very High			
High			
Medium			
Lower			
I certify that the above hazard assessment was performed to the best of my knowledge and ability, based on the hazards present on this date. _____ (signature)			

Process for Reporting Positive COVID-19 Cases



AGENCY	CONTACT INFO	WHEN TO CALL
Virginia Department of Health (VDH)	Direct: 804-864-7000 COVID-19 hotline: 877-275-8343	After the 1 st positive COVID-19 case
Department of Labor and Industry	direct: 804-371-2327	After the 3 rd positive COVID-19 case



The Employer's Responsibility, but Employees Play an Important Part

PURPOSE: Describes the implementation of mandatory health and safety requirements established by the Virginia Department of Labor and Industry, Governor Northam's COVID-19 Executive Order, and guidelines from the Centers for Disease Control.

- A template is provided

It is required to be developed and maintained by Pulaski County.



EACH employee in attendance must sign:

- 1. The DOLI Training Certification Form
- 2. The ETS Employee Training Attestation Form

Both forms will be provided by Human Resources by either a hardcopy version or via Pulaski County email



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- What questions do you have about today's training?
- Thank you for investing the time in today's ETS Training!



APPENDIX

August 26, 2020

Training is Required for all Exposure Levels



2 Levels of Training based on Exposure Levels

- Very High, High, Medium Risk Exposure Levels
 - More stringent and extensive training
- Lower Risk Exposure Level



Very High, High, Medium Overview – Required Training Topics

- The requirements of the Emergency Temporary Standard
- The mandatory and non-mandatory recommendations in relevant CDC guidelines or Virginia guidance documents the employer is complying with in lieu of a provision of this standard
- Characteristics and methods of transmission
- Signs and symptoms of COVID-19
- Risk factors of severe COVID-19 illness with underlying conditions
- Awareness of ability of pre-symptomatic and asymptomatic COVID-19 persons to transmit the disease
- Safe and healthy work practices
- PPE awareness, use and training:
 - When PPE is required
 - What PPE is required
 - How to properly wear, clean, adjust, and wear PPE
 - The limitations of PPE
 - The proper care, maintenance, useful life, and disposal of PPE
 - Heat-related illness prevention including the signs and symptoms of heat-related illness
- The anti-discrimination provisions in the ETS
- The employer's Infectious Disease Preparedness and Response Plan, where applicable



Very High, High, Medium

Risk factors of severe COVID-19 illness with underlying conditions:

- Cancer
- Chronic kidney disease
- COPD (chronic obstructive pulmonary disease)
- Immunocompromised state (weakened immune system) from solid organ transplant
- Obesity (body mass index [BMI] of 30 or higher)
- Serious heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies
- Sickle cell disease
- Type 2 diabetes mellitus

You should be aware that individuals can have COVID-19 and spread the disease when they are pre-symptomatic or asymptomatic so follow these guidelines:

- Wear a mask
- Practice social distancing by maintaining a 6 foot distance from others
- Wash your hands frequently with soap and water



Very High, High, Medium

Safe and healthy workplace practices:

- Disinfection procedures
- Disinfecting frequency
- Teleworking
- Staggered work shifts
- Maintain physical distancing of 6 feet apart
- Remote delivery services
- Use of face coverings
- Proper handwashing techniques or use of hand sanitizer containing 60% of alcohol



Very High, High, Medium

PPE awareness, use and training:

- When PPE is required
- What PPE is required
- How to properly wear, clean, adjust, and wear PPE
- The limitations of PPE
- The proper care, maintenance, useful life, and disposal of PPE
- Heat-related illness prevention including the signs and symptoms of heat-related illness



Very High, High, Medium

Anti-Discrimination Provisions:

- Employers shall not terminate or discriminate against an employee because an employee exercises their rights under the safety and health provisions of the ETS
- Employers shall not terminate or discriminate against an employee who voluntarily provides and wears their own personal protective equipment, including but not limited to a respirator, face shield, gloves, or face covering if such equipment is not provided by the employer, as long as the PPE does not create a greater hazard to the employee or create a hazard for other employees
- Employers shall not terminate or discriminate against an employee who raises a reasonable concern about infection control related to COVID-19



Lower

- The requirements of this standard include verbal communication to all applicable employees
- The characteristics and methods of transmission of COVID-19
- The signs and symptoms of COVID-19
- Awareness of the ability of pre-symptomatic and asymptomatic COVID-19 persons to transmit

- Safe and healthy work practices, **including but not limited to:**
 - **Physical distancing**
 - **Disinfection procedures**
 - **Disinfecting frequency**
 - **Workplace ventilation**
 - **Noncontact methods of greeting**

Employers are not permitted to discriminate against an employee because an employee exercises their rights under the ETS including raising concerns about infection control or safety issues related to COVID-19.