Small Business Webinar Series

Airborne Transmissible Disease (ATD) Prevention
“Moving the Needle Forward”
June 10, 2021
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Agenda

- Pandemic update
- Assessing ATD risk in your workplace
- Using the “Hierarchy of Controls” for ATD prevention
- Elements of your workplace ATD prevention and response plan going forward
- OSHA’s efforts towards Emergency Temporary Standard for COVID-19
- Resources for your business
- Q&A
Terminology

- **Coronaviruses**: family of viruses that cause illness ranging from the common cold to more severe diseases
- **SARS-CoV-2**: the specific, novel coronavirus that causes COVID-19 disease
- **SARS-CoV-2 variants**: mutated forms of the virus that can result in different ways of affecting the population
- **COVID-19**: the disease caused by the novel coronavirus, SARS-CoV-2, and is short for “Coronavirus Disease 2019”
- **ATD**: a “disease process caused by a novel or unknown pathogen for which there is no evidence to rule out...the possibility that the pathogen is transmissible through dissemination of airborne droplet nuclei, small particle aerosols, or dust particles containing the novel or unknown pathogen.”
- **ETS**: Emergency temporary standard- may be federal or state level that has specific workplace health and safety elements that are required during the specified time period just like “traditional” standards
- **Hierarchy of Controls**: a traditional way of determining how to implement “feasible and effective control solutions” in the workplace.
SARS-CoV-2 Variants in the U.S.

- “Notables”
  - “Alpha” B.1.1.7: Most common. Detected in the U.S. in December 2020. It was initially detected in the United Kingdom. "Alpha"
  - “Beta” B.1.351: Detected in the U.S. at the end of January 2021. It was initially detected in South Africa in December 2020.
  - “Gamma” P.1: Detected in the U.S. in January 2021. P.1 was initially identified in travelers from Brazil, who were tested during routine screening at an airport in Japan, in early January.
  - “Epsilon” B.1.427 and B.1.429: These two variants were first identified in California in February 2021. Seems to be dying out.

Variant Classification resource: https://www.cdc.gov/coronavirus/2019-ncov/variants/variant-info.html#Interest

https://nymag.com/intelligencer/2021/06/covid-b-1-617-2-delta-variant-what-we-know.html
As of June 10, 2021- 42% of U.S. fully vaccinated, and 52% have started vaccination process

COVID-19 Update-
Where we are today

Age Groups of People Fully Vaccinated in U.S. (06/09/21)

U.S. CDC source: https://covid.cdc.gov/covid-data-tracker/#vaccination-demographic
COVID-19 Update—Where we are today

Race/Ethnicity of People Fully Vaccinated in U.S. (08/09/21)

U.S. CDC source: https://covid.cdc.gov/covid-data-tracker/#vaccination-demographic
Johnson and Johnson/Janssen Vaccine

- Risk from the vaccine?
  - Temporary pause April 12, 2021 for review by U.S. CDC and U.S. FDA
  - Resumed use April 23, 2021

Assessing ATD risk in your workplace

- Identifying work activities or situations that might cause transmission
- Identifying which workers might be at risk
- Consider likelihood of exposure
- Establish exposure controls
Assessing ATD risk in your workplace

- Identifying work activities or situations that might cause transmission

Construction site Photo Source: M.T. Copeland
Restaurant Photo source: Photo by K8 on Unsplash
Assessing ATD risk in your workplace

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OSHA Risk Classification Pyramid Source: https://www.osha.gov/sites/default/files/publications/OSHA3993.pdf

Photo by Nathan Dumlao on Unsplash - lower risk
Construction outside but frequent contacts - medium, another example would be schools
EMS and First Responders frequent contacts with potentially infected individuals Photo by Benjamins Voros, Unsplash
Photo by Mufid Majnun on Unsplash - Very high risk
Assessing ATD risk in your workplace

- Identifying work activities or situations that might cause transmission
- Identifying which workers might be at risk
- Consider likelihood of exposure
- Establish exposure controls- more on this shortly
Traditional approach

Hierarchy of Controls

- **Elimination**: Physically remove the hazard
- **Substitution**: Replace the hazard
- **Engineering Controls**: Isolate people from the hazard
- **Administrative Controls**: Change the way people work
- **PPE**: Protect the worker with Personal Protective Equipment
Applying the hierarchy to a virus like SARS-CoV-2

Graphic Source: https://ehs.cornell.edu/campus-health-safety/occupational-health/covid-19/covid-19-hierarchy-controls#:~:text=Elimination%20%E2%80%93%20Completely%20eliminating%20exposure%20to%2C%20The%20most%20effective%20control.&text=Engineering%20Controls%20%E2%80%93%20Isolating%20the%20person%2C%20the%20way%20that%20people%20work.
Workplace Plan

- Factors to consider
  - For educating and notifying employees
  - Teleworking, reduced hours, alternating shifts, etc.
  - Protections for workers, at-risk workers, vendors/contractors, customers
  - Need a gatekeeper (and source for company updates)

Factors to Consider Cont’d

- What to do when employees get sick, symptomatic, or exposed?
  - Quarantine asymptomatic workers?
  - Send home symptomatic
  - Call Health Department
  - Offer SARS-CoV-2 testing?

- Staying up to date on SARS-CoV-2, COVID-19, but also emerging diseases

Factors to Consider Cont’d

➢ Plans for overall safety in the workplace

➢ When do OSHA regulations and state specific regulations come into play?
  ➢ General Duty Clause
  ➢ Work-specific hazards
  ➢ State and City specific sick leave laws (Federal level FFCRA expired 12/31/20, but other requirements may still exist in some states)

FFRCA Graphic Source: https://www.dol.gov

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Factors to Consider Cont’d

- Health and Wellbeing (think mental health)
- Financial (of the business and employees)

Picture Source: Getty Images via https://www.forbes.com/sites/margiewarrell/2020/10/10/world-mental-health-day--why-leaders-must-prioritize-employee-mental-health--wellbeing/?sh=21598c6f172f
OSHA Emergency Temporary Standard for COVID-19

- Draft sent by OSHA to the White House Office of Information and Regulatory Affairs – April 24, 2021

- No set timetable for putting ETS into effect *(Actually, just today!)*

- Given decreasing cases, maybe not put into effect?
Vaccine Update

- Still learning about long term effectiveness (versus lab efficacy), side effects
- Can employers mandate employees get vaccinated?

Resources you might find helpful

NSC SAFER has employer guidance on vaccinations at: https://www.nsc.org/workplace/safety-topics/vaccines/employer-guidance

Photo Source:
Resources

- NIOSH Educational Resource Centers (map/weblink: https://www.cdc.gov/niOSH/ERPCPortfolio.html)
- OSHA’s On-Site Safety and Health Consultation Program (map/weblink: https://www.osha.gov/consultation/directory-text)
- Small Business Development Centers (map/weblink: https://www.sba.gov/local-assistance/find?type=Small%20Business%20Development%20Center&pageNumber=1)
- NC OSHRC Carolina PROSPER Small Business Resources (https://sph.unc.edu/oshrc/carolina-prosper-and-other-covid-resources/)
Thank you!

For information or questions about this presentation:

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