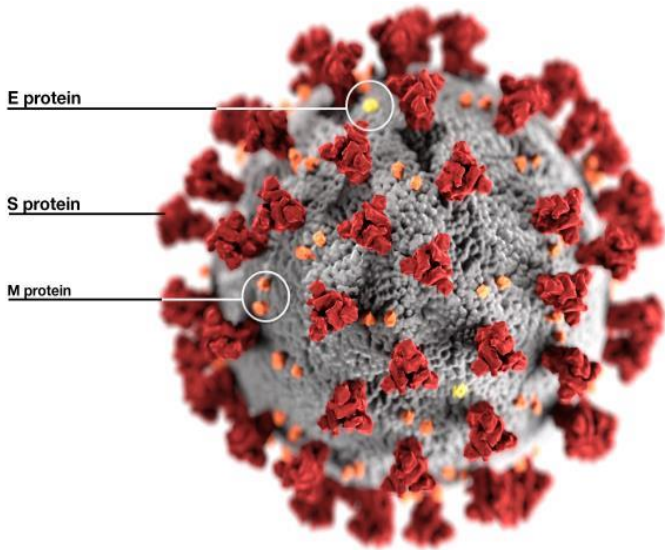


A Framework for Mitigating COVID-19 Risk on Pennsylvania Construction Sites



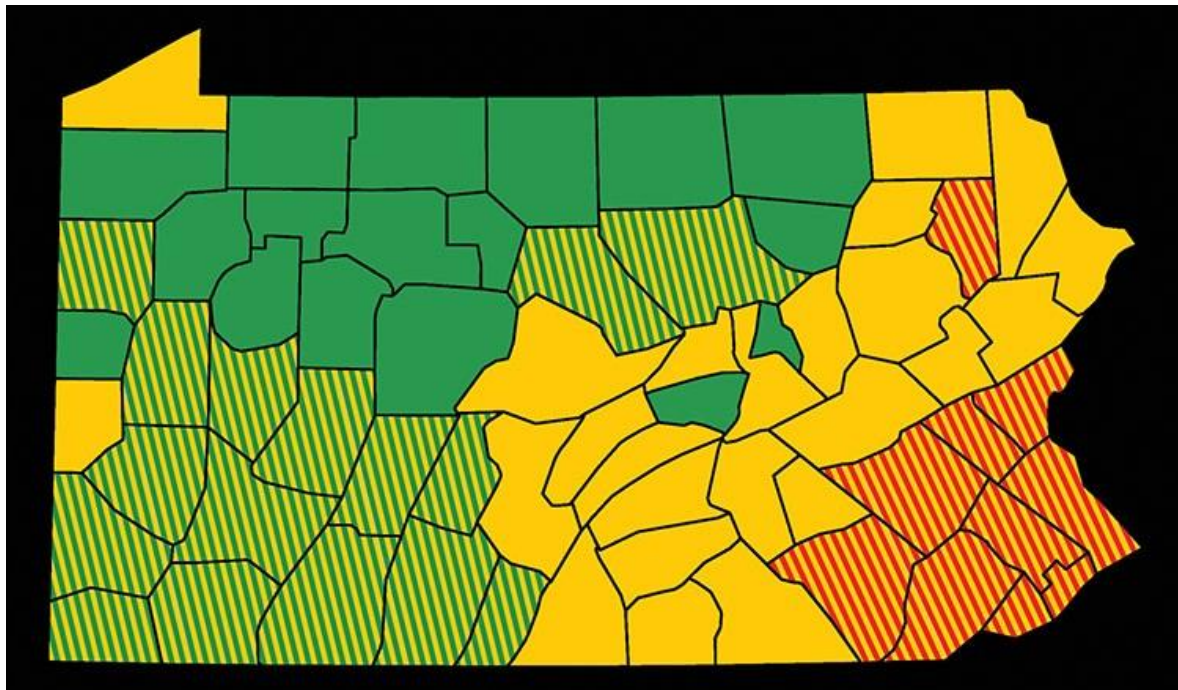
**Indiana University of Pennsylvania –
Pennsylvania OSHA Consultation Program
June 2020**

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INTRODUCTION

The purpose of this guide is to provide contractors, project managers, and safety and health professionals with a general framework, guidance and resources with which to develop an occupational health program aimed at minimizing the spread of Covid-19. The specific requirements of such a program will vary depending on the local conditions at the time the job is underway, location (urban, suburban, rural), trade(s) and site. For example, at the time this guidance document is being written, stay-at-home orders and business closures in place due to Covid-19 are only days away from being lifted in Pittsburgh while new cases and daily increased death tolls from Covid-19 continue to be a problem in Philadelphia.¹ Therefore, a large, high-density job in Center City Philadelphia will have different requirements than a small residential job in Erie. But the basic principles are the same.



On Fri., June 5, 16 additional Pennsylvania counties (shown here in yellow-and-green stripes) will move to the green phase, and the remaining red counties (shown here in yellow-and-red stripes) will move to the yellow phase – From Pittsburgh City Paper, May 29, 2020.

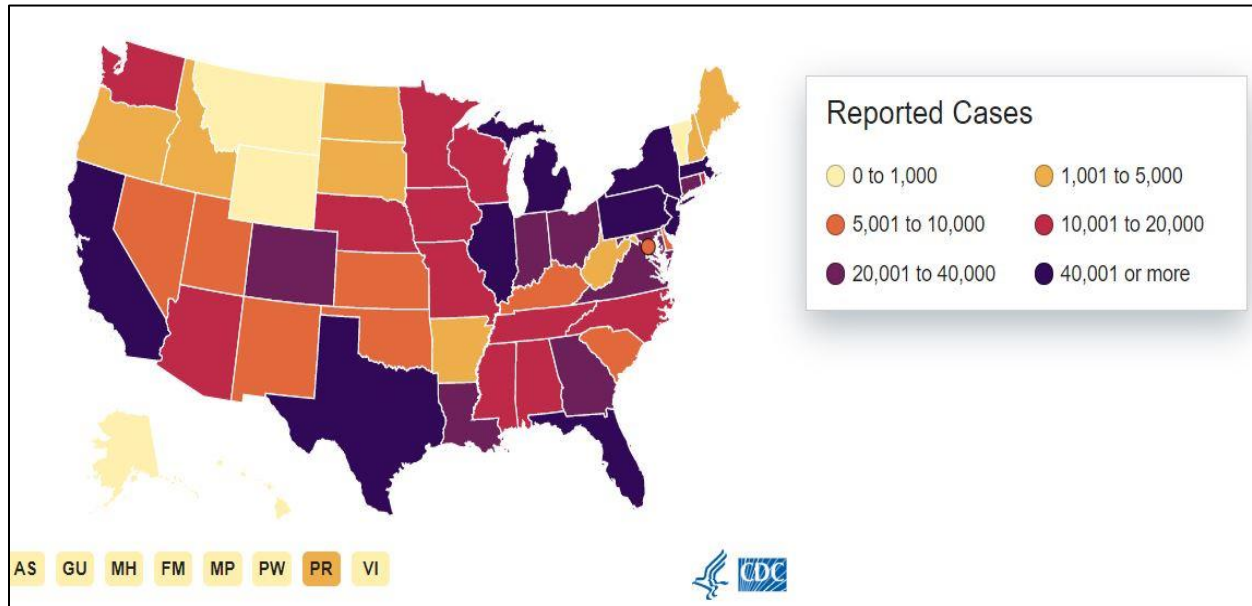
The Pennsylvania Department of Health updates information on COVID-19 daily on their web site. The most current status of PA counties can be found by clicking the link:

<https://www.health.pa.gov/topics/disease/coronavirus/Pages/Coronavirus.aspx>.

¹ <https://www.pghcitypaper.com/pittsburgh/gov-wolf-says-allegheny-county-will-move-into-green-phase-on-june-5/Content?oid=17372721>

BACKGROUND

The problem. The first case of Covid-19 in the U.S. was identified on January 21, 2020. Over the next month there would only be fourteen cases in six more states.² Just over four months after that initial January case, the numbers have mushroomed to approximately 1.8 million cases and over 100,000 deaths.³ These numbers illustrate: 1) how widespread this disease has become; 2) how quickly it spreads; and 3) how deadly it can be.



Covid-19 (short for Corona virus disease 2019) is unlike common human corona viruses that have been seen in the past and typically cause mild or moderate respiratory illness. Covid-19 is a type of the virus that has never been seen in humans before. It's particularly threatening because there are no vaccines to keep it in check and it's extremely infectious.

The best way to avoid contracting the disease is to prevent exposure. Unfortunately, people who have Covid-19, may be asymptomatic in the early stages. Therefore, without frequent, accurate and reliable testing – people carrying the virus may be in the workplace unknowingly transmitting the disease to anyone they work around. The challenge for employers is to prevent the transmission of the disease both on and off their jobsites; in addition to staying safe and healthy on the job, no worker wants to carry home a serious illness to their families or out into the community.

² <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Coronavirus-Disease-2019-Basics>

³ <https://www.cdc.gov/coronavirus/2019-ncov/cases-updates/cases-in-us.html>

Public health measures. The virus is believed to be spread primarily from person-to-person through:

- Droplets generated from coughing, sneezing or talking;
- Contact with surfaces contaminated with the virus; or
- Fomites (e.g. used tissues) contaminated with the virus.

Droplets, once generated, can land in the mouth or noses of people nearby and be inhaled in the lungs if they are too close. Measures that minimize exposure to these sources and are effective at reducing disease are:

- 1) Washing your hands often for at least 20 seconds, especially when in a public space, before touching your face and after blowing your nose, coughing or sneezing.
- 2) Avoiding close contact with people; keeping 6 feet or about two arm's lengths between you and others.
- 3) Wearing a cloth face covering.
- 4) Cleaning and disinfecting frequently touched surfaces daily. ⁴

CONSTRUCTION SECTOR OPERATIONS IN THE COVID-19 ERA

The Industry. The construction industry is central to the U.S. economy and has largely been identified as an “essential critical infrastructure industry” by the Cybersecurity and Infrastructure Security Agency (CISA). Because of the importance of these industries, they were in many cases allowed to continue operations even when stay-at-home orders were in effect. Recognizing the risk that workers in these industries faced, CISA published fourteen key principals for government and businesses to consider which were based on input from federal agencies, industry experts and state and local officials. Included among these principles were:

- *Everyone should follow guidance from the Centers for Disease Control and Prevention (CDC), as well as state and local government officials regarding strategies to limit disease spread.*
- *When continuous remote work is not possible, businesses should enlist strategies to reduce the likelihood of spreading the disease. This includes but is not limited to, physically separating staff, staggering work shift hours or days, and other social distancing measures.*
- *Consider the impact of workplace sick leave policies that may contribute to an employee decision to delay reporting medical symptoms. Sick employees should not return to the workplace until they meet the criteria to stop home isolation.*

⁴ <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Coronavirus-Disease-2019-Basics>

- *All organizations should implement their business continuity and pandemic plans or put plans in place if they do not exist. Delaying implementation is not advised and puts at risk the viability of the business and the health and safety of the workers.*⁵

Although the general public may have the perception that construction is done outdoors with plenty of open space and fresh air making social distancing easy, that's not often the reality. In fact, construction poses numerous challenges for those charged with setting up a plan to limit the spread of Covid-19. Often workers must work very close together in order to manipulate heavy materials. Workers are highly mobile across large sites. Work may be done in buildings that are closed in and poorly ventilated. Access to hand washing stations may be limited and on high rise jobs there is the problem of moving large numbers of men and women, sometimes all at one time, up and down temporary elevators or "buck hoists" creating problems for social distancing.

Federal and State Requirements and Pandemic Plans

Before employees step onto the job site it's important that contractors have a Pandemic Control Plan in place. It's also important that employers recognize that while OSHA is still the primary agency charged with regulating workplace safety and health - controlling a pandemic disease goes beyond the workplace and therefore state and local health departments may also issue orders as is the case in Pennsylvania with Covid-19.

Since May 1, 2020, all construction businesses in Pennsylvania have been allowed to return to work. These orders were issued subsequent to a "stay-at-home" order issued on March 19, 2020 by Governor Tom Wolf. The state's "Guidance for Businesses in the Construction Industry Permitted to Operate During the Covid-19 Disaster Emergency"⁶ put in place requirements for a "**Pandemic Safety Officer**" for each project or worksite. The document also lists several other requirements the Pandemic Safety Officer (PSO) is responsible for implementing and enforcing.

⁵

https://www.cisa.gov/sites/default/files/publications/Version_3.0_CISA_Guidance_on_Essential_Critical_Infrastructure_Workers_1.pdf

⁶ <https://www.governor.pa.gov/covid-19/construction-industry-guidance/>

While these rules apply statewide, local municipalities may have additional regulations. For example, Philadelphia issued an order on April 28, 2020 that requires the Site Safety Manager at each job site to obtain a “COVID-19 training certificate” and specified that this individual can also be the “Pandemic Safety Officer” as required by the state. A Covid-19 Safety Plan is also required by Philadelphia as ordered by the Mayor and Health Commissioner.

Pennsylvania Requirements for Businesses Permitted to Maintain In-Person Operations, Effective April 19, 2020

- *Clean and disinfect high-touch areas routinely in accordance with CDC guidelines.*
 - *Establish protocols (as detailed in the order) for what to do when someone is found to be confirmed case of Covid-19 or a probable case.*
 - *Stagger work start and stop times for employees when practicable.*
 - *Provide enough space for employees to have breaks and meals while maintaining a social distance of 6 feet.*
 - *Stagger employee break times so employees are able to maintain a 6 foot social distancing space on break at any given time.*
 - *Limit people in common areas at any one time to maintain a social distance of 6 ft.*
 - *Conduct meetings and trainings virtually. If a meeting must be held in person, limit to fewest possible, not to exceed 10.*
 - *Provide employees with access to regular handwashing with soap, hand sanitizer & disinfectant wipes and make sure common areas (like bathrooms, conference rooms, break areas) are cleaned on a regular basis.*
 - *Provide masks and make their use mandatory while on the work site except when eating or drinking at break times. (Employers may approve masks obtained or made by employees in accordance with the Dept. of Health Guidance.)*
<https://www.health.pa.gov/topics/Documents/Diseases%20and%20Conditions/Homemade%20Mask%20Guidance.pdf>*Make sure there is are enough employees to carry out all the required pandemic safety measures effectively in a manner that will protect the safety of the public and employees.*
 - *Prohibit non-essential visitors to the site.*
 - *Make sure all employees are made aware of these required procedures by communicating them to verbally or in writing; in their native language or preferred language, as well as English or by some methodology that they can understand.*
-

OSHA. OSHA is the primary agency charged with protecting the health and safety of American workers. OSHA standards that address infectious disease are limited to blood borne pathogens. However, since Covid-19 is transmitted through droplets, it's not covered by this standard. None the less, the OSHA Blood Borne Pathogen Standard provides a good reference point for infection control. There are however standards that can be cited by OSHA compliance officers when evaluating a contractor's overall pandemic or infectious disease safety and health program. These include:

- 29 CFR Part 1904, Recording and Reporting Occupational Injuries and Illness.
- 29 CFR § 1910.132, General Requirements - Personal Protective Equipment.
- 29 CFR § 1910.133, Eye and Face protection.
- 29 CFR § 1910.134, Respiratory Protection.
- 29 CFR § 1910.141, Sanitation.
- 29 CFR § 1910.145, Specification for Accident Prevention Signs and Tags.
- 29 CFR § 1910.1020, Access to Employee Exposure and Medical Records.

The General Duty Clause, Section 5 (a)(1) of the Occupational Safety and Health (OSH) Act of 1970 may also be invoked which requires that each employer furnish to each of its employees a workplace free from recognized hazards that are causing or likely to cause death or serious physical harm.⁷ To meet the criteria for the General Duty Clause, three conditions must be met:

- 1) the hazard must be likely to cause serious harm or death;
- 2) it must be well recognized; and
- 3) methods for addressing the hazard must be available.

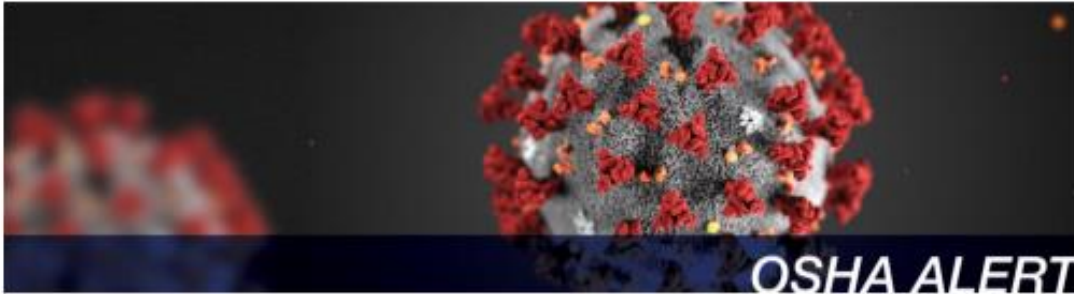
Covid-19 hazards may satisfy these criteria. However, OSHA rarely utilizes the general duty clause unless the conditions are particularly egregious. On the other hand, recommendations and guidelines for safe work practices from CDC, local health departments and industry groups are widely available. OSHA can cite these industry standards as well recognized guidance that employers could have and should have followed in the case where an employer has exposed their employees to unsafe conditions.

OSHA also has a Bloodborne Pathogens Standard; however, it wouldn't typically apply to respiratory secretions except where visible human blood is present – as is the case in dental settings. But the standard is viewed as a useful framework for infectious disease.⁸

OSHA also has a topic page on Covid-19 which is good to check periodically.

<https://www.osha.gov/SLTC/Covid-19/>. Finally, OSHA has developed a one-page Covid-19 Guidance document for Construction on the www.OSHA.gov web site.
<https://www.osha.gov/Publications/OSHA4000.pdf>

⁷ 29 USC 667



COVID-19 Guidance for the Construction Workforce

OSHA is committed to protecting the health and safety of America's workers and workplaces during these unprecedented times. The agency will be issuing a series of industry-specific alerts designed to keep workers safe.

When working in the construction industry, the following tips can help reduce the risk of exposure to the coronavirus:

- Encourage workers to stay home if they are sick.
- Allow workers to wear masks over their nose and mouth to prevent them from spreading the virus.
- Continue to use other normal control measures, including personal protective equipment (PPE), necessary to protect workers from other job hazards associated with construction activities.
- Advise workers to avoid physical contact with others and direct employees/contractors/visitors to increase personal space to at least six feet, where possible. Where work trailers are used, all workers should maintain social distancing while inside the trailers.
- Train workers how to properly put on, use/wear, and take off protective clothing and equipment.
- Encourage respiratory etiquette, including covering coughs and sneezes.
- Promote personal hygiene. If workers do not have immediate access to soap and water for handwashing, provide alcohol-based hand rubs containing at least 60 percent alcohol.
- Use Environmental Protection Agency-approved cleaning chemicals from [List N](#) or that have label claims against the coronavirus.
- To the extent tools or equipment must be shared, provide and instruct workers to use alcohol-based wipes to clean tools before and after use. When cleaning tools and equipment, workers should consult manufacturer recommendations for proper cleaning techniques and restrictions.
- Keep in-person meetings (including toolbox talks and safety meetings) as short as possible, limit the number of workers in attendance, and use social distancing practices.
- Clean and disinfect portable jobsite toilets regularly. Hand sanitizer dispensers should be filled regularly. Frequently-touched items (i.e., door pulls and toilet seats) should be disinfected.
- Encourage workers to report any safety and health concerns.

For more information, visit www.osha.gov/coronavirus or call 1-800-321-OSHA (6742).

*OSHA issues alerts to draw attention to
worker safety and health issues and solutions.*



• osha.gov/coronavirus • 1-800-321-OSHA (6742) • [@OSHA_DOL](https://twitter.com/OSHA_DOL) 

COVID-19 OSHA 05/2020

CONSTRUCTION PLANNING & PREPAREDNESS

DEVELOP AN INFECTIOUS DISEASE PREPAREDNESS AND RESPONSE PLAN.⁹ Before the job even starts, the employer should develop an infectious disease preparedness and response plan. The plan should consider the following:

- Guidance from federal, state and local health agencies (keeping in mind that this will change depending on transmission rates, the number of cases and other factors such as hospital capacity for treatment).
- Sources of exposure to SARS-CoV-2 (the virus that causes COVID-19) such as co-workers, the public, public transportation, sick family members.
- Non-occupational risk factors (community setting)
- Worker individual risk factors (older age; chronic medical illness)
- Controls necessary to address these risks.

Schedule strategically. Scheduling work is an important means of maximizing social distancing and minimizing exposure. During outbreaks jobs will experience higher rates of absenteeism and interrupted supply chains. Scheduling should take this into consideration. It's also important to consider that things will be moving slower with screening.

Workers should be encouraged to use sick leave if there is any reason to believe they or anyone they have been exposed to may have Covid-19.

Other measures to take to reduce exposure risk include:

- Staggering work shifts
- Shortening the work week to limit exposure (e.g. four 10 hour days v. five 8 hour days)
- Mapping out the project to figure out how best to schedule work to maintain the best strategies for social distancing
- Staging work by trades rather than perform work concurrently
- **AVOIDING SCHEDULE COMPRESSION**

Identify the necessary labor power. Integrating infectious disease control into construction projects requires extra oversight, coordination and extra labor-power to carry-out program requirements such as cleaning and sanitation, screening and logging in employees as they enter job sites and continuously monitoring the implementation of the overall control plan.

⁹ Note this is different than the safety and health program described later in that this will gather information on the current status of the contagion; federal, state and local requirements; and all the items listed above. This is the planning stage where the conditions, requirements and assessment of necessary controls are determined.

Each project is required to have a pandemic safety officer by state order. These additional labor force requirements need to be incorporated into job planning and cost estimates.

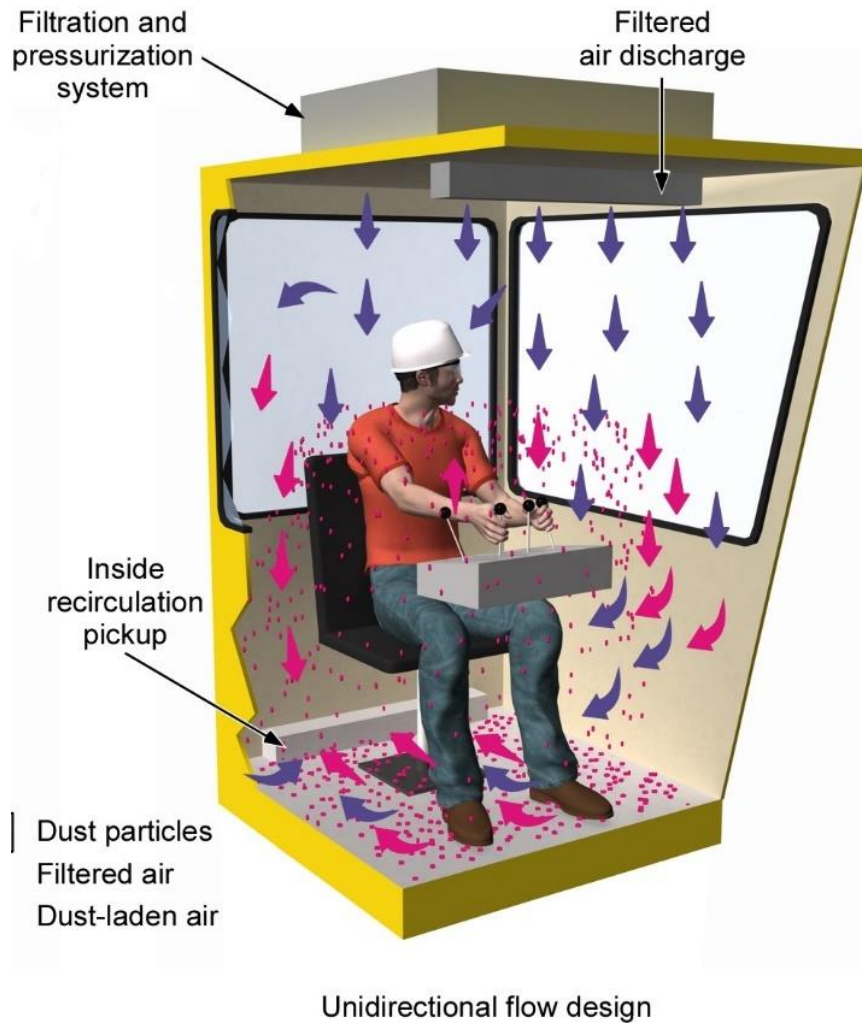
Map out the job site. Once work areas and required trades are identified, determine where on the worksite each trade needs to traverse and limit access accordingly to avoid cross-contamination. This will minimize the impact should an exposure incident occur. Use of color-coded stickers on hard hats or tags may assist in efforts to demarcate delineated sections.

Identify and procure equipment. One of the most fundamental elements of infection control is regular handwashing with soap and water. However, water and soap on construction sites is far from pervasive. Construction operations going forward must incorporate the use of trailers equipped with sinks, water trucks or whatever necessary to make sure that hand-washing stations and soap are positioned throughout the job site. They should be readily accessible to work areas and adjacent to portable toilets.

Personal protective equipment is, and may continue to be, in short supply. Face coverings and/or respirators, gloves and any additional PPE, such as safety glasses and/or face shields should be ordered in advance of the job in sufficient quantities and provided to employees to ensure that proper protection is in use.

Utilize the hierarchy of controls. Like other hazards, there is a preferred sequence for controls. At the top of the hierarchy is elimination of the hazard followed by engineering controls, administrative controls and work practices. Personal protective equipment is the last, but often necessary, line of protection.

Examples of engineering controls might be something as simple as a trash can equipped with a foot pedal, so workers don't have to touch the lid to open it or as sophisticated as an air-conditioned enclosed cab with a high efficiency particulate air (HEPA) filtration system to protect operating engineers from dust or particulate. Administrative controls include training or limiting the number of employees on an elevator. Personal protective equipment includes respirators and gloves.



Graphic provided by Andrew Cecala, NIOSH. Figure 10.18 from NIOSH [2019]. Dust control handbook for industrial minerals mining and processing. Second edition. Cecala AB, et al. Pittsburgh PA: U.S. DHHS (NIOSH) Publication No. 2019-124, RI 9701.

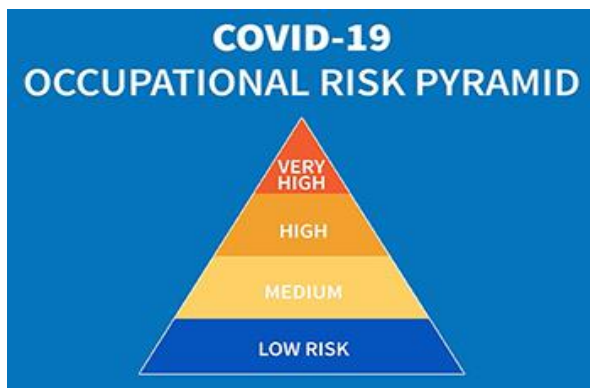
<https://www.cdc.gov/niosh/mining/UserFiles/works/pdfs/2019-124.pdf>

JOB EXECUTION

Job Hazard Analysis. OSHA recommends that you evaluate the risks your employees will be exposed to and select and implement the appropriate controls based on a job hazard analysis. OSHA has defined four different exposure risk levels based on work tasks. These levels are largely based on how close together your employees will be working with each other, the public or anyone that may have or is suspected of having COVID-19. The categories are grouped into the following risk levels:

- Lower – tasks that allow employees to remain at least 6 feet apart and involve little contact with the public, visitors or customers
- Medium –
 - tasks that require workers to be within 6 feet of each other;
 - tasks that require workers to be in close contact with customers, visitors or the public
- High – Entering an indoor worksite occupied by workers, customers or residents suspected of having or known to have COVID-19, including when an occupant on site reports symptoms consistent with COVID-19
- Very high – Not applicable to most construction tasks (more applicable to health care and morgue workers exposed to aerosol droplets from COVID-19 patients/decedents).

OSHA recommends delaying work activities that fall into **higher exposure risk levels** that are not essential until community transmission subsides, widespread testing is available or other conditions reduce risk such that these tasks can be performed safely.¹⁰



If working in an indoor environment doing emergency work or essential work in the vicinity of someone suspected or known to have COVID-19, consider erecting plastic sheeting barriers to separate workers from those suspected of having or known to have COVID-19.

CDC Standard Operating Procedures. Follow the Center for Disease Control and Prevention Standard Operating procedures for preventing the spread of COVID-19. These will change as the science is updated. So, it is important to review the CDC website at least weekly.

<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>

¹⁰<https://www.osha.gov/SLTC/Covid-19/construction.html>

Pandemic Safety Officer. The state of Pennsylvania requires that each construction project have a Pandemic Safety Officer (PSO). Each employer should designate a PSO and make sure they are given adequate time and are sufficiently trained or have the necessary expertise to carry out their responsibilities.

According to guidance from the PA Dept. of Labor and Industry, the “pandemic safety officer is the individual designated by the business to provide information about how the employer is complying with all relevant orders and guidance. This individual should be familiar with all relevant orders and guidance and be able to provide workers on site with accurate, reliable guidance in this regard”.

<https://www.dli.pa.gov/Individuals/Labor-Management-Relations/bois/BOISFAQs/Pages/Construction-Guidance-COVID19.aspx>

COVID-19 SAFETY & HEALTH PROGRAM

Employers should develop and implement a safety and health program that specifically addresses the procedures that will be followed to minimize exposure risk associated with SARS-CoV-2 (the virus that causes COVID-19); the name of the individual designated to implement the program and controls and screening methods used to minimize the transmission of disease.

A sample COVID-19 Worksite Health & Safety Program is available from the Laborers Health and Safety Fund of North America.

[https://www.lhsfna.org/LHSFNA/assets/File/COVID%2019%20Worksite%20Health%20%26%20Safety%20Program%20Combined%20Screening\(2\).pdf](https://www.lhsfna.org/LHSFNA/assets/File/COVID%2019%20Worksite%20Health%20%26%20Safety%20Program%20Combined%20Screening(2).pdf)

Principle elements of Control. The primary elements defined by CDC for controlling the spread and transmission of COVID-19 are:

- Social distancing - during performance of job functions, during breaks, training, meetings & toolbox talks. Maintain at least 6 feet between workers. This includes on elevators and on hoists.
- Cleaning and disinfecting – regularly clean and disinfect portable job site toilets, office trailers, break areas or any frequently touched items such as door handles. Prop open doors where possible to minimize the necessity for touching. Clean tools used by more than one worker before and after use.
- Hand washing - Provide several hand washings stations with soap and water throughout the site; Use alcohol-based (at least 60%) if water/soap is not immediately available. Ensure availability in common areas, allow employees extra time to use hand washing stations and require use.

- Wear cloth face coverings - Cloth face coverings are not respirators, but they reduce the amount of large respiratory droplets a person spreads when talking, sneezing or coughing.

Other Measures & Considerations.

- Personal protective equipment (PPE). PPE – Respirators or face coverings, face shield and gloves are important elements of disease transmission. However, employers are required to issue PPE as part of an OSHA-required Certified Hazard Assessment (29 CFR 1910.132(d)(2)) which considers what type of personal protective equipment is required. If a respirator, like an N95 filtering facepiece is provided to an employee and they are required to use it the employer is required to have a respiratory protection program. Disposable facemasks (e.g. surgical masks) and cloth face coverings are not respirators and do not protect the wearer from exposure to viruses. These are just designed to reduce transmission of droplets and protect other workers.
- Other hazards like silica dust may still require use of respirators. Every effort should be made to reduce exposure through engineering controls. This is the best way to control exposures and if effective an N95 mask that may have otherwise been used can be re-directed for use by a health care professional.

COMMUNICATION & TRAINING

OSHA recommends construction workers receive training that includes the following information:

- The symptoms of COVID-19, how the disease is spread; and the fact that it can be spread by people who are asymptomatic;
- A copy and overview of the employer's COVID-19 Safety & Health Program;
- Information on social distancing and hygiene practices including:
 - Avoiding physical contact
 - How to sneeze/cough into your elbow or a tissue
 - Handwashing with soap and water for at least 20 seconds or alcohol -based sanitizer and rubbing hands until they are completely dry if hand-washing is not immediately available
 - Sanitizing all surfaces workers will touch
 - Alternatives to car-pooling
- The importance of staying home if sick
- Importance of wearing appropriate face covering or respirator
- Using EPA approved chemicals or have label claims against the coronavirus for cleaning frequently touched surfaces (e.g. tools, handles, and machines)
<https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>
- The need to report safety & health concerns.

SCREENING

What to look for. The current available screening methods are 1) administration of a questionnaire; and 2) taking a temperature check to verify that employees have a temperature below 100.4 degrees Fahrenheit. To the extent it's possible, both during the initial screening (prior to the entering the job) and throughout the day, the employer should also visually monitor and ask employees to self-report symptoms.

Symptoms identified by CDC as being associated with COVID-19 include:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

Make sure employees who may not be sick but have a family member at home with COVID-19 report the case to their supervisor.

When to do it. The PA Dept. of Health (PA DOH) requires that companies check the temperature and symptoms of employees at the beginning of each shift when there is discovery of a person who is a probable or confirmed COVID-19 case. If there is a positive test, screening must continue for at least 14 days after an exposure. However, it's recommended that screening continue in areas of the state with high positive case numbers.

Where to do it. The PA DOH recommends doing screenings at the door or outside of the workplace. If possible, they urge businesses to consider taking temperatures of employees in their cars as they enter the parking lot.

How to do it. Individuals conducting the screening should be adequately trained. The PA DOH does not require that the individual conducting screening be a medical professional. Procedures to be followed; the purpose of screening; benchmarks for testing; consequences of a positive screen and how employee privacy is being protected should be communicated to employees, ideally in writing. Those being tested must also be asked when they last took any medications that may reduce their temperature (e.g. Tylenol, aspirin and some NSAID).

Employees administering the questionnaire and conducting the screening must also be protected. The following precautions should be used:

- Touchless thermometers
- Disinfect equipment after each employee screen
- Make sure adequate PPE is provided (since the COVID-19 status of the employees is unknown, precautionary measures should be used to protect those administering tests)
- Physical barriers such as plastic partitions should be considered for larger jobs

Job starts should be scheduled so that bottle necks aren't created by screening as a result of workers piling up at once waiting in line to be screened.

Employers should have a procedure in place to protect the confidentiality of information provided and ask only information pertinent to COVID-19. Whatever the policy is it should be communicated clearly and applied uniformly.¹¹

MEASURES TO TAKE IF A WORKER “FAILS” SCREENING FOR COVID-19

- Direct employees to an area away from other workers consistent with your COVID-19 Safety and Health Program which should address in advance the steps to take in the event someone “fails” a COVID-19 screen.
- Ask the affected employee for a list of employees or other job related people they may have come into contact with over the last two weeks. The CDC defines “close contact” as “being within approximately 6 feet of someone with COVID-19 for a prolonged period of time or having direct contact with infectious secretions from someone with a COVID-19 case.”¹²
- The list should include anyone that was exposed to the affected worker 2 days prior to the development of symptoms.
- Send sick employees home or to receive medical care.
- Remove employee from the job for approximately 14 days
 - At least 3 full days with no fever without use of fever reducing medication; and
 - At least 10 full days since the first symptoms appeared

¹¹ <https://www.natlawreview.com/print/article/part-five-Covid-19-roadmap-series-ensuring-safe-workplace-Covid-19-screening-and>

¹² Beatllie, K.O. and Tanafon, M.G.: Covid-19: Handling a Positive Diagnosis in the Workforce. <https://www.mintz.com/insights-center/viewpoints/2226/2020-04-08-Covid-19-handling-positive-diagnosis-workforce>

- Encourage use of sick leave if it's available and make employees aware of any benefits that may also be available through the Families First Coronavirus Response Act if applicable that apply to paid sick leave for COVID-19 to encourage use of sick leave and discourage workers from returning to work too early.
- Conduct a hazard analysis to determine if it's necessary to close the job or conduct a partial enclosure.
- Follow the correct procedures for ventilation and disinfecting the area, surfaces and tools where the worker removed from the job had been working.¹³

Guidance for infrastructure workers who may have had exposure to someone suspected of confirmed as having COVID-19

- The PA DOH requires companies to establish protocols for actions to be taken upon discovery of COVID-19 cases with in-person operations.¹⁴
- Special protocols for “critical infrastructure workers” allow employees who may have been exposed to COVID-19 to continue working rather than self-quarantine.
- The following practices must be followed for infrastructure workers who have had an exposure:
 - Pre-screening, ideally with temperature checks prior to job entry.
 - Regular monitoring, if they don't have a temperature or symptoms, they can self-monitor under the employer's occupational health program.
 - Wear a mask for at least 14 days after the last exposure.
 - Social distance – at least 6 feet and practice social distancing as work duties permit
 - Disinfect and clean work-spaces including offices, bathrooms, common areas and shared equipment.¹⁵

¹³ <https://www.health.pa.gov/topics/Documents/Diseases%20and%20Conditions/SOH%20COVID-19%20Worker%20Safety%20Order.pdf>

¹⁴ <https://www.governor.pa.gov/wp-content/uploads/2020/04/20200415-SOH-worker-safety-order.pdf>

¹⁵ <https://www.cdc.gov/coronavirus/2019-ncov/downloads/critical-workers-implementing-safety-practices.pdf>

APPENDICES

APPENDIX A: RESOURCES

Pennsylvania COVID-19 Information for Businesses

<https://www.health.pa.gov/topics/disease/coronavirus/Pages/Businesses.aspx>

Symptoms, Symptom checker, testing centers in Pennsylvania

<https://www.health.pa.gov/topics/disease/coronavirus/Pages/Symptoms-Testing.aspx>

Directory of local health departments

<https://www.naccho.org/membership/lhd-directory>

National Institute of Environmental Health Science Covid 19 Resources

<https://tools.niehs.nih.gov/wetp/covid19worker/#WTPResources>

NIEHS Essential and Returning Workers Training Tool

https://tools.niehs.nih.gov/wetp/public/hasl_get_blob.cfm?ID=11922

OSHA Guidance on Preparing Workplaces for COVID-19

<https://www.osha.gov/Publications/OSHA3990.pdf>

OSHA Covid-19 Webpage <https://www.osha.gov/SLTC/Covid-19/>

OSHA Construction Guidelines. <https://www.osha.gov/Publications/OSHA4000.pdf>

CDC's primary resource is the CDC COVID-19 Official Webpage.

<https://www.cdc.gov/coronavirus/2019-nCoV/index.html>

EPA List N: Disinfectants for Use Against SARS-CoV

<https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>

American Cleaning Institute's COVID-19 Resources

<https://www.cleaninginstitute.org/coronavirus>

COVID-19 and the American Workplace – U.S. DOL, Wage and Hour Division. Information of Families First Coronavirus Response Act

<https://www.dol.gov/agencies/whd/pandemic>

Information for workers on whistleblower protections for reporting illnesses or complaining of COVID-19 exposure. www.whistleblowers.gov

APPENDIX B: PENNSYLVANIA LOCAL HEALTH DEPARTMENT CONTACTS

Pennsylvania Local Health Departments¹⁶

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| Adams County State Health Center | 424 E Middle St Ste 1 Gettysburg, PA 17325-1926 | Phone: (717) 334-2112 Email Department |
| Allegheny County Health Department | 542 4Th Ave Pittsburgh, PA 15219-2111 | Phone: 412-578-8005 Email Department Visit Website |
| Allentown City Bureau of Health | 245 N 6Th St Allentown, PA 18102-4168 | Phone: (610) 437-7760 Email Department Visit Website |
| Armstrong County State Health Center | 245 Butler Rd Ste 1 Kittanning, PA 16201-6503 | Phone: (724) 543-2700 Email Department |
| Beaver County State Health Center | 300 S Walnut Ln Beaver, PA 15009-1739 | Phone: (724) 774-1385 Email Department |
| Bedford County State Health Center | 130 W Vondersmith Ave Ste A Bedford, PA 15522-1727 | Phone: (814) 623-2001 Email Department |
| Berks County Community Health Project - Berks Visiting Nurse Association | 1170 Berkshire Blvd Wyomissing, PA 19610-1215 | Phone: (610) 378-0481 (168) Email Department |
| Bethlehem Health Bureau | 10 E Church St Bethlehem, PA 18018-6005 | Phone: (610) 865-7083 Email Department Visit Website |
| Blair County State Health Center | 615 Howard Ave Altoona, PA 16601-4813 | Phone: (814) 946-7300 Email Department |
| Bradford County State Health Center | 142 Colonial Drive Towanda, PA 18848-9781 | Phone: (570) 265-2194 Email Department |
| Bucks County Department of Health | 1282 Almshouse Rd Doylestown, PA 18901-2886 | Phone: 215-345-3318 Email Department Visit Website |
| Cambria County State Health Center | 184 Donald Ln Ste 1 Johnstown, PA 15904-2835 | Phone: (814) 248-3120 Email Department |
| Carbon County State Health Center | 616 North St Jim Thorpe, PA 18229-2125 | Phone: (570) 325-6106 Email Department |
| Centre County State Health Center | 280 W Hamilton Ave State College, PA 16801-5218 | Phone: (814) 865-0932 Email Department |

¹⁶ **National Association of County and City Health Officials**, 1201 Eye Street, NW, 4th Floor Washington, DC 20005' P: 202-783-5550 F: 202-783-1583 E: info@naccho.org

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|---------------------------------------|--|---|
| Chester County Health Department | 601 Westtown Rd Ste 290 West Chester, PA 19382-4991 | Phone: (610) 344-6225 Email Department Visit Website View Our Facebook Page View Our Twitter Feed |
| City of Harrisburg Health Department | 10 N 2Nd St # 205 Harrisburg, PA 17101-1677 | Phone: (717) 255-6553 Email Department Visit Website |
| Clarion County State Health Center | 162 S 2Nd Ave Ste D Clarion, PA 16214-2464 | Phone: (814) 226-2170 Email Department |
| Clearfield County State Health Center | 1125 Linden St # 1 Clearfield, PA 16830-3317 | Phone: (814) 765-0542 Email Department |
| Clinton County State Health Center | 215 E Church St Lock Haven, PA 17745-2009 | Phone: (570) 893-2437 Email Department |
| Columbia County State Health Center | 1000 Market St Ste 4 Bloomsburg, PA 17815-2601 | Phone: (570) 387-4258 Email Department |
| Crawford County State Health Center | 847 N Main St Meadville, PA 16335-2668 | Phone: (814) 332-6947 Email Department |
| Cumberland County State Health Center | 425 E North St Carlisle, PA 17013 | Phone: (717) 243-5151 Email Department |
| Dauphin County State Health Center | 30 Kline Vlg Harrisburg, PA 17104-1530 | Phone: (717) 346-1470 Email Department |
| Delaware County State Health Center | 151 W 5th ST Ste 1 Chester, PA 19013-4428 | Phone: (610) 447-3250 Email Department |
| Elk County State Health Center | 778 Washington St Saint Marys, PA 15857-3604 | Phone: (814) 834-5351 Email Department |
| Erie County Department of Health | 606 W 2Nd St Erie, PA 16507-1111 | Phone: (814) 451-6701 Email Department Visit Website |
| Fayette County State Health Center | 100 New Salem Rd Uniontown, PA 15401-8936 | Phone: (724) 439-7400 Email Department |
| Forest County State Health Center | PO BOX 405 Tionesta, PA 16353-0405 | Phone: (814) 755-3564 Email Department |
| Franklin County State Health Center | 518 Cleveland Ave Chambersburg, PA 17201-3400 | Phone: (717) 263-4143 Email Department |
| Fulton County State Health Center | 182 Buchanan Trl Ste 160 Mc Connellsburg, PA 17233-8261 | Phone: (717) 485-5137 Email Department |

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| Greene County State Health Center | 432 E Oakville Dr Waynesburg, PA 15370-2035 | Phone: (724) 627-3168 Email Department |
| Huntingdon County State Health Center | 6311 Margy Dr Ste 1 Huntingdon, PA 16652-7565 | Phone: (814) 627-1251 Email Department |
| Indiana County State Health Center | 75 N 2Nd St Indiana, PA 15701-2047 | Phone: (724) 357-2995 Email Department |
| Jefferson County State Health Center | 203 N Main St Punxsutawney, PA 15767-1217 | Phone: (814) 938-6630 Email Department |
| Juniata County State Health Center | 809 Market St Port Royal, PA 17082-9630 | Phone: (717) 527-4185 Email Department |
| Lackawanna County State Health Center | 100 Lackawanna Ave Rm 110 Scranton, PA 18503-1973 | Phone: (570) 963-4567 Email Department |
| Lancaster County State Health Center | 1661 Old Philadelphia Pike Lancaster, PA 17602-2676 | Phone: (717) 299-7597 Email Department |
| Lawrence County State Health Center | 106 Margaret St New Castle, PA 16101-3913 | Phone: (724) 656-3088 Email Department |
| Lebanon County State Health Center | 9 N 9Th St # 11 Lebanon, PA 17046-4902 | Phone: (717) 272-2044 Email Department |
| Lehigh County State Health Center | 3730 Lehigh St Ste 206 Whitehall, PA 18052-3438 | Phone: (610) 821-6770 Email Department |
| Luzerne County State Health Center | 665 Carey Ave Ste 2 Hanover Township, PA 18706-5466 | Phone: (570) 826-2071 Email Department |
| Lycoming County State Health Center | 1000 Commerce Park Dr Ste 106 Williamsport, PA 17701-5475 | Phone: (570) 327-3440 Email Department |
| McKean County State Health Center | PO BOX 160 Bradford, PA 16701-0160 | Phone: (814) 368-0426 Email Department |
| Mercer County State Health Center | 25 McQuiston Dr Jackson Center, PA 16133-1635 | Phone: (724) 662-4000 Email Department |
| Mifflin County State Health Center | 21 S Brown St Lewistown, PA 17044-8126 | Phone: (717) 242-1452 Email Department |
| Monroe County State Health Center | 1972 W Main St Ste 102 Stroudsburg, PA 18360-6515 | Phone: (570) 424-3020 Email Department |
| Montgomery County Department of Health | PO Box 311 Norristown, PA 19404-0311 | Phone: (610) 278-5117 Email Department Visit Website |

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| Montour County State Health Center | 329 Church St Danville, PA 17821-1911 | Phone: (570) 275-7092 Email Department |
| Northampton County Board of Health | Govt. Center, 669 Washington St. Easton, PA 18042 | Phone: (610) 250-6729 Email Department |
| Northampton County State Health Center | 1600 Northampton St Easton, PA 18042-3132 | Phone: (610) 250-1825 Email Department |
| Northcentral District Office | 1000 Commerce Park Dr Ste 109 Williamsport, PA 17701-5475 | Phone: (570) 327-3400 Email Department Visit Website |
| Northeast District Office | 665 Carey Ave Ste 5 Wilkes-Barre, PA 18702 | Phone: (570) 826-2062 Email Department |
| Northumberland County State Health Center | 247 Pennsylvania Ave Sunbury, PA 17801-2248 | Phone: (570) 988-5513 Email Department |
| Northwest District Office | 19 McQuiston Dr Jackson Center, PA 16133-1635 | Phone: (724) 662-6068 Email Department |
| Perry County State Health Center | 153 Red Hill Rd Newport, PA 17074-8603 | Phone: (717) 567-2011 Email Department |
| Philadelphia Department of Public Health | 1101 Market ST FL 9th Philadelphia, PA 19107-2934 | Phone: (215) 686-5200 Email Department Visit Website |
| Pike County State Health Center | 10 Buist Rd Ste 401 Milford, PA 18337-9311 | Phone: (570) 296-6512 Email Department |
| Potter County State Health Center | 269 Us Highway 6 W Rm 2 Coudersport, PA 16915-8465 | Phone: (814) 274-3626 Email Department |
| Schuylkill County State Health Center | One Norwegian Plaza Ste 103 Pottsville, PA 17901 | Phone: (570) 621-3112 Email Department |
| Snyder County State Health Center | 207 W Willow Ave Middleburg, PA 17842-1039 | Phone: (570) 837-5915 Email Department |
| Somerset County State Health Center | 651 S Center Ave Somerset, PA 15501-2811 | Phone: (814) 445-7981 Email Department |
| Southcentral District Office | 30 Kline Vlg Harrisburg, PA 17104-1530 | Phone: (717) 787-8092 Email Department |
| Southeast District Office | 625 Cherry St Ste 442 Reading, PA 19602-1187 | Phone: (610) 378-4352 Email Department |
| Southwest District Office | 233 W Otterman St Greensburg, PA 15601-2201 | Phone: (724) 830-2701 Email Department Visit Website |

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| Springfield Township | 50 Powell Rd Springfield, PA 19064-2422 | Phone: (610) 544-1300 Email Department Visit Website |
| Susquehanna County State Health Center | 157 Spruce St Ste 2 Montrose, PA 18801-1575 | Phone: (570) 278-3889 Email Department |
| Tioga County State Health Center | 144 Plaza Ln Wellsboro, PA 16901 | Phone: (570) 724-2911 Email Department |
| Union County State Health Center | 260 Reitz Blvd Ste 3 Lewisburg, PA 17837-9220 | Phone: (570) 523-1124 Email Department |
| Venango County State Health Center | PO BOX 191 Seneca, PA 16346-0191 | Phone: (814) 677-0672 Email Department |
| Warren County State Health Center | 2027 Pennsylvania Ave E Warren, PA 16365-3236 | Phone: (814) 723-3566 Email Department |
| Washington County State Health Center | 167 N Main St Ste 100 Washington, PA 15301-4354 | Phone: (724) 223-4540 Email Department |
| Wayne County State Health Center | 615 Erie Hts Honesdale, PA 18431-1017 | Phone: (570) 253-7141 Email Department |
| Westmoreland County State Health Center | 233 W Otterman St Greensburg, PA 15601-2201 | Phone: (724) 832-5315 Email Department |
| Wilkes-Barre City Health Department | 71 N Franklin St Wilkes Barre, PA 18701-1312 | Phone: 570-208-4268 Email Department Visit Website |
| Wyoming County State Health Center | 5632 Sr 6 Tunkhannock, PA 18657-7902 | Phone: (570) 836-2981 Email Department |
| York City Bureau of Health | PO BOX 509 York, PA 17405-0509 Phone: 717854-7724 | Email Department Visit Website View Our Facebook Page View Our Twitter Feed |
| York County State Health Center | 1750 N George St York, PA 17404-1807 | Phone: (717) 771-4505 Email Department |