THE CONTINUING CHALLENGE

COVID-19 and Your Future Workplace

Our Presentation Will Begin Soon!

CELEBRATING 50 Years

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Insurance Companies

THE CONTINUING CHALLENGE

COVID-19 and Your Future Workplace

WELCOME!

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TODAY'S SPEAKER

Rick Fineman
CSP, ALCM, ARM
VP, Risk Management
ICW Group

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COVID-19 AND YOUR FUTURE WORKPLACE

- Post Vaccine COVID-19
- Infectious Disease Exposures
- Your IDPRP
- Early Identification & Control
- Navigating the WC OSHA Differences

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COVID-19 AND YOUR FUTURE WORKPLACE

- **Post Vaccine COVID-19**
- Infectious Disease Exposures
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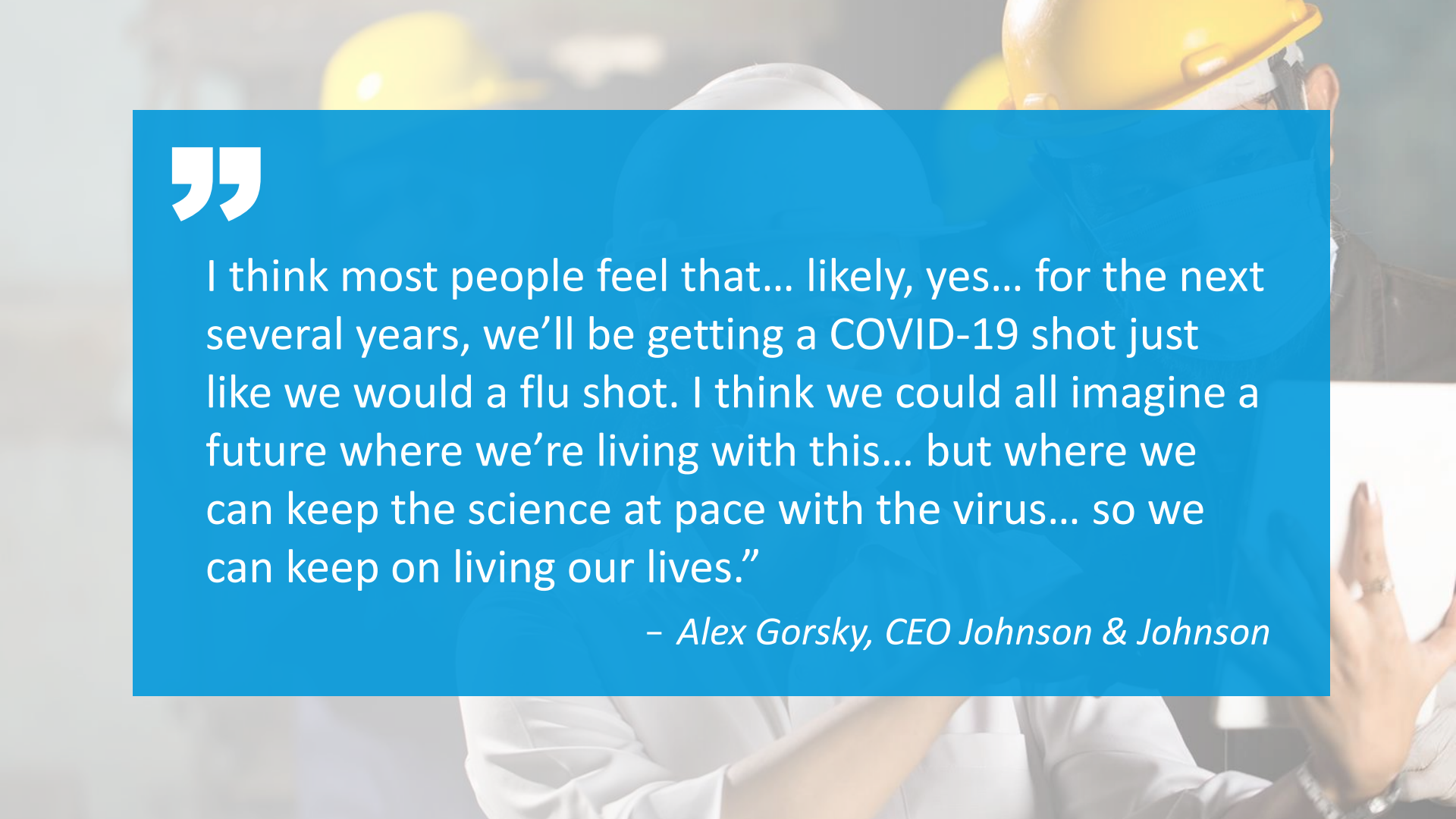
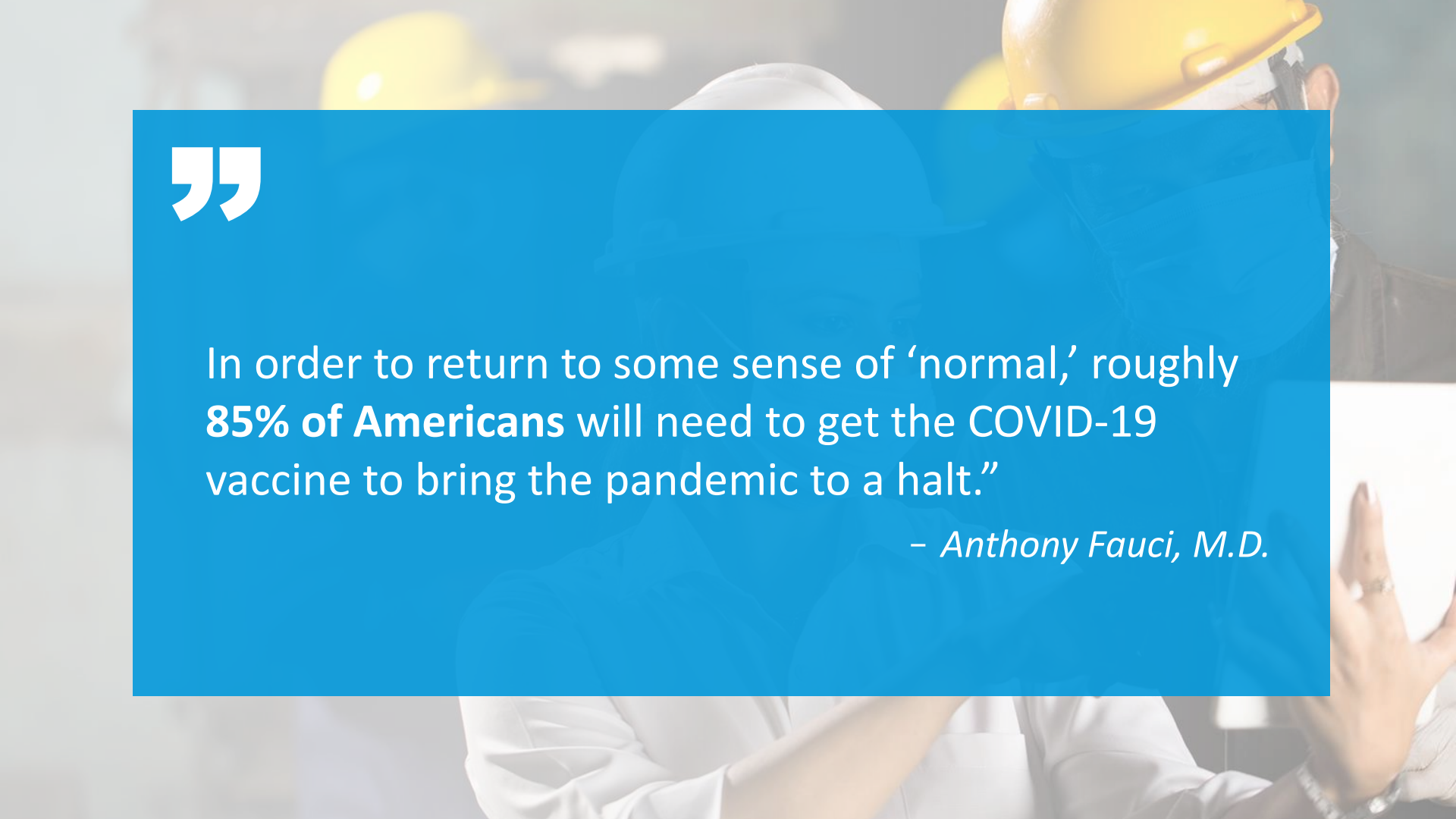


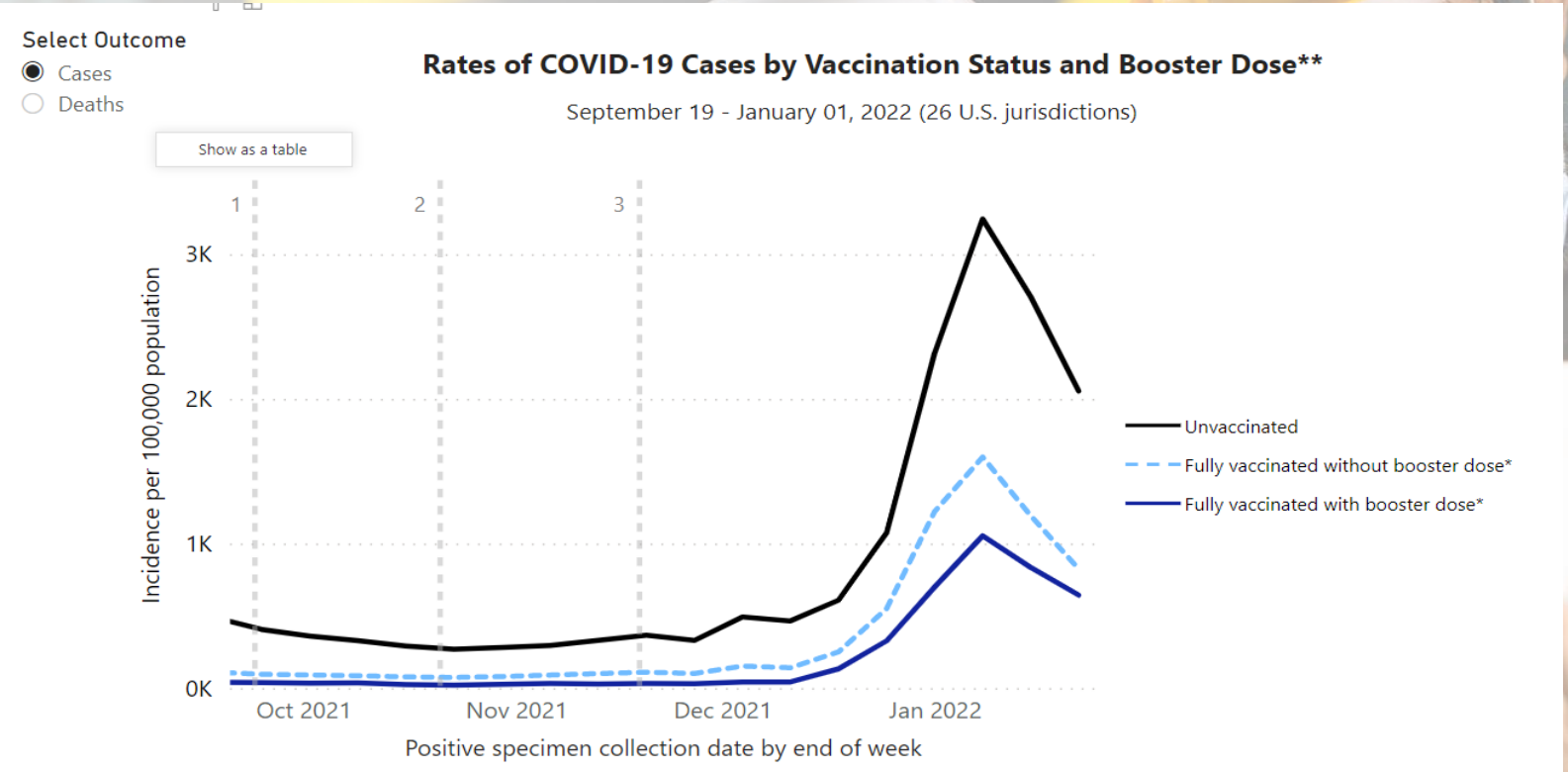
I think most people feel that… likely, yes… for the next several years, we'll be getting a COVID-19 shot just like we would a flu shot. I think we could all imagine a future where we're living with this… but where we can keep the science at pace with the virus… so we can keep on living our lives."

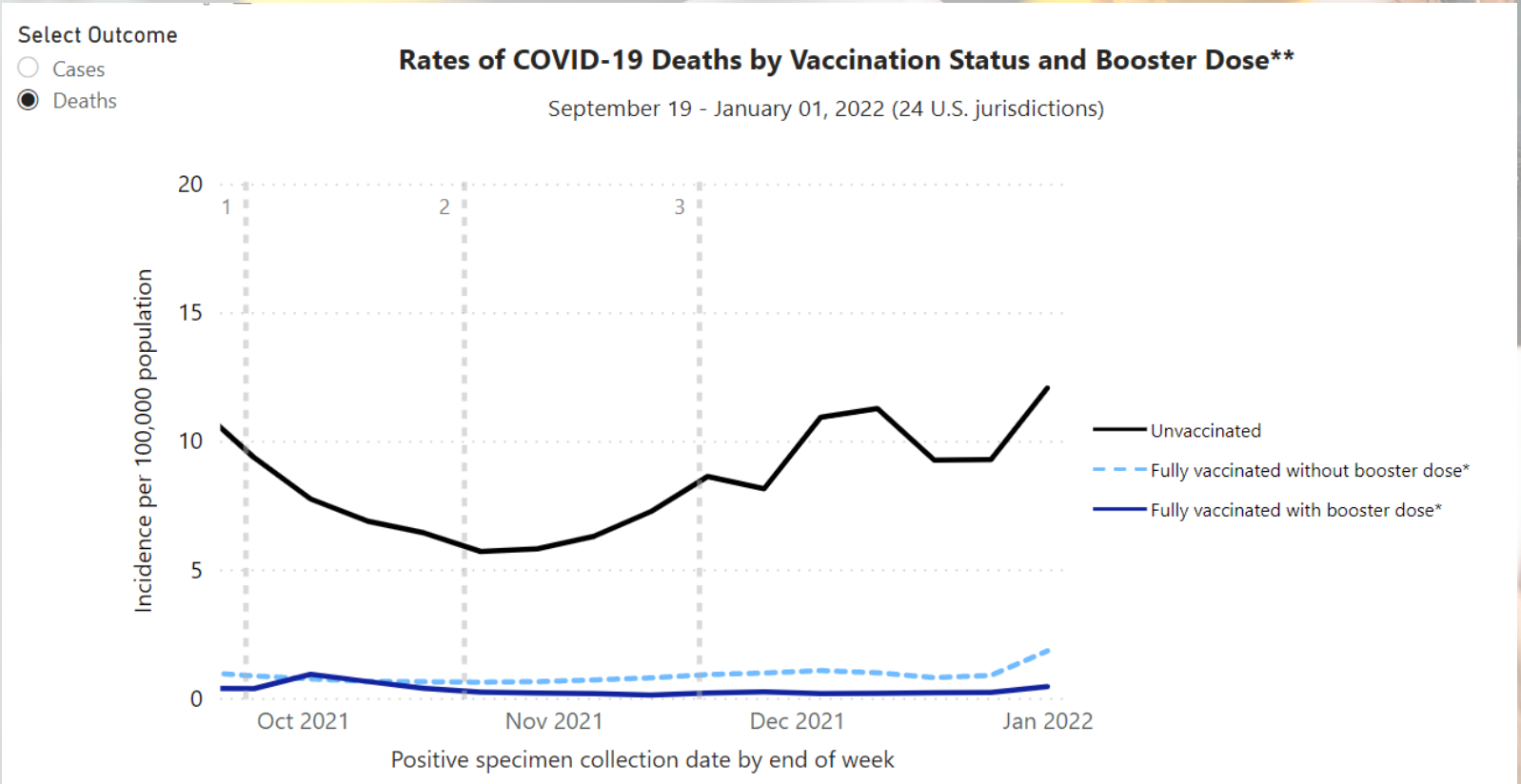
– *Alex Gorsky, CEO Johnson & Johnson*



In order to return to some sense of ‘normal,’ roughly **85% of Americans** will need to get the COVID-19 vaccine to bring the pandemic to a halt.”

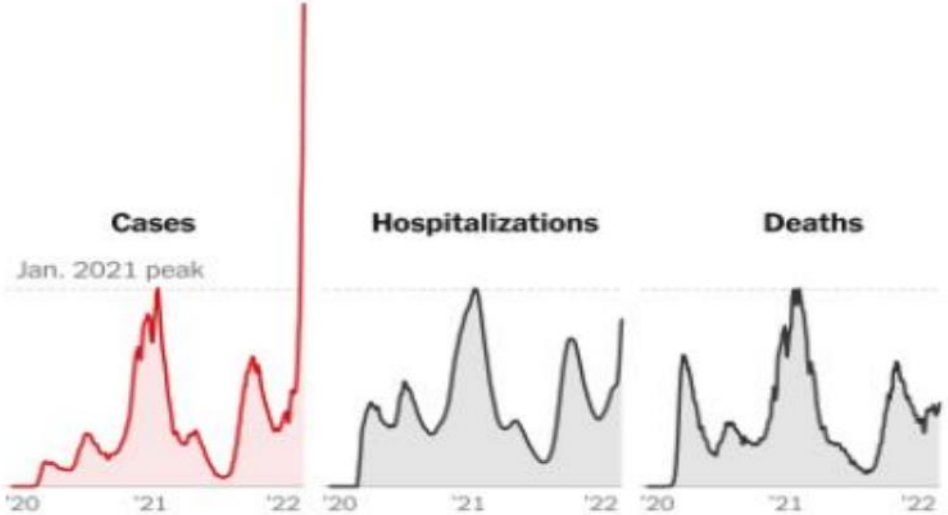
– *Anthony Fauci, M.D.*


Select Outcome
Cases
Deaths
Rates of COVID-19 Cases by Vaccination Status and Booster Dose**
September 19 - January 01, 2022 (26 U.S. jurisdictions)
Show as a table
1
2
3
3K
2K
1K
0K
Incidence per 100,000 population
Oct 2021
Nov 2021
Dec 2021
Jan 2022
Positive specimen collection date by end of week
Unvaccinated
Fully vaccinated without booster dose*
Fully vaccinated with booster dose*


Select Outcome
Cases
Deaths
Rates of COVID-19 Deaths by Vaccination Status and Booster Dose**
September 19 - January 01, 2022 (24 U.S. jurisdictions)
Incidence per 100,000 population
20
15
10
5
0
1
2
3
Oct 2021
Nov 2021
Dec 2021
Jan 2022
Positive specimen collection date by end of week
Unvaccinated
Fully vaccinated without booster dose*
Fully vaccinated with booster dose*

What's Different With Omicron?

National COVID data: Dramatic increase in less severe cases; rising hospitalizations in unvaccinated



The impact of variants & vaccines

Coronavirus Variants of Concern

% Vaccine Protection Against...

updated 6th Jan 2022

VARIANT	AKA	AREAS OF HIGH ACTIVITY	% MORE TRANSMISSIBLE than original strain	% MORE SERIOUS SYMPTOMS	VACCINES WORK?	SYMPTOMATIC COVID 1 DOSE Astra Zeneca	SYMPTOMATIC COVID 1 DOSE Pfizer / moderna	SYMPTOMATIC COVID 1 DOSE Johnson & Johnson	SYMPTOMATIC COVID 2 DOSES Astra Zeneca	SYMPTOMATIC COVID 2 DOSES Pfizer / moderna	SYMPTOMATIC COVID BOOSTER	SEVERE COVID, HOSPITALISATION, DEATH 1 DOSE Astra Zeneca	SEVERE COVID, HOSPITALISATION, DEATH 1 DOSE Pfizer / moderna	SEVERE COVID, HOSPITALISATION, DEATH 1 DOSE Johnson & Johnson	SEVERE COVID, HOSPITALISATION, DEATH 2 DOSES Astra Zeneca	SEVERE COVID, HOSPITALISATION, DEATH 2 DOSES Pfizer / moderna	SEVERE COVID, HOSPITALISATION, DEATH BOOSTER
ORIGINAL	ancestral D614G		—	—	YES	60	80	69	82	95		80	73	79	100	97	
DELTA	Indian B.1.617.2		100%	unclear but likely more	LESS but still effective	31	45	72*	70	76	94 Astra/Pfizer	71	94	85	92	96	93 Astra/Pfizer
OMICRON	B.1.1.529		unclear but likely higher than Delta	40% less chance of hospitalisation	LESS much weaker booster required	–	–	–	10 after 6 months	34	75 Pfizer	–	–	88	–	70	88
ALPHA	UK / Kent B.1.1.7		30-50%	50%	YES	50	50	74	77	91		–	78	76	86	92	
BETA	S. African B.1.351		50%	same as original	YES but weaker	51	56	66	75	83		–	–	78	–	97	
GAMMA	Brazil P.1		40-120%	same as original	YES but weaker	60*	34	68*	75	90+		–	–	88	–	97	

COVID-19 timeline

Example COVID-19 vaccine timeline:

Traditional timeline:

Common COVID-19 controls will continue

Not all employees and customers will be vaccinated!

- Social distancing controls for outbreak scenarios
- Customers, vendors and subcontractors may not be vaccinated – employee protections
- OSHA Emergency Order requiring vaccines is pushed back to lower courts by Supreme Court – employers can mandate vaccines, government may not at this time

Common COVID-19 controls will continue

Not all employees and customers will be vaccinated means you can expose them, and they can expose you!

- Continue COVID-19 controls:
  - Social distancing as appropriate
  - Masks for unvaccinated individuals or during outbreaks
  - Handwashing and sanitizing work areas
  - Ventilation
  - Attestation and stay-at-home guidance

What do we have here?

- An ***Epidemic*** as an unexpected increase in the number of disease cases in a specific geographical area.
- A ***Pandemic*** occurs when a disease's growth is exponential. It means a virus covers a wide area, affecting several countries and populations.
- A disease outbreak is ***Endemic*** when it is consistently present but limited to a particular region. This makes the disease spread and rates predictable.

COVID-19 AND YOUR FUTURE WORKPLACE

- Post Vaccine COVID-19
- **Infectious Disease Exposures**
- Your IDPRP
- Early Identification & Control
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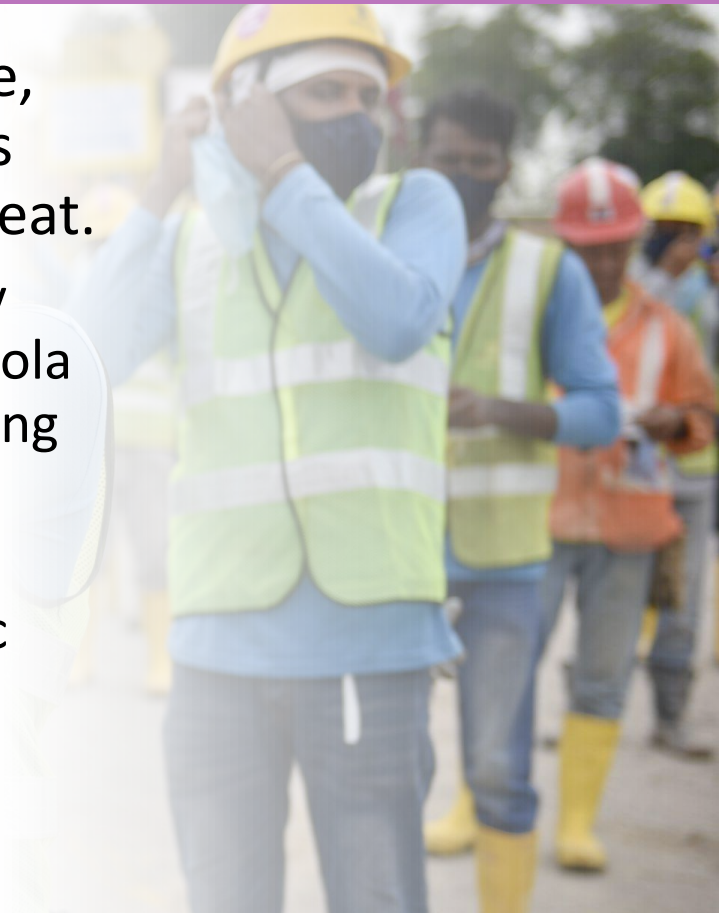
COVID-19 is NOT the only one!

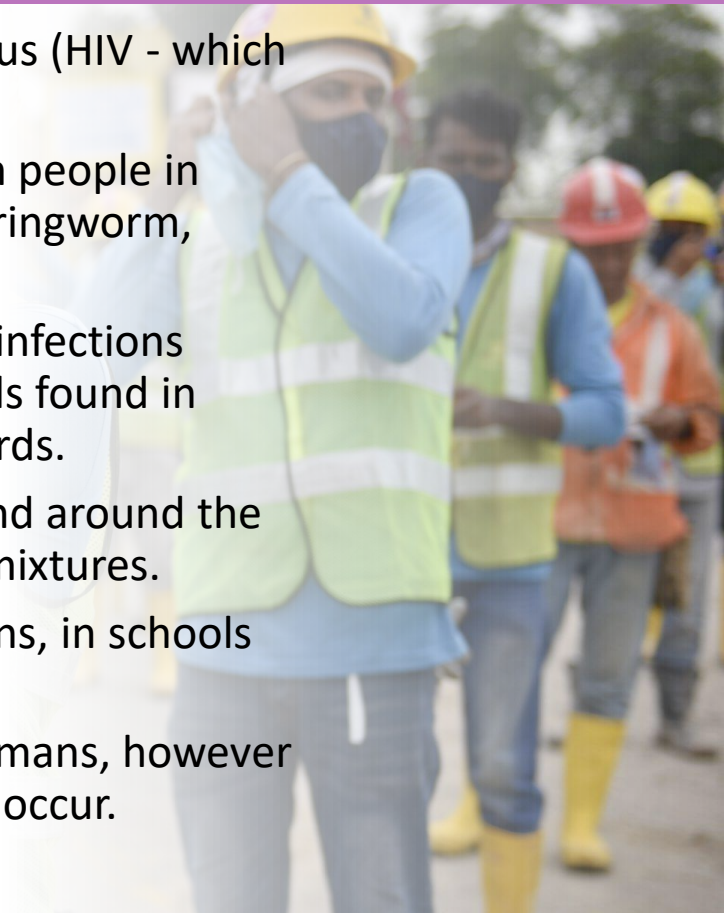
Despite ongoing efforts to reduce, eliminate, and eradicate infectious diseases, infections continue to pose a global human health threat.

- Anthrax, COVID-19, severe acute respiratory syndrome (SARS), influenza A(H1N1) and Ebola virus disease, highlight importance of focusing on workplaces.
- Work-related infectious diseases primarily caused by occupational exposure to biologic agents.



COVID-19 is NOT the only one!

- Hepatitis A, B and C, and Human Immunodeficiency Virus (HIV - which can develop into AIDS).
- Other infections from patients in medical care and from people in institutions or schools - for example enteric infections, ringworm, scabies, Tuberculosis, etc.
- Brucellosis, leptospirosis and Q fever and other animal infections (zoonoses) caught from fecal matter, urine and materials found in animal handling facilities, or handling of animals and birds.
- Legionella infections, in a fine mist spray in the air, in and around the cooling units of air-conditioning plants, and in potting mixtures.
- Cytomegalovirus and rubella-causing antenatal infections, in schools and childcare settings.
- Avian flu - this is not easily transferred from birds to humans, however there is a fear of a world-wide pandemic if this were to occur.



Infectious Disease in the workplace is concentrated

- Healthcare Workers
- Laboratory Workers
- Animal & Livestock
- Public service workers, including:
  - Teachers
  - Police Officers
  - Fire Fighters
  - Sewage Treatment Plant Workers

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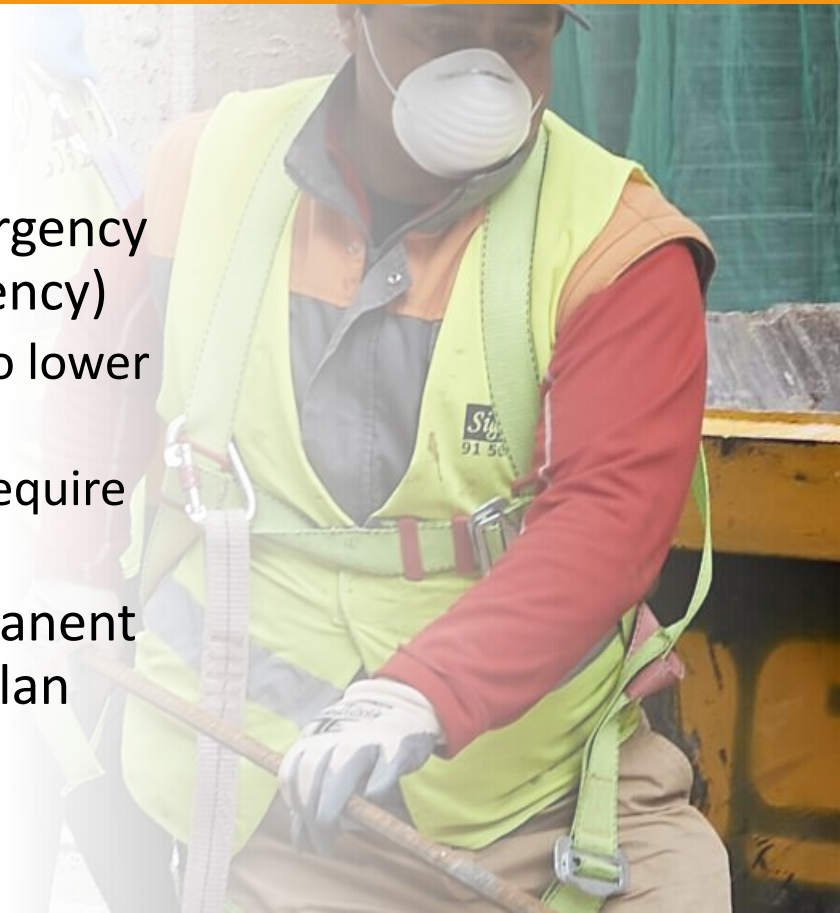
OSHA permanent standard for infectious disease

Temporary Vaccine Standard has been pushed back to lower courts

- OSHA exceeded authority to pass emergency standard without industry review (urgency)
  - Did not say no to standard, returned it to lower courts
  - OSHA Withdrew order – Employer can require vaccines still
- OSHA moves towards adopting a permanent infectious disease standard requiring plan



Infectious Disease Preparedness & Response Plan

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STEP 01

Identify Leader & Team

- Executive
- Coordinator
- Team
- Responsibilities

STEP 02

Organizational Planning

- Policies and procedures
- Communications
- Resources

STEP 03

Conduct Risk Assessment

- Assessment template
- Conduct by role
- Identify controls

STEP 04

Finalize Plan & Controls

- Control idea suggestions
- Complete plan

STEP 05

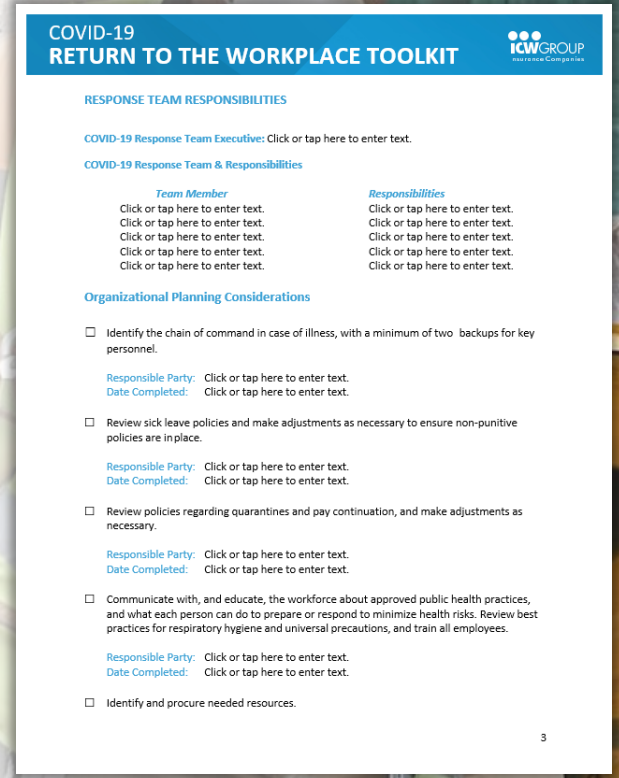
Act on Plan

- Conduct training
- Open office!
- Ensure policies are followed

Maintaining your IDPRP

IDPRP Coordination Team

- Expand COVID IDPRP Plan to include other potential infectious disease exposures:
  - Influenza
  - Respiratory Viruses (SARS, COVID)
  - Ebola and others
- *Complete additional risk assessment or expanded exposures.*
- Meet annually to evaluate plan.
- No infectious events occur? Planned maintenance is all that's needed.



COVID-19
RETURN TO THE WORKPLACE TOOLKIT

RESPONSE TEAM RESPONSIBILITIES

COVID-19 Response Team Executive: Click or tap here to enter text.

COVID-19 Response Team & Responsibilities

Team Member	*Responsibilities*
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.

Organizational Planning Considerations

☐ Identify the chain of command in case of illness, with a minimum of two backups for key personnel.

Responsible Party: Click or tap here to enter text.
Date Completed: Click or tap here to enter text.

☐ Review sick leave policies and make adjustments as necessary to ensure non-punitive policies are in place.

Responsible Party: Click or tap here to enter text.
Date Completed: Click or tap here to enter text.

☐ Review policies regarding quarantines and pay continuation, and make adjustments as necessary.

Responsible Party: Click or tap here to enter text.
Date Completed: Click or tap here to enter text.

☐ Communicate with, and educate, the workforce about approved public health practices, and what each person can do to prepare or respond to minimize health risks. Review best practices for respiratory hygiene and universal precautions, and train all employees.

Responsible Party: Click or tap here to enter text.
Date Completed: Click or tap here to enter text.

☐ Identify and procure needed resources.

3

Communicating IDPRP ongoing

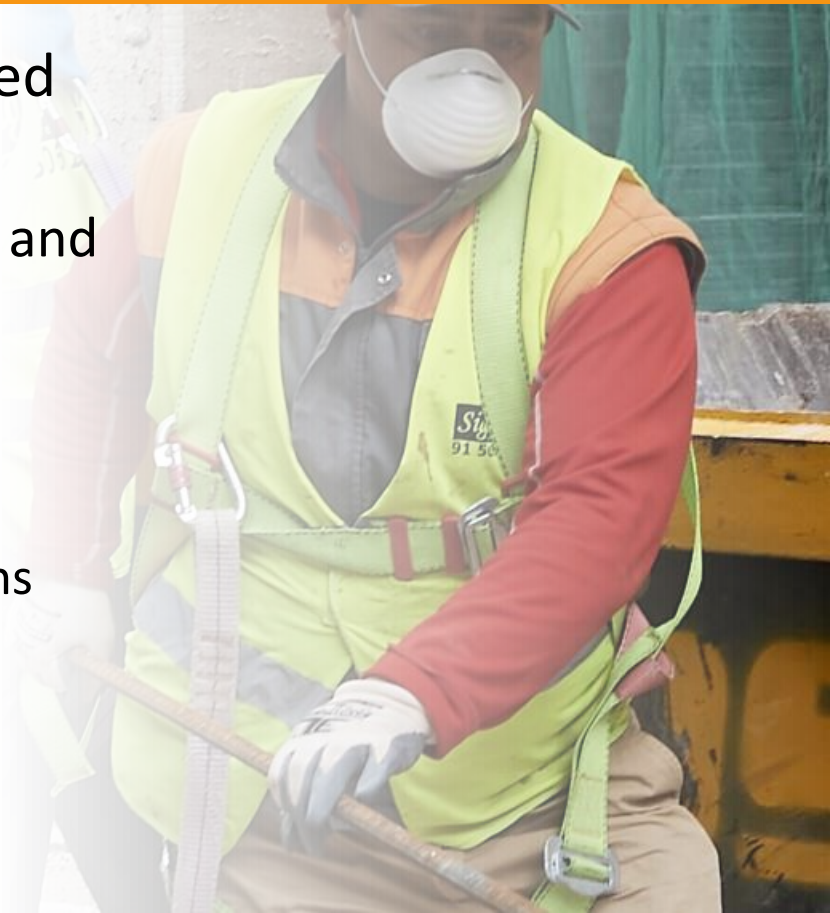
Initial Communications

- Policies and procedures:
  - Sick Leave Policy
  - Report suspected exposures to infectious disease
    - Testing protocols (PCR vs Antibody)
    - OSHA vs. Work Comp requirements
- Procedure to monitor and respond
  - Where can employees go with concerns?
  - What is process to respond?

Supervisor training

Must keep controls in place and enforced

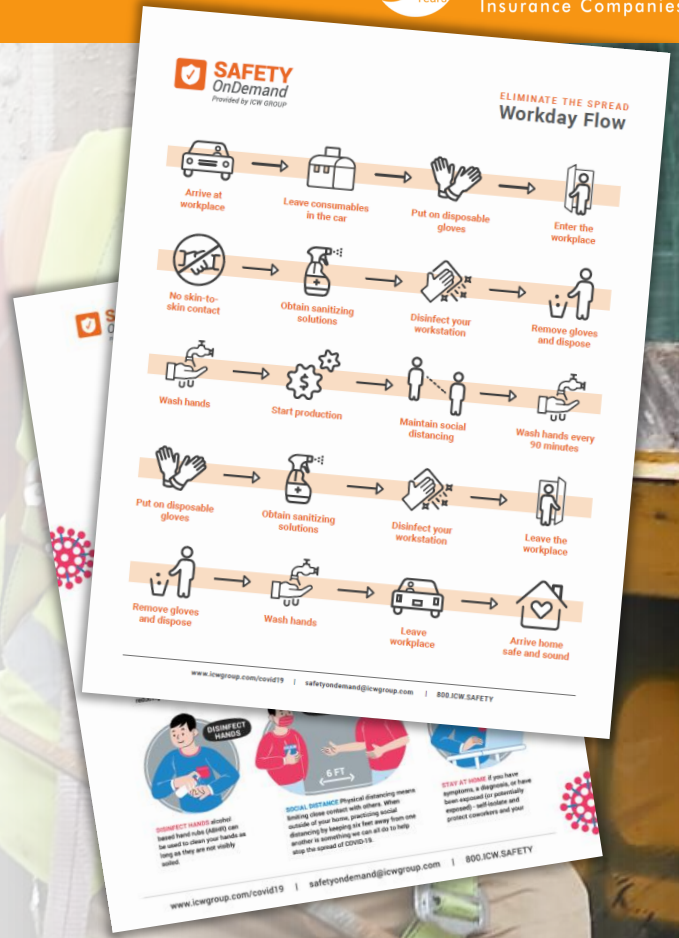
- Conduct initial and periodic training
- Adjust training appropriate to risk level and exposure:
  - Recognize symptoms
  - Adhere to required controls
  - Procedure if someone is ill
  - Specific control approaches for operations
  - Screening practices
  - Handle employee anxiety



Employee training

Understand risks, protect themselves and company.

- Conduct initial and periodic training
- Adjust training appropriate to risk level and exposures:
  - Recognize symptoms
  - Adhere to required controls
  - Procedure if someone is ill
  - Enact precautions and hand washing
  - Clean and disinfect
  - Screening practices



COVID-19 AND YOUR FUTURE WORKPLACE

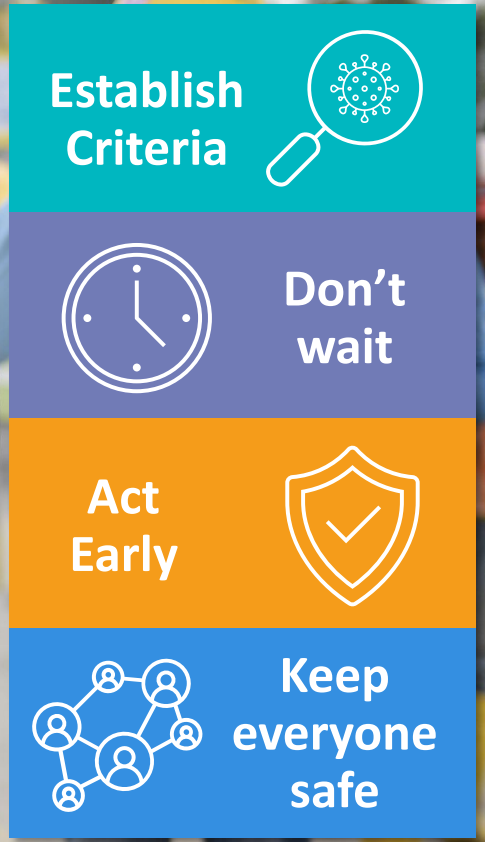
- Post Vaccine COVID-19
- Infectious Disease Exposures
- Your IDPRP
- **Early Identification & Control**
- Helpful Materials

Understanding & identifying exposures

- Early identification of potential pandemics enable planning and thoughtful response.
- Stay Informed:
  - CDC
  - Department of Public Health
  - World Health Organization
  - Department of Labor
  - Department of State
  - Others

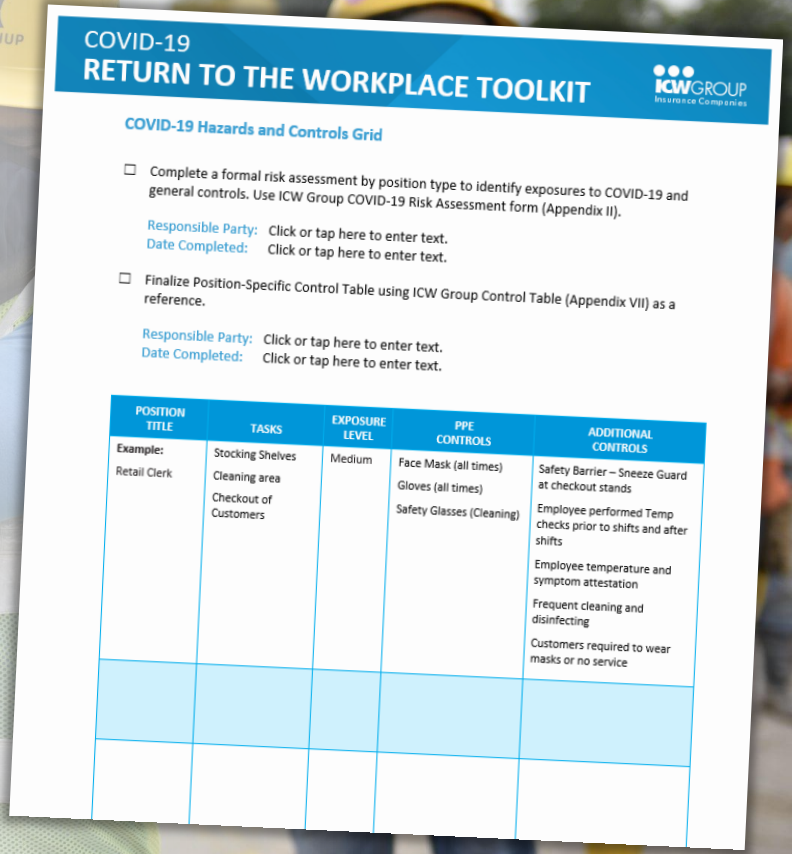
Establish criteria for action PRIOR to decision time!

- Determine:
  - Critical operations for worksite
  - Departments and positions capable of working from home if needed
- Identify criteria to implement:
  - Social distancing
  - Issuing and requiring PPE
  - Modifications of sick leave policies
  - Work-from-home decisions
  - Vaccination requirements
  - Travel and overnight stay adjustments
- Act ***EARLY*** to have biggest impact



Use your Control Grid from the IDPRP by Role

- Translate Risk Assessment to Hazard & Control Table
- Transfer Position, Tasks, Exposure
- Personal Protective Equipment should include ***WHEN*** to use it
- List face masks to protect others AND Respirators to protect employees
- Additional controls should list ***SPECIFIC*** approaches to achieve control



COVID-19
RETURN TO THE WORKPLACE TOOLKIT

COVID-19 Hazards and Controls Grid

☐ Complete a formal risk assessment by position type to identify exposures to COVID-19 and general controls. Use ICW Group COVID-19 Risk Assessment form (Appendix II).

Responsible Party: Click or tap here to enter text.
Date Completed: Click or tap here to enter text.

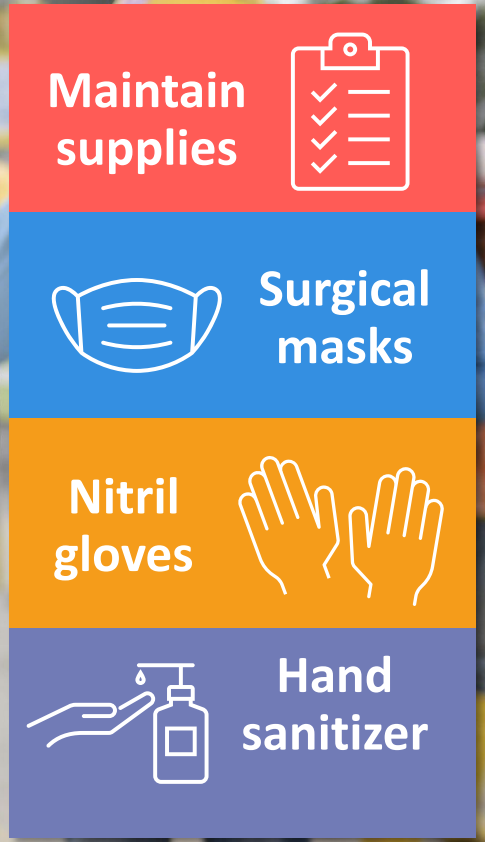
☐ Finalize Position-Specific Control Table using ICW Group Control Table (Appendix VII) as a reference.

Responsible Party: Click or tap here to enter text.
Date Completed: Click or tap here to enter text.

POSITION TITLE	TASKS	EXPOSURE LEVEL	PPE CONTROLS	ADDITIONAL CONTROLS
Example: Retail Clerk	Stocking Shelves Cleaning area Checkout of Customers	Medium	Face Mask (all times) Gloves (all times) Safety Glasses (Cleaning)	Safety Barrier – Sneeze Guard at checkout stands Employee performed Temp checks prior to shifts and after shifts Employee temperature and symptom attestation Frequent cleaning and disinfecting Customers required to wear masks or no service

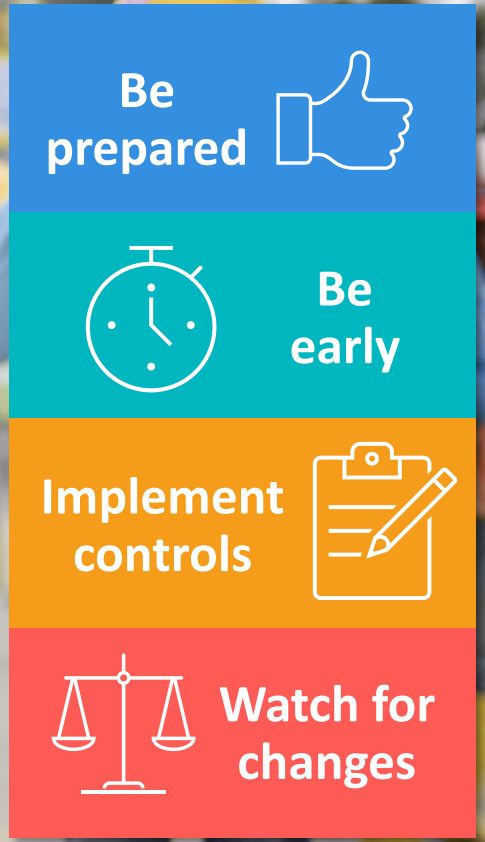
Maintain supplies

- Cleaning and disinfecting supplies:
  - Maintain enough for possible shortages
  - Ensure disinfectants are EPA approved
  - Train staff on correct usage
- Maintain supplies of:
  - Surgical or N95 masks for employees
  - Supply of nitrile gloves
  - Hand cleaner and disinfectant (Alcohol-based hand cleaners are available at nearly all vendors)



Understand that decisions are yours!

- Be prepared to make decisions without specific guidance from government
- The **earlier protective measures** are in place, they're more likely to positively impact your organization
- Implementing basic controls during outbreaks reduces likelihood of your organization being affected
- Regulatory requirements and changing exposures affect decisions



Understand that decisions are yours!

Occupation	Annual cost of lost productivity due to absenteeism (in billions)
Professional (excluding nurses, physicians and teachers)	$24.2
Managers/executives	$15.7
Service workers	$8.5
Clerical/office	$8.1
Sales	$6.8
School teachers (K-12)	$5.6
Nurses	$3.6
Transportation	$3.5
Manufacturing/production	$2.8
Business owners	$2.0
Installation/repair	$1.5
Construction/mining	$1.3
Physicians	$0.25
Farmers/foresters/fishers	$0.16

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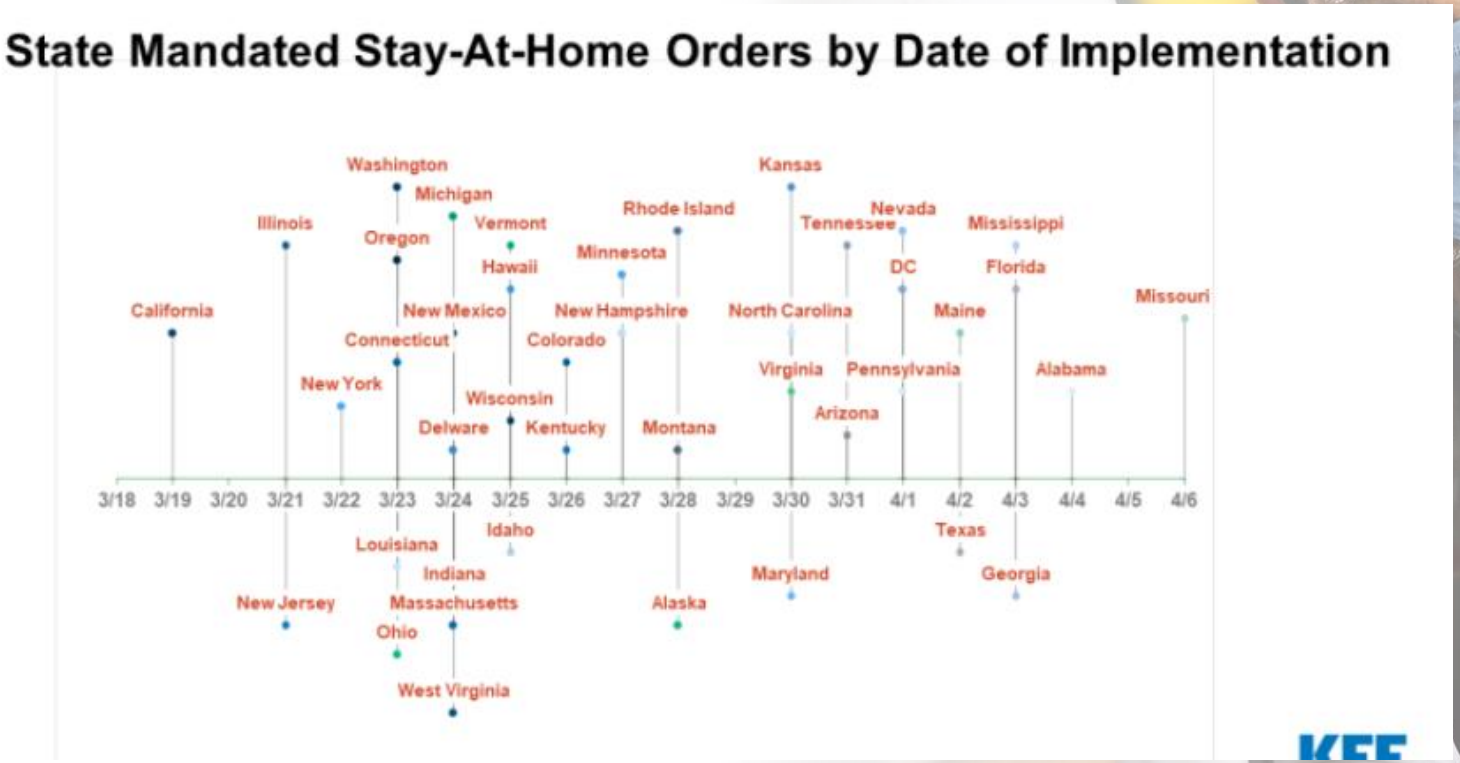
Different jurisdiction, different rules!



Different jurisdiction, different rules!

- There are Federal, State, County and Municipal requirements for COVID-19 controls across the country
- In most jurisdictions, companies can implement their own controls, such as customers being required to wear masks or be vaccinated
- Some jurisdictional requirements contradict each other (Federal vs State vs County vs City vs Organization)
- Regulatory requirements and changing exposures affect decisions

California-specific issue

- WC Claims require a PCR test and a medical diagnosis to be compensable
- OSHA allows antibody testing (home tests) to be used under direct observation of a supervisor or medical person – ***does not satisfy claim requirements***
- Pre-planning can include arranging with clinic or testing facility to provide testing in the event of an outbreak in a facility
- Third-party liability claims are beginning to be litigated – Employers Liability (third party WC) and general liability claims are reaching the courts

COVID-19 AND YOUR FUTURE WORKPLACE

- Helpful Materials

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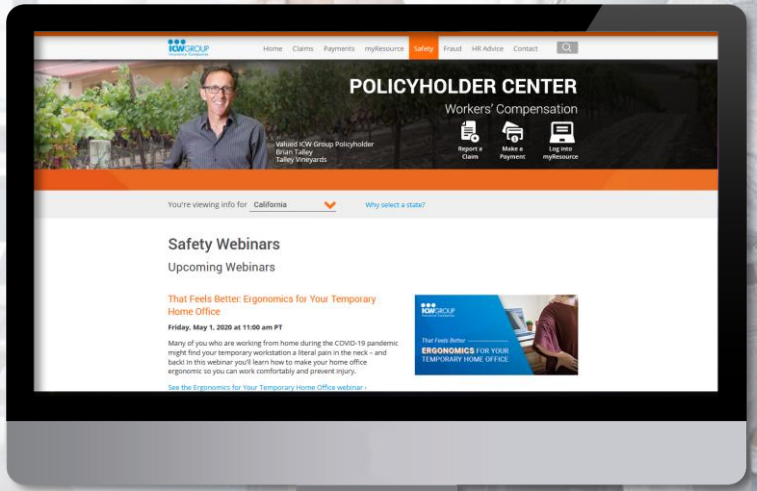
ICW Group policyholder website!

Find all resources!

- Safety and Risk Management area!
- Safety Webinars
- COVID-19: Returning to YOUR workplace



icwgroup.com/safety

ICW Group policyholder website!

Be sure to download your **Return to the Workplace Toolkit**

and all other helpful resources!

icwgroup.com/safety

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THANK YOU!

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