

# COVID-19: SAFELY REOPENING YOUR WORKPLACE

## Module 4 – COVID-19 and Your Future Workplace

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Our Presentation  
Will Begin Soon!





# COVID-19: SAFELY REOPENING YOUR WORKPLACE

## Module 4 – COVID-19 and Your Future Workplace

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# WELCOME!





# TODAY'S SPEAKER

***Rick Fineman***

***CSP, ALCM, ARM***

***VP, Risk Management***

***ICW Group***





# COVID-19: Safely Reopening Your Workplace

## Certificate Series

MODULE  
**01**

**Navigating Regulations & Guidelines**

MODULE  
**02**

**COVID-19 Vaccines: Workplace Guidelines**

MODULE  
**03**

**Controls to Keep Your Workforce Safe**

MODULE  
**04**

**COVID-19 and Your Future Workplace**



# COVID-19: Safely Reopening Your Workplace

## Certificate Series

MODULE  
**01**

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**COVID-19 and Your Future Workplace**



# COVID-19 AND YOUR FUTURE WORKPLACE

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



# COVID-19 AND YOUR FUTURE WORKPLACE

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

I suspect we may need to have relatively regular vaccinations against coronaviruses going into the future...that, of course, remains to be seen, but that's my bet at the moment.”

– *Sir John Bell, Professor of Medicine*



A background image showing several people wearing yellow hard hats, likely in a construction or industrial setting. The image is slightly blurred and serves as a backdrop for the text overlay.

”

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.*



## Stage 5 New emerging SARS-CoV-2 variants and their implications

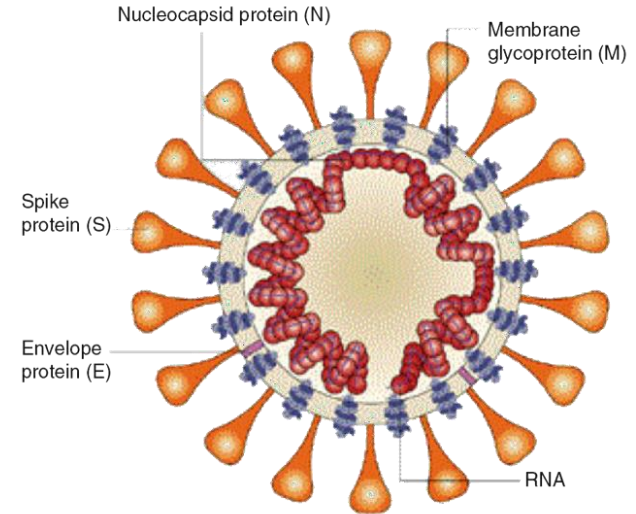
### New SARS-CoV-2 variants:

- Sept. 2020, a variant emerged in Denmark related to mink farming.
- Variant detected in the United Kingdom in December 2020.
- Variant detected in South Africa in December 2020.
- January 9, 2021, variant detected in Japan among persons coming back from Brazil.

**All variants involve genetic mutations coding for the spike protein.**

**Spike protein of SARS-CoV-2 targeted by most vaccines currently approved or in development; mutations of spike protein closely monitored.**

- **Mode of transmission of virus variants has not changed.**
- **Same preventive measures continue to be effective and should continue to be implemented.<sup>1</sup>**

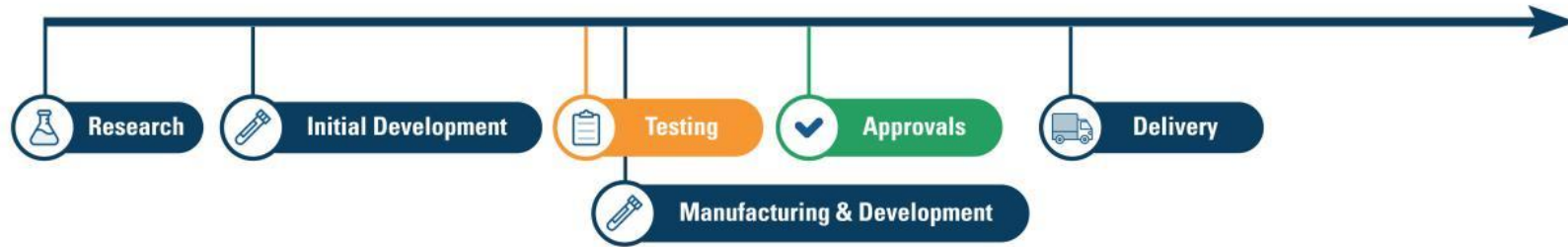


Nature Reviews | Microbiology



# COVID-19 timeline

Example COVID-19 vaccine timeline:



Traditional timeline:





# COVID 19 timeline

The timeline was sped up but never cut corners on safety. Here is how:



**We already had helpful information** about coronaviruses, so we weren't starting from scratch.



The U.S. and other governments **invested a lot of money** to support vaccine companies with their work.



A lot of people participated in clinical trials and **we didn't need to spend time finding volunteers.**



Manufacturing happened **at the same time as safety studies**, so vaccines were ready to be distributed once they were approved.



# Important message about J&J COVID-19 vaccine

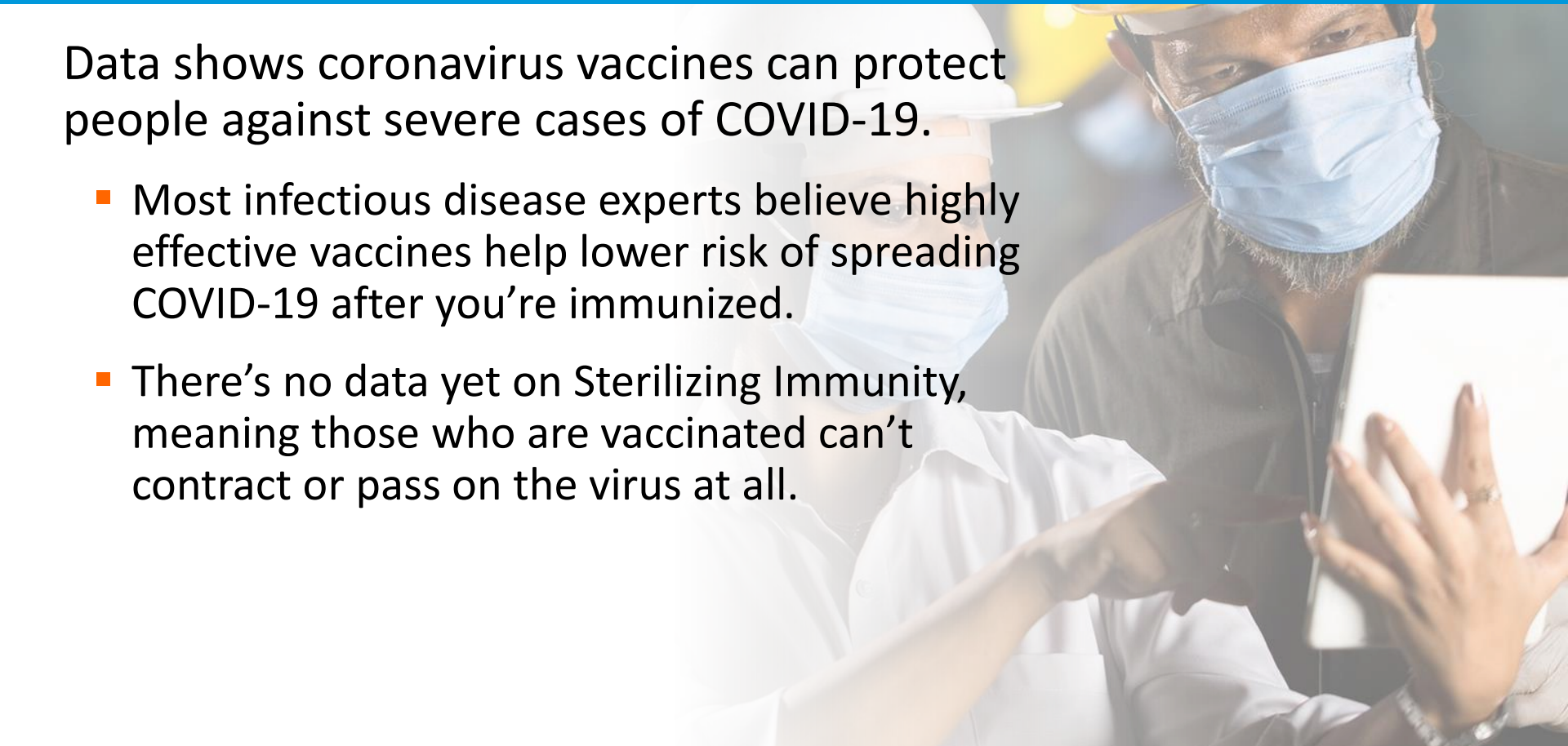
- On 4/13, the FDA and CDC paused use of the Johnson & Johnson (J&J) COVID-19 vaccine because 6 people developed a rare but serious type of blood clot about 2 weeks after getting the vaccine.
- CDC doesn't know yet if there is any link between the vaccine and the blood clots.
- More than 6.8 million people have gotten the J&J vaccine in the U.S. and only a few cases of blood clots have been identified – this is a case of putting safety first and being extra-cautious.
- There have not been any reports of blood clots in people who received the Pfizer or Moderna COVID-19 vaccines.
- Until federal health experts have finished studying this matter, many locations will not give the J&J COVID-19 vaccine.



# Immunity data still coming in

Data shows coronavirus vaccines can protect people against severe cases of COVID-19.

- Most infectious disease experts believe highly effective vaccines help lower risk of spreading COVID-19 after you're immunized.
- There's no data yet on Sterilizing Immunity, meaning those who are vaccinated can't contract or pass on the virus at all.

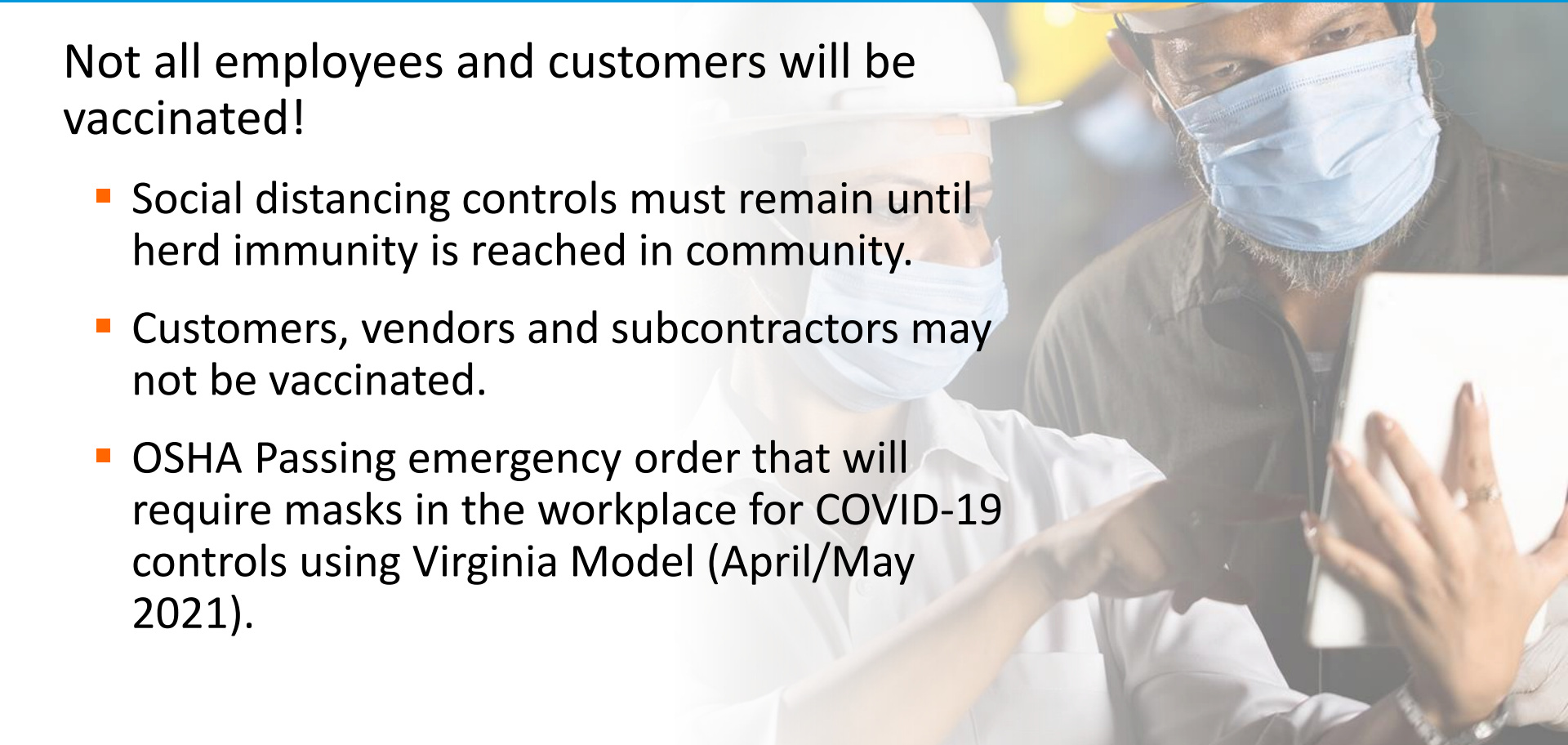




# Common COVID-19 controls will continue

Not all employees and customers will be vaccinated!

- Social distancing controls must remain until herd immunity is reached in community.
- Customers, vendors and subcontractors may not be vaccinated.
- OSHA Passing emergency order that will require masks in the workplace for COVID-19 controls using Virginia Model (April/May 2021).

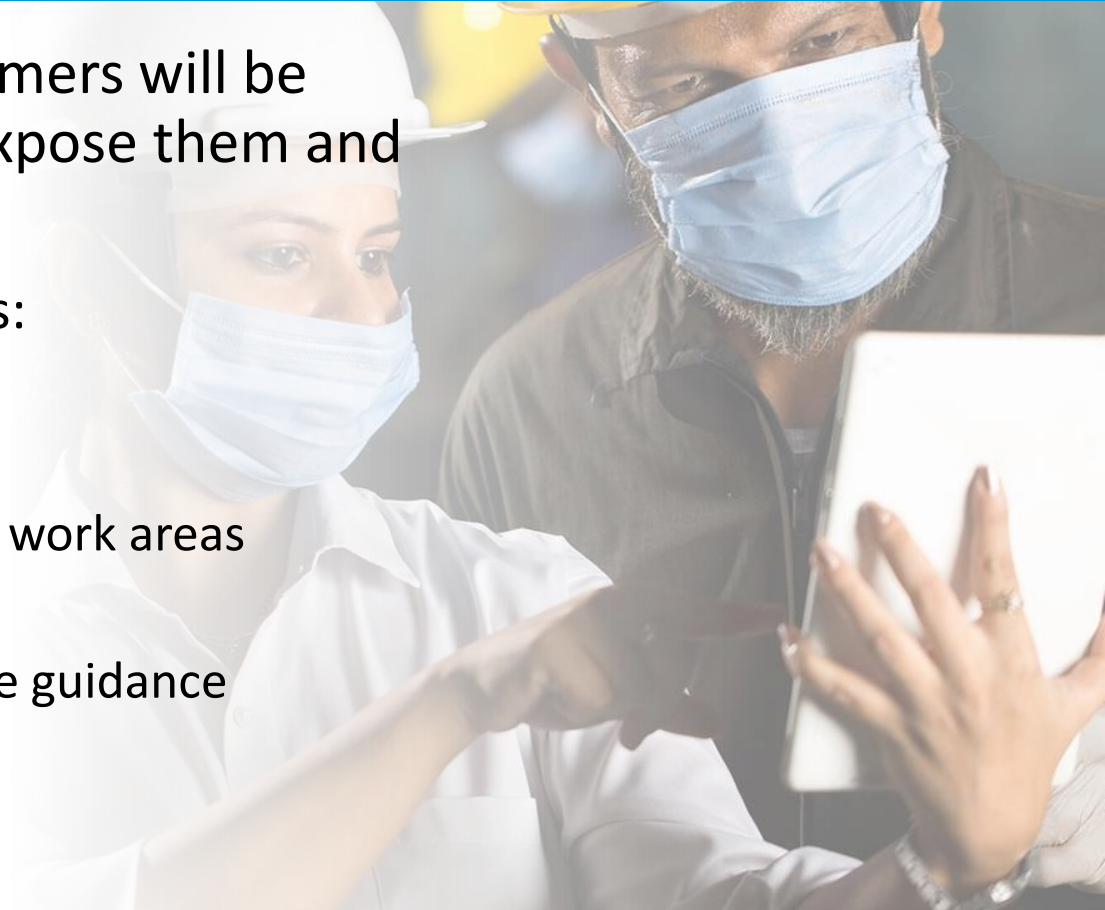




# Common COVID-19 controls will continue

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

- Continue COVID-19 controls:
  - Social distancing
  - Masks in common areas
  - Handwashing and sanitizing work areas
  - Ventilation
  - Attestation and stay at home guidance





# COVID-19 AND YOUR FUTURE WORKPLACE

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



# COVID-19 is NOT the only one!

Despite ongoing efforts to reduce, eliminate, and eradicate infectious diseases, infections continue to pose 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!

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

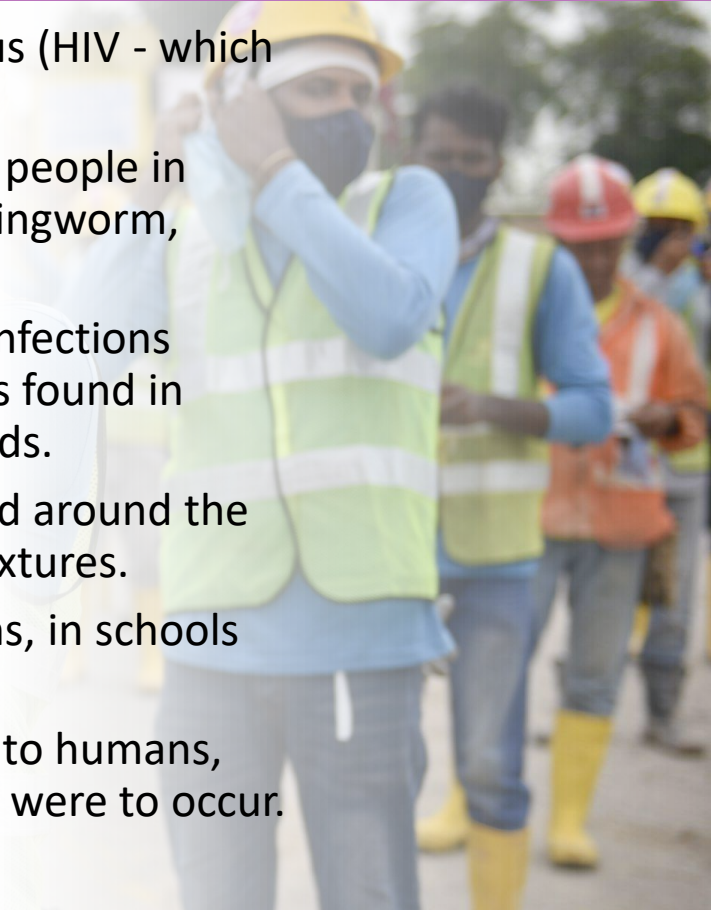
- Biologic agents, like bacteria, fungi, viruses, and parasites, are transmitted from human to human, from animal to human, or through environmental contact.
- Studies suggest occupations involving interaction with general population, particularly ill persons, pose increased infection risks.





# 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 plant, and in potting mixtures.
- Cytomegalovirus and rubella-causing antenatal infections, in schools and childcare settings.
- Avian flu - as yet 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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# Infectious Disease Preparedness & Response Plan

STEP  
**01**

## Identify Leader & Team

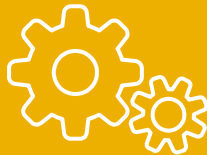
- Executive
- Coordinator
- Team
- Responsibilities



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**

<i>Team Member</i>	<i>Responsibilities</i>
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
- Procedure to monitor and respond.
  - Where can employees go with concerns?
  - What is process to respond?

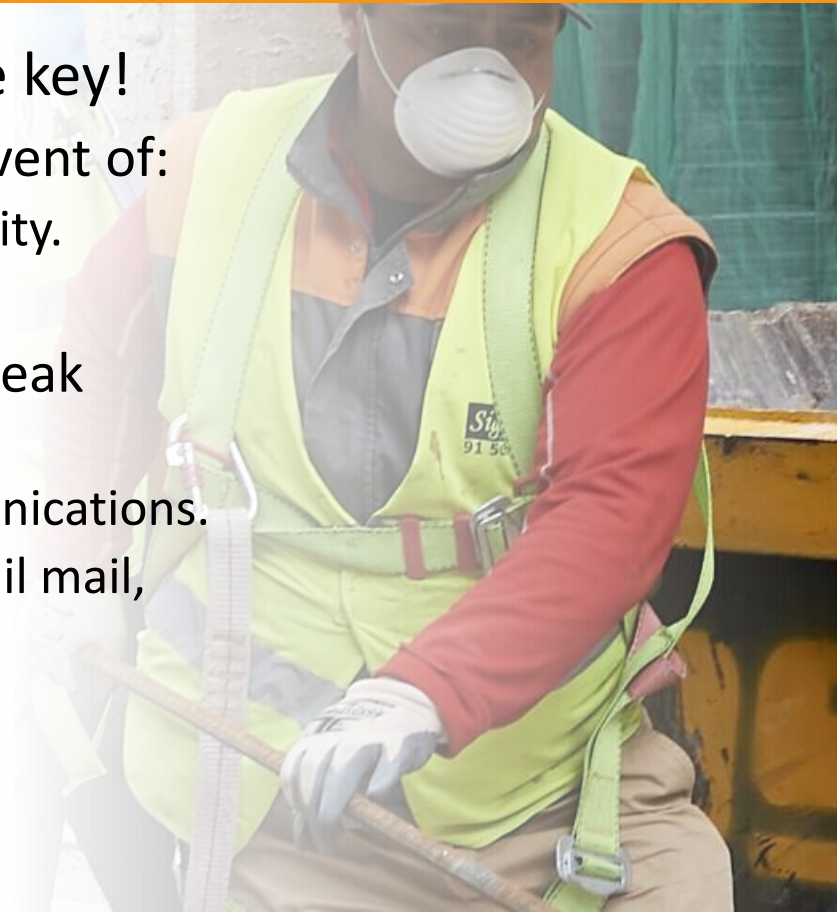




# Maintain internal communications

Periodic communications with staff are key!

- Schedule regular communications in event of:
  - Influenza or illness outbreak in community.
  - Employee illness or infection.
- In event of Pandemic or regional outbreak affecting organization:
  - Increase frequency of employee communications.
  - Keep employees informed via email, snail mail, web meetings and social media.

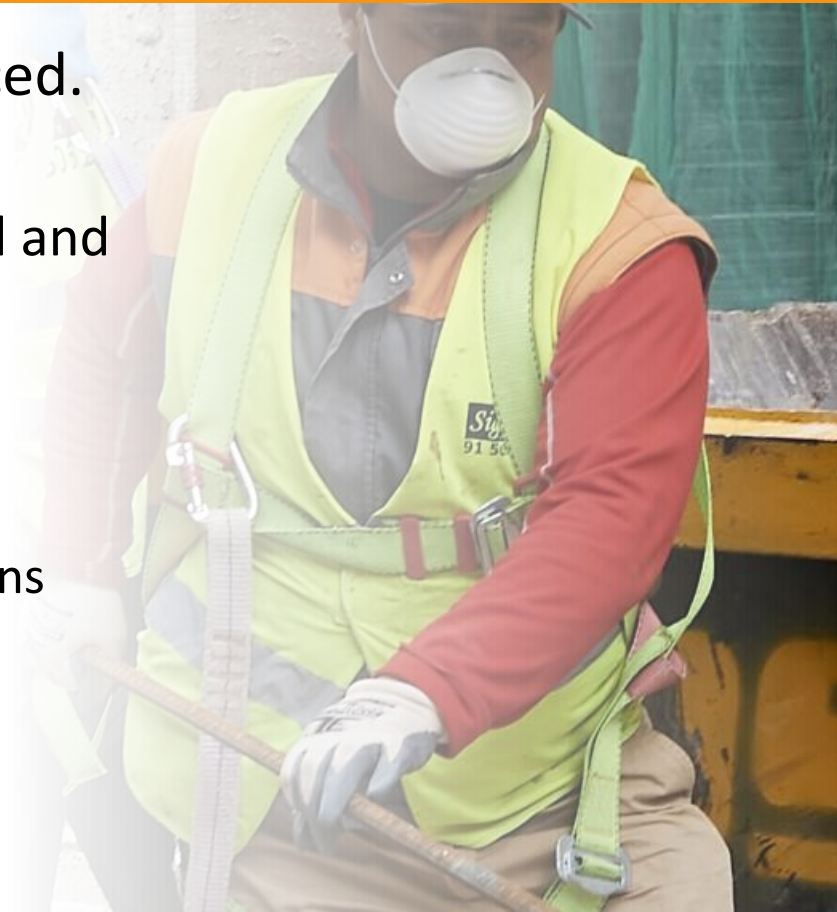




# Supervisor training

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





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# 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

**Plan  
ahead**



**Stay  
informed**





# 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
  - Travel and overnight stay adjustments
- Act **EARLY** to have biggest impact

Establish  
Criteria



Don't  
wait

Act  
Early



Keep  
everyone  
safe



# 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
<b>Example:</b> 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 those who must be on worksite.
  - Supply of nitrile gloves.
  - Hand cleaner and disinfectant (Alcohol-based hand cleaners are available at nearly all vendors)

**Maintain  
supplies**



**Surgical  
masks**

**Nitril  
gloves**



**Hand  
sanitizer**



# 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.

Be  
prepared 



Be  
early

Implement  
controls 



Watch for  
changes



# 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

**Be prepared** 



**Be early**

**Implement controls** 



**Watch for changes**



# COVID-19 AND YOUR FUTURE WORKPLACE

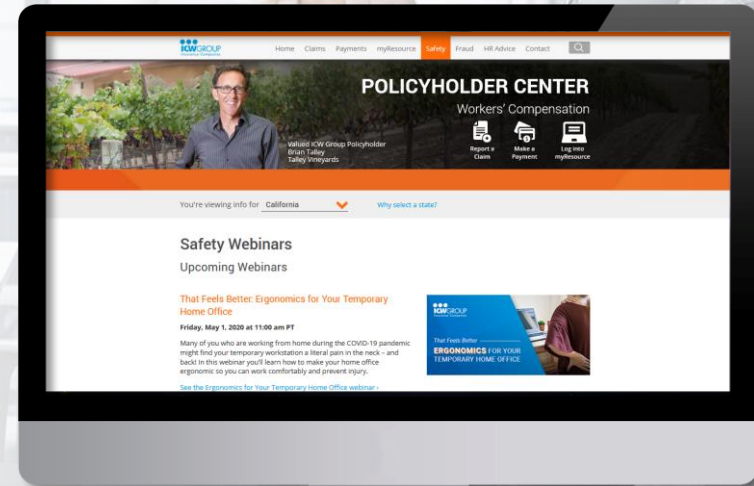
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# ICW Group policyholder website!

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](https://icwgroup.com/safety)




# Full Certificate Series available online

- Complete all 4 modules and earn the COVID-19 Safety Certificate!
- Certificates will be emailed at the end of the month.
- Missed a module? No problem! You can catch up on demand.







**COVID-19:  
SAFELY REOPENING  
YOUR WORKPLACE**

**Module 4 –  
COVID-19 and Your  
Future Workplace**

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**THANK YOU!**

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Insurance Companies