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# **COVID-19 PREVENTION PROGRAM**

Formulated by

THE REDWOOD EMPIRE JOINT  
APPRENTICESHIP AND TRAINING COMMITTEE

For

MARIN, SONOMA, LAKE, MENDOCINO, HUMBOLDT  
AND DEL NORTE COUNTIES

Representing

THE REDWOOD EMPIRE CHAPTER  
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

And

LOCAL UNION #551  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

REGISTERED WITH THE STATE OF CALIFORNIA  
DEPARTMENT OF INDUSTRIAL RELATIONS  
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## Table of Contents

<b>INTRODUCTION</b>	<b>2</b>
<b>COMMUNICATING INFORMATION</b>	<b>2</b>
<b>PREVENTION PROCEDURES</b>	<b>2</b>
<b>ACCOMMODATIONS</b>	<b>2</b>
<b>CONTACT REPORTING</b>	<b>3</b>
<b>PREVENTION PROCEDURES</b>	<b>3</b>
MECHANISM OF TRANSMISSION	3
VACCINATIONS	3
FACE COVERINGS	3
PHYSICAL DISTANCING	4
HAND HYGIENE	5
WORKPLACE SANITIZATION	5
HAZARD INSPECTIONS	5
CORRECTION OF HAZARDS	6
<b>SIGNS, SYMPTOMS, AND SCREENING</b>	<b>6</b>
SCREENING	7
REPORTING EXPOSURES, SIGNS, AND SYMPTOMS	7
REPORTING	7
<b>EXPOSURE PROTOCOLS</b>	<b>8</b>
EMPLOYEE TESTING	8
NOTIFICATION	8
<b>INVESTIGATION AND RESPONSE</b>	<b>9</b>
CLEANING AND DISINFECTING	9
REQUIRED REPORTING	10
<b>MULTIPLE COVID-19 INFECTIONS AND OUTBREAKS</b>	<b>10</b>
<b>TRANSPORTATION</b>	<b>11</b>
<b>TRAINING</b>	<b>12</b>
<b>APPENDIX A – DEFINITIONS</b>	<b>14</b>
<b>APPENDIX B – VOLUNTARY RESPIRATORY PROTECTION PROGRAM</b>	<b>17</b>

## INTRODUCTION

The COVID-19 virus, also referred to as the “novel coronavirus,” while similar to SARS (severe acute respiratory syndrome) and MERS (Middle East respiratory syndrome), is as its name implies “novel” or new. As has been evidenced, it is having an unprecedented impact on global health and world economies.

### **The Redwood Empire Joint Apprenticeship and Training Committee**

**(Herein referenced as The REJATC)** follows the mandate of Cal/OSHA and the guidance of the Centers for Disease Control (CDC) to provide a safe working environment and to ensure our employees have a safe and healthy workplace. All management and employees alike must exercise diligence and an abundance of caution to ensure our health and safety. To do so, we have put this COVID-19 Prevention Program into effect.

In the application of this Program, during outbreaks of communicable diseases, The REJATC expects our employees, visitors, and students to consider that every person they may come into contact with may be a possible carrier of the disease, and to take every necessary precaution to prevent from becoming ill.

The REJATC Training Director, Rob Barsi, will administer the requirements of this Program. All inquiries can be directed to the Training Director.

Employees have been provided with a digital copy of this program and may at any time request a written copy of the policy. The policy will also be available to all students and any interested party through the REJATC.ORG website.

The REJATC, in its discretion, may revise this Program in response to updated guidance from the CDC, Cal-OSHA, California Department of Public Health (CDPH) or local County public health authorities, and operational needs. The REJATC may adopt policies regarding Covid-19 that are stricter than those required by public health authorities and Cal-OSHA. Please see Appendix A below for definitions of terms used in this Program.

## COMMUNICATING I N F O R M A T I O N

Employees will be provided with the following information regarding COVID-19 and prevention protocols through access to this Program, and through employee training programs.

## PREVENTION PROCEDURES

## ACCOMMODATIONS

Any employee requesting accommodations for pre-existing conditions or medical, mental, or other physical conditions that put them at an increased risk of severe COVID-19 symptoms may do so by contacting the REJATC Training Director either in person or by email. This

information will be considered confidential. All considerations possible will be made to accommodate their request.

#### CONTACT REPORTING

All employees are strongly encouraged to report any personal contact with someone known to be COVID-19 positive or report any potential COVID-19 risks at the workplace. There will be no recrimination or reprisal for reporting these hazards.

Any employee experiencing symptoms of COVID-19 may request a test, which will be provided at no charge to the employee, regardless of where the employee was exposed to COVID-19. The test will be arranged during work hours.

#### PREVENTION PROCEDURES

##### **Mechanism of Transmission**

COVID -19 is transmitted by aerosolized droplets that are produced while talking, coughing, sneezing, etc. The droplets are transmitted through human-to-human contact. While the transmission is unintentional, it is also unavoidable without taking certain precautions. Knowing the potentially devastating and sometimes fatal outcome that COVID-19 can produce, The REJATC has put the following procedures into place for the protection of our employees, and potentially any visitor or student.

##### **Vaccinations**

The vaccines approved for protection against COVID-19 have been proven to be highly successful. REJATC employees are encouraged to be vaccinated unless they have religious objections to vaccinations or have medical reasons not to be vaccinated. Vaccination against COVID-19 is not a condition of employment, but the REJATC strongly encourages all employees to become vaccinated. As required by law, The REJATC will provide paid leave time as necessary to accommodate vaccination appointments.

There will be no reprisal or recrimination against those employees who choose not to be vaccination because of their religious beliefs or medical conditions.

##### **Face Coverings**

The REJATC, in its discretion, will continue to require all employees to wear face coverings, regardless of vaccination status, except as set forth below.

The face coverings must reach over the nose and extend down over the chin. Following the recommendations of the CDC and the Cal/OSHA regulation, face coverings must be at least two-ply and have no holes or openings. The REJATC will provide face coverings. Employees may also voluntarily provide and wear their own face coverings. When not wearing a face covering, employees, visitors, and students will be denied entry into the facility. Scarves, ski masks, balaclavas, bandana's, clothing such as turtlenecks or collars, or single-layer face coverings are not acceptable face coverings and are prohibited.

While at the REJATC, these face coverings must be worn at all times, with the following exceptions:

- While eating, drinking, or taking a smoke break, if such an activity is permissible at the work site.
- While alone in an enclosed room or space during student training sessions.
- While working alone in an enclosed office or commuting alone or with someone from your household in a vehicle.
- When communicating with someone with hearing impairment.
- If the employee has a medical reason not to wear a mask. A clear plastic face visor may be substituted for the face mask as a temporary measure.

REJATC employees, whether fully vaccinated or not, are encouraged to wear a face-covering at their discretion if the face-covering does not present a greater hazard, such as interfering with the safe operation of equipment.

### **Training Center Face Coverings**

It is the REJATC policy that all apprentices, journey-level workers attending upgrade classes, applicants, and other visitors to the Training Center will be required to wear masks at all times, wherever they go in the building, including classrooms, common rooms, restrooms, and hallways. Employees must wear face coverings in the Training Center.

### **Physical Distancing**

Unless there has been an outbreak of COVID-19, physical distancing is no longer required in the workplace or training center. Classrooms, exam rooms, and common areas may be used at full capacity.

In the event of an outbreak, the following physical distancing requirements will be implemented:

### **Employee Physical Distancing**

For employees who are fully vaccinated, physical distancing is encouraged but is not required.

Employees who are not fully vaccinated must remain at least six feet apart (following physical distancing guidance). If working conditions require those employees to be closer than six feet apart, such as when lifting a heavy object or any other work that requires cooperative assistance, the employees must return to the six-foot distancing rule as soon as possible after performing the work.

To ensure physical distancing is maintained as much as possible, the following protocols will be implemented:

- Employees, visitors, and students must remain socially distanced while at the site following an outbreak.
- When in the break room, employees who are not fully vaccinated should wear approved face coverings, unless physically distanced.
- In-person meetings must be limited to the number appropriate to maintain physical distancing.

### **Training Center Physical Distancing**

Students and visitors must wear face coverings and remain physically distant when required.

### **Hand Hygiene**

Hand hygiene is an important part of preventing the transmission of any disease and applies to all employees and students, vaccinated or not. The aerosolized droplets produced by an infected person can live on surfaces for some time, from hours to days. These droplets can be transmitted through human touch to mucous membranes in the eyes, nose, and mouth, which is why it is recommended that people refrain from touching these areas.

Soap is a virucide. It can reduce the potential for the virus to spread through thorough washing for at least 20 seconds, scrubbing the hands front and back, between fingers, and under nails. It does not matter if the water is warm or cold, just rinse completely. Dry hands by rubbing briskly with a towel. A consideration is to apply hand lotion after washing to keep the skin from getting irritated, where the droplets would be more penetrable. All employees, vaccinated and unvaccinated should perform this procedure at least on the following schedule:

- Before, during, and after preparing food.
- Before and after eating food.
- Before and after caring for someone at home who is sick.
- Before and after treating a cut or wound.
- After using the restroom.
- After blowing their nose, coughing, or sneezing.
- After touching an animal, animal feed, or animal waste.
- After touching garbage.

Hand sanitizer with at least 60% alcohol can be used when soap and water are not available. However, a dirty surface is more difficult to sanitize. When possible, wash your hands first. After using hand sanitizer, hands should be washed at the first opportunity.

### **Workplace Sanitization**

The REJATC will ensure that all areas are maintained in a clean, disinfected, and sanitary condition. This may be accomplished by assigning an employee cleaning crew.

After using a common area, such as a restroom or breakroom, employees and students are encouraged to disinfect any surfaces they may have touched. The REJATC will provide disinfecting wipes for use in those areas.

### **Hazard Inspections**

Much as an inspection of a workplace can prevent harm through the ability to see a potential issue before it develops into a problem, inspecting the working environment before a COVID-19 exposure occurs may reduce the likelihood of an outbreak. The inspection team should include workers as well as management and all comments must be deemed as worthy of consideration. This should be a fact-finding event, not a fault-finding one.

Before the inspection, the Training Director will review the most current guidance from the CDC and the California Department of Public Health (CDPH) as it may apply to potential

hazards and preventative protocols. During the inspection, some questions that should be considered include the following:

- Is the area and facility adequately ventilated? Can doors be opened or is there a source to access outside air? If not, is the addition of a HEPA filtered system possible?
- Is the area being inspected properly cleaned and disinfected?
- Are the employees able to work spaced at a safe distance? Do areas where employees may congregate, such as entry points, restrooms, break rooms, stairways, have adequate spacing or are adequately marked to maintain physical distancing as required.
- Are employees who are not fully vaccinated wearing adequate face coverings?
- Does the working environment encourage face coverings?
- Are the employees able to properly wash their hands? Is hand sanitizer readily available?
- Is there guidance posted to ensure commonly touched surfaces are properly disinfected?
- Is the self-screening protocol working effectively?
- What other preventative measures and controls should be implemented?

### **Correction of Hazards**

Any additional hazard or hazardous condition identified in the investigation of a COVID-19 infection will be corrected immediately, if feasible. This may include, but not be limited to:

- **Scheduling:** Additional scheduling may be required to limit the number of employees in a workplace, which would then increase the ability for distancing.
- **PPE:** Additional face masks or other PPE may be required to provide adequate protection. All face masks and PPE will be provided by the REJATC at no cost to employees.
- **Ventilation:** Additional steps may be taken to ensure adequate ventilation, as needed.
- **Other measures:** Additional measures may be required, such as placing plexiglass barriers between workstations, restricting access to employee common areas where they may congregate, etc.

### **Documentation of Inspections**

Following a COVID-19 case at work, an inspection must be conducted to assess what conditions exist that may have contributed to the infection. These inspections should also be conducted regularly, but not less than monthly, and documented. The documentation should include who conducted the inspection, conditions that were noted that are potential risks for exposure to COVID-19, conditions that required immediate correction, and appropriate corrective actions are taken/controls put into place.

### **SIGNS, SYMPTOMS, AND SCREENING**

COVID -19 is known to affect individuals differently, ranging from asymptomatic to extreme illness. Symptoms can appear two to 14 days after exposure to someone who has the disease. An exposure is defined as being within six feet of someone who may be infected with the disease for at least 15 minutes with or without a mask.

The common symptoms of COVID-19 are:

- A fever of 100.4° Fahrenheit or higher.
- Chills
- Cough

- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- The new or recent loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

Employees must remember that this list contains the most common symptoms; it is not a complete list. Employees are encouraged to contact their healthcare provider with any symptom for further diagnosis.

If any of the following occur, employees must seek emergency medical assistance immediately:

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion
- Inability to wake or stay awake
- Bluish lips or face

### **Screening**

Employees who are not fully vaccinated and visitors must self-screen before coming to work. No one is allowed at Nor-Cal JATC's workplaces if they believe they have any of the previously named symptoms that cannot be reasonably explained as something else. Congestion or a runny nose may be due to seasonal allergies, for example. If any employee suspects they have COVID-19, their priority must be to seek medical attention and take every measure to get well. The employee's second priority is to contact their supervisor or manager to report their condition. Reporting an illness is encouraged; there is no punishment or reprisal for making such a report.

A log will be maintained of who is in the facility. Employees, visitors, and students should sign in as they enter the facility. They must record their name and time of arrival. They will take their temperature. They must record the time they leave the workplace for the day. This will allow The REJATC to track potential exposures, should an employee report that they have been exposed or are sick.

### **Reporting Exposures, Signs, and Symptoms**

Employees are encouraged to report any exposure, sickness, or potential signs or symptoms of COVID-19 as soon as possible by calling or texting their immediate supervisor and/or the Operations Supervisor's office. There will be no reprisal or discrimination of any kind for reporting related to COVID-19.

### **Reporting**

Any person, including an employee, student, or visitor who has been in the facility, is encouraged to report any exposure, sickness, or potential signs or symptoms of COVID-19 as



soon as possible by calling or emailing the Training Director. There will be no reprisal or discrimination of any kind for reporting related to COVID-19.

## EXPOSURE PROTOCOLS

Any employee, student, or visitor who has symptoms of COVID-19 or believes they have been exposed to COVID-19, should contact The REJATC immediately. If at work or in training, they must leave the facility as soon as possible. If they have not yet reported to the JATC, they must remain at home, contact the Training Director, and are encouraged to contact their personal healthcare provider for advice.

### **Employee Testing**

Employees will be provided with COVID-19 testing when:

- They have symptoms of COVID-19;
- They were in close contact (within six feet for a cumulative total of 15 minutes or more within 24 hours) with someone with confirmed COVID-19; or
- At the recommendation of their healthcare provider, or a public health official.

When testing is required, it will be provided at no cost to the employee.

Post-exposure testing is not required for:

- Fully vaccinated employees.
- Employees who have had COVID-19, recovered, and have returned to work.

Note: Students will be informed of the exposure and, if requested, provided guidance for determination of testing requirements.

### **Notification**

Employees and/or their authorized representative, visitors, and students who were in contact with an infected or potentially infected employee or student at the site must be notified in writing that a potential exposure occurred as soon as possible, at least within 24 hours of Nor-Cal JATC receiving information about the infected person. The privacy and confidentiality of the infected person must not be violated, and no medical records shall be shared.

All employees who are required to stay home due to a workplace related COVID-19 exposure or confirmed illness must be provided with full pay and medical benefits. Nor-Cal JATC must retain records and a copy of the notification for at least one year.

### **Exclusion and Employee Rights**

Employees who have been sent home because they exhibited COVID-19 symptoms, reported close contact with someone with COVID-19, or received a positive COVID-19 test will be sent home from work to self-isolate (“exclusion”). Employees who are fully vaccinated before the exposure and who do not develop symptoms of COVID-19, and employees who have had COVID-19, recovered, and have returned to work, are not required to be excluded from the workplace following a close contact. All employees who are required to stay home due to a

workplace-related COVID-19 exposure or confirmed illness will be provided with full pay and medical benefits as set forth in the employee's written employee agreement or OPEIU collective bargaining agreement. Further COVID-19 testing will be provided at no cost to the employee. Employer-provided sick leave will be used for this purpose to the extent permitted by law. All employee rights will be continued, including seniority and the employee's right to his or her former job status.

### **Return to Work**

Employees who have not been vaccinated and have been sent home or told to self-isolate must do so until the following conditions have been met:

#### Symptomatic COVID-19 Cases:

- COVID-19 signs and symptoms have improved (Note: Loss of taste and smell may not improve for months and is not a good indicator of when to return to work.); and
- 10 days have passed since the onset of any COVID-19 symptoms; and
- Any fever of 100.4° or greater has subsided for at least 24 hours without the use of fever-reducing medication.

#### Asymptomatic COVID-19 Cases (Positive COVID-19 Test):

- 10 days have passed since the test was administered without the onset of symptoms.

#### Employee Experienced Close Contact with a Positive COVID-19 Case:

- 10 days have passed since a test with a negative result was administered without the onset of symptoms; *OR*
- A polymerase chain reaction (PCR) test was administered with negative results following the onset of any potential symptoms; and
- 10 days have passed since there was contact with the person who had COVID-19; and
- The employee has remained symptom-free, including no fever of 100.4° for 24 hours without the use of medication.

### INVESTIGATION AND RESPONSE

Management will investigate all known and potential cases of COVID-19 reported by REJATC's employees to determine the origin of the initial infection. This is not a fault-finding mission. The purpose is to ascertain whether the occurrence is occupationally related. This will also provide The REJATC with information as to whether other employees or visitors may have been exposed to the disease. Throughout the investigation, no personal or confidential information regarding the infected individual will be released to anyone other than those who need to know such as the Training Director.

The information gathered through the investigation will also provide The REJATC with the necessary information as to where the infected employee was during the time they could have been at The REJATC worksite, so that effective cleaning and disinfecting protocols and additional ventilation can be implemented as necessary.

### **Cleaning and Disinfecting**

The area occupied by the potentially infected person will have restricted access until it can be cleaned and disinfected using the following protocols:

- Dirty surfaces will be cleaned with soap and water.
- The area will then be disinfected with products meeting the EPA criteria for use against COVID-19, following all product label directions, and the warnings and precautionary statements.

After cleaning and disinfecting, the area can be reopened and should be safe for use.

Any additional hazard or hazardous condition identified in the investigation of a COVID-19 infection will be corrected immediately, if feasible. This may include, but not be limited to:

- Scheduling: Additional scheduling may be required to limit the number of employees in a workplace, which would then increase the ability for distancing.
- PPE: Additional face masks or other PPE may be required to provide adequate protection. All face masks and PPE will be provided by Nor-Cal JATC at no cost to employees.
- Ventilation: Additional steps may be taken to ensure adequate ventilation, as needed.
- Other measures: Additional measures may be required, such as placing plexiglass barriers between workstations, restricting access to employee common areas where they may congregate, etc.

### **Required Reporting**

The REJATC will report all cases of COVID-19 to the local county public health department. In Sonoma County, reports can be made through the Sonoma County Public Health Department website at <https://sonomacounty.ca.gov> or by calling 707-565-4400.

Occupationally-related cases of COVID-19 must be recorded on the OSHA 300 log. Cases of COVID-19 that require hospitalization or become fatal must be reported to Cal/OSHA within eight hours. The report can be made by email at [caloshaaccidentreport@tel-us.com](mailto:caloshaaccidentreport@tel-us.com). Or a call can be placed to the nearest Cal/OSHA enforcement office. The San Francisco office phone number is 415-557-0100.

### **MULTIPLE COVID-19 INFECTIONS AND OUTBREAKS**

If the workplace has been identified by the Sonoma County Public Health Department as having an outbreak, or if there are three or more COVID-19 cases at the workplace within a 14-day period, the following protocols will apply:

- The REJATC will provide COVID-19 testing to all employees who were at the workplace at the time of the exposure. The testing will be made available during normal work hours and will be provided at no cost to employees.
- One week later, The REJATC will provide repeat COVID-19 testing to applicable employees during normal work hours. Testing will be provided at no cost to employees.
- The weekly testing will continue until there has been a period of 14 days with no additional COVID-19 cases.
- The REJATC will begin an investigation into how the outbreak of COVID-19 began in the workplace.

- Any related workplace factors that might have contributed to the outbreak will be mitigated and remedied, including ventilation, Physical distancing due to the configuration of the workplace.
- Any related workplace policies or procedures that might have contributed to the outbreak will be mitigated and remedied, including employee reporting and sick leave procedures.
- Any hazards within the workplace, including but not limited to indoor ventilation and air filtration systems.
- As long as the outbreak continues, this review of the workplace shall be updated every 30 days as necessary, when new information is received, or previously unrecognized hazards are found.
- When possible, controls shall be implemented to improve the workplace, including moving work outdoors, increasing physical distancing, or improving air filtration.
- The REJATC shall notify the local public health department as soon as possible, and no more than 48 hours, after learning of the multiple COVID-19 positive cases. The REJATC will provide all requested information to the local public health department as required.

Additional procedures will be implemented if 20 or more cases of COVID-19 are reported within 30 days. These procedures include the following:

- Employee COVID-19 testing shall be provided at least twice a week, at no cost, to any employees that might have been exposed during the 30-day period and who remain at the workplace.
- All positive cases of COVID-19 will be investigated for potential workplace factors or procedures that might have contributed to the outbreak. All contributing factors or procedures will be mitigated and remedied as quickly and effectively as possible.
- When working indoors, buildings with mechanical ventilation shall be reviewed to make sure that only air is filtered and recirculated with Minimum Efficiency Reporting Value (MERV) 13 or higher efficiency filters if compatible with the ventilation system.
- If possible, portable or mounted High Efficiency Particulate Air (HEPA) filtration systems or similar may be provided to reduce disease transmission.
- The REJATC will consider a stoppage to some or all work at the workplace until conditions improve.
- If necessary, The REJATC will consider implementation of a respiratory protection program.

## TRANSPORTATION

There may be times that employees must commute to a worksite or to and from work together. Employees not in the same household, are not fully vaccinated, or who are not on the same work crew may only be transported in a shared vehicle if no other transportation method is available. Employees who share the same household may be transported in the same vehicle under the following conditions:

- While waiting for the transportation, face coverings must be worn and physical distances of at least six feet of separation between employees must be maintained.

- The vehicle operator and passengers must have passed a self-screening for COVID-19. Should any employee have or think they have symptoms of COVID-19, they must report it to their supervisor, and they return to or stay home.
- Inside the vehicle, the vehicle operator and passengers must maintain at least three feet of distance at all times.
- Inside the vehicle, all employees must wear face coverings. The face coverings provided by Nor-Cal JATC may be worn, or the employees may voluntarily wear their own face coverings.
- All high-contact areas of the vehicle for the vehicle operator and the passengers must be cleaned and disinfected before each trip.
- The vehicle must be sanitized after use, including all high contact areas such as door handles, window controls, armrests, seat belts, and any vehicle controls for the driver.
- The vehicle must be supplied with hand sanitizer that contains at least 60 % alcohol. The vehicle operator and all passengers must sanitize their hands before entering and after leaving the vehicle.
- During transportation, the vehicle windows must be kept open for maximum ventilation, unless the following conditions exist:
  - The outside temperature is greater than 90° or less than 60° and the vehicle has sufficiently functioning air conditioning and heating.
  - The weather prohibits the windows from being open, i.e. rain or snow.
  - The outdoor air quality is greater than 100, and the vehicle has a cabin air filter in use.

## TRAINING

As required in the regulations, employees must be trained about potential hazards in the workplace and of the systems the employer has put into place to protect them from those hazards. Because it is impossible to eliminate the virus, employees must be informed about the virus, the potential signs and symptoms, and the controls put into place to prevent exposures.

The following topics will be covered in a training program:

- The mechanisms of transmission of the disease.
- The signs and symptoms of COVID-19.
- The importance of an employee being fully vaccinated, including the requirements for those who elect to not be vaccinated.
- The importance of wearing face masks and maintaining physical distancing, particularly for those who choose to not be vaccinated.
- How to properly wear a respirator, if that is the employee's choice as described in a Voluntary Respiratory Protection Program (See Appendix B).
- The importance of handwashing, and how to wash hands properly.
- How to properly self-screen before work each day.
- The importance of signing in and out, and contact tracing.
- Cleaning and disinfecting protocols.

- How to report potential exposures and/or a positive infection of the disease, with emphasis that there is no reprisal for notification of exposure or sickness.
- When testing for the virus is necessary, and how to schedule the test.
- How The REJATC will respond to potential exposures, including inspections, investigation of exposures, and correction of hazards. This will include a discussion of employees' rights, and the continuance of medical and employee benefits.
- When to report back for work following a required stay-at-home or sickness.
- The seriousness of an outbreak of the virus, and additional restrictions following an outbreak of three or more employees.
- The requirements for work-provided transportation.
- How The REJATC will respond to outbreaks of more than one person.

The REJATC will maintain the training records for at least one year.

## APPENDIX A – DEFINITIONS

**Close Contact:** Within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the “high-risk exposure period” defined in this section. This definition applies regardless of the use of face coverings.

Exception: Employees have not had a close contact if they wore a respirator required by the employer and used in compliance with 8 CCR §5144, whenever they were within six feet of the COVID-19 case during the high-risk exposure period.

**COVID-19:** The coronavirus disease, an infectious disease caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2).

**COVID-19 Case:** A person who meets at least one of the following:

- Has a positive COVID-19 test as defined in this section.
- Has a positive COVID-19 diagnosis from a licensed health care provider.
- Is subject to a COVID-19-related order to isolate issued by a local or state health official.
- Has died due to COVID-19, in the determination of a local health department or per inclusion in the COVID-19 statistics of a county.

**COVID-19 Hazard:** A potentially infectious material that may contain SARS-CoV-2, the virus that causes COVID-19. Potentially infectious materials include airborne droplets, small particle aerosols, and airborne droplet nuclei, which most commonly result from a person or persons exhaling, talking, or vocalizing, coughing, or sneezing, or from the procedures performed on persons which may aerosolize saliva or respiratory tract fluids. This also includes objects or surfaces that may be contaminated with SARS-CoV-2.

**COVID-19 Symptoms:** The following are COVID-19 symptoms:

- A fever of 100.4° Fahrenheit or higher.
- Chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- The new or recent loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

A licensed health care professional may determine the person’s symptoms were caused by a known condition other than COVID-19.

**COVID-19 Test:** A viral test for SARS-CoV-2 that is:

- Approved by the U.S. Food and Drug Administration (FDA) or has an Emergency Use Authorization from the FDA to diagnose current infection with the SARS-CoV-2 virus.

- Administered in accordance with the FDA approval or the FDA Emergency Use Authorization as applicable.

**Exposed Group:** All employees at a work location, working area, or a common area at work, where an employee COVID-19 case was present at any time during the high-risk exposure period. A common area at work includes bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas. The following exemptions apply:

- For the purpose of determining the exposed group, a place where persons momentarily pass through while everyone is wearing face coverings, without congregating is not a work location, working area, or a common area at work.
- If the COVID-19 case was part of a distinct group of employees who are not present at the workplace at the same time as other employees, for instance, a work crew or shift that does not overlap with another work crew or shift, only employees within that distinct group are part of the exposed group.
- If the COVID-19 case visited a work location, working area, or a common area at work for less than 15 minutes during the high-risk exposure period, and the COVID-19 case was wearing a face covering during the entire visit, other people at the work location, working area or common area are not part of the exposed group.

Note: An exposed group may include the employees of another employer.

**Face Covering:** A surgical mask, a medical procedure mask, a respirator that is worn voluntarily, or a tightly woven fabric or non-woven material mask of at least two layers. A face covering has no visible holes or openings and must cover the nose and mouth. A face covering does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or a single layer of fabric.

**Fully Vaccinated:** A person is fully vaccinated if the person has received, at least 14 days prior, either the second dose in a two-dose COVID-19 vaccine series or a single-dose COVID-19 vaccine. Vaccines must be FDA approved, have an emergency use authorization from the FDA, or for persons fully vaccinated outside the U.S., listed for emergency use by the World Health Organization (WHO). The employer shall ascertain and document vaccination status of employees as necessary.

**High-Risk Exposure Period:** A high-risk exposure period is as follows:

- For COVID-19 cases who develop COVID-19 symptoms, from two days before they first develop symptoms until all the following are true:
  - It has been 10 days since symptoms first appeared.
  - 24 hours have passed with no fever, without the use of fever-reducing medications.
  - Symptoms have improved. Note: Taste and/or smell may not return immediately.
- For Covid-19 cases who never develop COVID-19 symptoms, from two days before the specimen for their first positive test for COVID-19 was collected until 10 days after the specimen was collected..

**Respirator:** A respiratory protection device approved by the National Institute for Occupational Safety and Health (NIOSH) to protect the wearer from particulate matter, If such as an N95 filtering facepiece respirator.



**Worksite:** For the limited purpose of COVID-19 prevention regulations only, is the building, store, facility, agricultural field, or other location where a COVID-19 case was present during the high-risk exposure period. It does not apply to buildings, floors, or other locations of the employer that a COVID-19 case did not enter.

Note: The term worksite is used for the purpose of notice (notification) requirements only.

## APPENDIX B – VOLUNTARY RESPIRATORY PROTECTION PROGRAM

All employees that elect to use respiratory protection voluntarily (N95) will be given a copy of the required statement, found in Appendix D of the Respiratory Protection Program regulation, 8 CCR §5144. They will also be required to comply with the following Program requirements.

### **Medical Surveillance**

Using a respirator may place a physiological burden on employees that varies with the type of respirator worn, the job and workplace conditions in which the respirator is used, and the medical status of the employee. If an employee decides to be in the voluntary respiratory protection program, a medical evaluation must be performed by a physician or licensed health care professional.

### **Fit Testing**

Fit testing is not required before voluntary use of respiratory protective equipment. Should conditions change in the workplace that would require the use of a respirator, The REJATC will institute an effective testing program before an employee may be required to use any respirator with a negative or positive pressure tight-fitting facepiece. At that time, the employee must be fit tested with the same make, model, style, and size of every tight-fitting facepiece respirator that the employee will be required to use.

### **Respirator Selection**

Selection of the respirator for voluntary use will be based on the respiratory hazard(s) to which the employee is exposed and workplace and user factors that affect respirator performance and reliability. All respirators worn will be NIOSH-certified and will be used in compliance with the conditions of their certification.

For this COVID-19 Prevention Program, respiratory protection has been selected to be N95 filtering facepieces.

## APPENDIX D OF 8 CCR §5144

### **Mandatory Information**

Respirators are an effective method of protection against designated hazards when properly selected and worn. Respirator use is encouraged even when exposures are below the exposure limit, to provide an additional level of comfort and protection for workers. However, if a respirator is used improperly or not kept clean, the respirator itself can become a hazard to the worker. Sometimes, workers may wear respirators to avoid exposures to hazards, even if the amount of hazardous substance does not exceed the limits set by OSHA standards. If your employer provides respirators for your voluntary use, or if you provide your respirator, you need to take certain precautions to be sure that the respirator itself does not present a hazard.

You should do the following:

1. Read and heed all instructions provided by the manufacturer on use, maintenance, cleaning and care, and warnings regarding the respirator's limitations.

2. Choose respirators certified for use to protect against the contaminant of concern. NIOSH, the National Institute for Occupational Safety and Health of the U.S. Department of Health and Human Services, certifies respirators. A label or statement of certification should appear on the respirator or respirator packaging. It will tell you what the respirator is designed for and how much it will protect you.
3. Do not wear your respirator into atmospheres containing contaminants for which your respirator is not designated to protect against. For example, a respirator designed to filter dust particles will not protect you against gases, vapors or very small solid particles of fumes or smoke.
4. Keep track of your respirator so that you do not mistakenly use someone else's respirator.