WELCOME to

Science & Practices to Keep Workers Safe and Businesses Productive

as the COVID-19 Pandemic Changes

Session will start in less than 15 minutes

Please type your name, company, and email into chat box for attendance.
Preparing the Workplace in the Age of COVID-19

Philip Adamo, M.D., MPH, FACOEM
Section Chief and Medical Director
Dartmouth Hitchcock
Agenda

• Review general principles and guidance
• Occupational risk
• Personal risk
• Re-opening to work after COVID-19
• Returning to work after exposure to COVID-19
• Screening before work entry
• Preventing transmission at work
Guidance for Businesses in the age of COVID

General Principles

• Work from home **when feasible** to help improve social distancing.

• Improve social distancing at work (e.g., distance between workers, temporary barriers, use masks, shifts to reduce population densities, close cafeterias & offer prepackaged meals).

• Protection for those who interact with the general public (e.g., temporary barriers to prevent transmission, barriers to physically require social distancing, masks and gloves).

• Protect the vulnerable (older adults, those with underlying conditions resulting in immunocompromised, and pregnant women).

• Identify and remove newly infected persons.

• Keep employees and workplaces safe and sanitary

• Have appropriate governance policies in place.
Return to work…OSHA Guidelines… advisory only

Many of the recommendations are also in the NH Emergency order and in this presentation:

“This guidance is intended for planning purposes. Employers and workers should use this planning guidance to help identify risk levels in workplace settings and to determine any appropriate control measures to implement.”

Exhibit A describes all the essential jobs in NH with a note that if a business feels they are essential contact essential@nheconomy.com

Exhibit B describes UNIVERSAL GUIDELINES for Employers and Employees (based on CDC and OSHA recommendations)

Screening employees reporting to work vary but specific questions must be asked

Exhibit C breaks down specific recommendations per business: ie Manufacturing, hospitals

Exhibit D describes businesses expanding services already in operation
Screening Questions from the Emergency Order #40
From Exhibit B

Employers must develop a process for *screening all employees reporting for work*

- Identify a location and assign a person who will screen each employee every day before they enter the work-place.
  
  - The person performing the screening should wear a cloth face covering/mask.
  
  - All employees (see guidance below) should also wear a cloth face covering while at work and in potential close contact with others.
The screener should ask the following questions:

- Have you been in close contact with a confirmed case of COVID-19?
- Have you had a fever or felt feverish in the last 72 hours?
- Are you experiencing any respiratory symptoms including a runny nose, sore throat, cough, or shortness of breath
Sites that may be helpful

Face Masks
https://www.littler.com/publication-press/publication/facing-your-face-mask-duties-list-statewide-orders

Employee Temperature and Health Screenings
Re-opening....
What to Do to Protect Work

Jobs Classified
• Very High Risk: Frequent exposure to infection
• High: High potential for exposure
• Medium Exposure Risk: Close contact with people generally
• Lower Exposure Risk (Caution): Minimal contact

Three main methodologies
1. Administrative controls
2. Engineering controls
3. PPE

Go on line for all the guidance from OSHA
Accommodate Personal Risk

• Identify work tasks/workers whose work can be done at home
• Accommodate high risk individuals
  • >65
  • With co-morbidities
Return-to-Work Guidelines

• Vary widely and are changing quickly.

• Some changes are necessary to ensure enough workers available to perform critical functions

• CDC advises that essential service workers (e.g., healthcare providers, power plant workers) can return to work after a positive or presumed positive COVID-19 diagnosis as follows. At least 10 days have passed from the onset of symptoms (recently changed-May 5, 2020)
  o At least 3 days without fever and
  o Respiratory symptoms have improved (but not necessarily resolved)
Disability and Return-to-Work Considerations

What employers can anticipate

• Disability will be better defined with studies over time.

• Currently, for patients **without hospitalization**, there is no quality data on returning to work, short-term disability, or long-term disability.

• Recovery from **post-infection fatigue** is estimated to take approximately **2–3 weeks** and appears to correlate with clinical duration and severity.

• For patients with mild to moderate pneumonia treated with oxygen supplementation, recovery is estimated to require **4–8 weeks** after hospitalization or clinical recovery.
Patients Post-Intubation

- Recovery of the cardiorespiratory systems and endurance may take at least several months.
- Some hospitalized and severely affected individuals will incur long-term disability.
- Some will incur permanent impairments of the cardiac, respiratory, neurological, and/or musculoskeletal systems.
Employees with Travel to High Risk COVID-19 Areas or no travel

• Recommended to
  • Self-quarantine
  • Work from home minimum of 2 weeks
  • Avoid direct contact with other workers

• If worker becomes ill
  • Worker should call a healthcare provider before appearing at clinic or hospital (to arrange which entrance to use, to be given an appropriate type of mask before entering the building)
  • Avoid all contact with others
  • Use a face covering or mask outside home or around others in home
    • Wearing a surgical-type mask when ill may help to reduce the spread of the virus from the wearer’s sneezes or coughs.
Once COVID has been ruled out by testing.....
At Dartmouth Hitchcock...once adequate PPE was available we started with:

- Closing certain entrances
- Screening by greeters at open entrances
- Temperature by infrared thermometers
- Everyone wears a mask

If employee go through the building to get screened, they could spread droplets by touching stairways and counters

**Asymptomatic** and a temp over 100.0

What do we do now?
If symptoms....our employees are instructed to call the hotline/connects to Occ Med during the day

1. Severe difficulty breathing or shortness of breath?
2. New confusion or inability for bystander to arouse?
3. Persistent pain/pressure in the chest?
4. Bluish lips or face?

→ If YES to any of these 4 questions,
→ instruct person to call 911

1. Community citizens or workers must call their PCP if no internal Employee Health
2. PCP will contact local health department if the criteria are present
3. If no PCP can call local health department ot Convenient MD(southern region)
If no red flags ... triage for COVID by health provider

ARE ONE OF THE FOLLOWING SYMPTOMS PRESENT?

• New Cough? Yes/No...If yes -> Date of onset: ___/___/____
• New Shortness of breath? Yes/No...If yes-> Date of onset ___/___/____
• New Difficulty breathing? Yes/No...If yes-> Date of onset ___/___/____

OR TWO OR MORE OF THE FOLLOWING SYMPTOMS

• Fever? Yes/No      If yes > (temp:_____ route: ___________ ) > Date of onset:___/___/___, Last temp >100.0? ___/___/____ CDC recommends using core temp cutoff of 100.0 °F
• Chills
• Headache
• Muscle pain
• New loss of taste or smell
• Repeated shaking with chills
• Sore throat

This is part of a form we use at D-H
Who are candidates for testing?

TESTING IS PCR for the presence of the virus only

- **Symptomatic patients** (all citizens)
  - COVID can present with wide range of symptoms Typically appear 2-14 days after exposure
  - Common symptoms may
    - Fever (subjective or documented)
    - Upper and lower respiratory tract symptoms
    - Flu-like symptoms including myalgia, chills
    - New significant fatigue
    - Loss of taste or smell
Testing- more available as of April 29

Who are candidates for testing?

- **Asymptomatic patients** in healthcare settings
  - Patients being discharged to facilities that require testing prior transfer (ideally done 24-48 hours prior to discharge)
  - Patients being admitted for stem cell or solid organ transplant (ideally done 24-48 hours prior to admission)
  - Patients being admitted who have travelled outside of NH or VT in the prior 14 days

- Asymptomatic patients in community/employment settings?
  - Currently no recommendations

There is no standardized antibody test at this time.
There are some on the market, however, sensitivities are low.
Managing COVID-19 in the workplace

- Suspected cases should be reported to the STATE health department call 211.
- If confirmed case in your workplace, attempt to maintain confidentiality, but identify common contacts to the local health department.
- Using business risk tolerance procedures, identify whether any further action(s) are required other than increased monitoring
  - Close contacts at work
  - Review sanitizing processes
  - Consider employee with COVID 19 could have contracted from outside of work
Testing for COVID-19 is available!

If you think you have symptoms:

Call your doctor’s office

OR

Call ConvenientMD
(1-833-263-0131)

OR

Call 211
References

Coronavirus (COVID-19)

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Final Takeaways

• Communicate, communicate, communicate to your employees (and customers) through polices, updated internal communication e-mails, posters
• Promote masking
• Promote frequent and thorough hand washing, including by providing workers, customers, and worksite visitors with a place to wash their hands.
• Screen all employees and customers. The NH Emergency Order#40 has outlines for these.
• Remind sick employees to stay home-follow a RTW Guideline
• Restructure the workplace to encourage social distancing
• Remember there are many employees who have difficulty coping and if you have an EAP market it in the workplace
Thank You......
Questions and Discussion