

From: Ann Marie Alfrey [mailto:amalfrey@rvcog.org]
Sent: Wednesday, November 18, 2020 3:16 PM
Subject: COVID Temporary OSHA Rules and OHA Guidance and Recommendation Updates
Importance: High

Greetings Coggies,

As most of you have heard, there are some new OSHA Rules and OHA Guidance and Recommendations now in effect. They include the following:

- **Masks, face coverings, and face shields are required at all times inside the workplace.** Note that face shields are ***not recommend*** for use alone except for special circumstances.
 - The **only** exception to the mask/face covering/face shield guidance is when individuals are in a private workspace, defined as a workspace used by one individual at a time that is enclosed on all sides with walls from floor to ceiling and with a closed door. Cubicle workspaces do not fit the revised definition of private workspace.
 - In the Central Point office, face coverings in individual baggies are available in the lobby, by the Natural Resources/IT door, and by the SDS door.
- **Physical distancing of at least 6 feet must be adhered to at all times.** Exceptions are allowed when distancing is not feasible to complete the work activity.
- **Cleaning and sanitizing of all common areas must be done at least once a day.** All employees are responsible to sanitize surfaces/touch points after use of common areas/equipment. Supplies are available in all common areas for this purpose.
- **All employees should note the attached OSHA COVID-19 Hazards Poster.**
- **All employees must notify their supervisor/manager and/or Human Resources immediately upon notification that they have been in close contact with a confirmed positive case.**
- **Non-essential travel is not recommended at this time.** See OHA's recommendations on travel attached. Please note that the need to quarantine due to non-essential travel, including hosting guests in your home, does not guarantee that you will be granted the privilege of teleworking during that time. Please be sure to notify your supervisor/manager of your travel plans.

The OHA freeze guidance is attached for your review. Further communication will follow over the next month regarding additional requirements in the OSHA Rules.

Please contact your supervisor/manager, Stephanie, or me if you have any questions.

Thanks, everyone, for staying diligent and safe. We are all in this together and must be mindful that our actions have a great capacity to affect others.

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RVCOG VALUES....

SERVICE COLLABORATION PROFESSIONALISM STEWARDSHIP INTEGRITY RESPECT



Masks, Face Coverings, and/or Face Shields are required in this facility.



Masks or face coverings are required at all times. Face shields are allowed, however, are not recommended for use alone.

Masks, face coverings, and face shields may be removed in private individual workspaces, defined as a workspace used by one individual at a time that is enclosed on all sides with walls from floor to ceiling and with a closed door.

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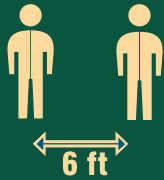
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Central Point, OR 97502

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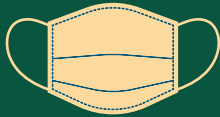
Oregon
Health
Authority

Oregon OSHA's COVID-19 Temporary Standard for all workplaces



Physical distancing

Workers must be separated from one another and other individuals by at least 6 feet.



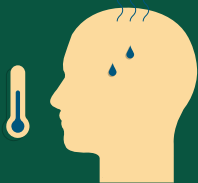
Facial covering

In most indoor environments, as well as outdoor situations where 6 feet of physical distance from others cannot be maintained, a proper face covering that covers the nose and mouth is required.



Workplace risk assessment

Talk to your employer about COVID-19 risks in the workplace and how to address them.



Notify your employer when you feel sick

Cough, shortness of breath, fever, etc.



Wash your hands often

Workers: If you have been quarantined due to COVID-19, contact your employer about available leave options.

You have the right to notify your employer or Oregon OSHA about workplace hazards. Oregon OSHA will keep your name confidential if you ask.

You have the right to report a work-related injury or illness, without being retaliated or discriminated against.

You can file a complaint with the Oregon Bureau of Labor and Industries within 90 days, or with federal OSHA within 30 days, of discrimination by your employer for making safety and health complaints or for exercising your rights under the Oregon Safe Employment Act.

English 1-800-922-2689

osha.oregon.gov

Español 1-800-843-8086



The rule
and other
resources

OHA Recommendations –

What to do if you have to travel

People in Oregon are encouraged to stay home or in their region and avoid non-essential travel to other states or countries right now. Avoiding travel can reduce the risk of transmitting COVID-19 as well as bringing it back to Oregon.

Visiting friends and loved ones may feel essential after so much time apart, but this year it's safest to stay home and avoid having anyone travel to visit.

Non-essential travel includes tourism and recreational travel. Essential travel includes travel for the following reasons:

- Work and study
- Critical infrastructure support
- Economic services and supply chains
- Health and immediate medical care
- Safety and security

If you must travel for essential reasons, here are some tips for increasing your safety:

- Get your flu shot at least two weeks before you travel because it can take a while to become effective.
- If you can, travel alone by car, or only with people you live with. Limit stops and wear a face covering when you do have to stop.
- If you have to travel by airplane, train, ship, ferry, subway, taxi or ride share wear a face covering.
- Keep six feet of physical distance between yourself and anyone you don't live with whenever possible.
- Wash your hands often. Bring hand sanitizer with at least 60% alcohol in case there is no place to wash hands.
- Stay in a separate room from others when you arrive at your destination.

Anyone who returns to Oregon or enters the state because of non-essential travel is urged [to quarantine](#) for 14 days after arrival and limit their interactions to people they live with.

More information on traveling safely is available on the Centers for Disease Control and Prevention (CDC) [website](#), and you can find Governor Brown's [travel advisory here](#).



Effective Date: November 18, 2020

Statewide Freeze Guidance – Masks, Face Coverings, Face Shields

This guidance is specific to requirements for wearing masks, face coverings or face shields.

Authority: Executive Order No. 20-65, ORS 431A.010, ORS 433.441, ORS 433.443.

To the extent Oregon OSHA has adopted rules governing workplaces that contain requirements for masks, face coverings or face shields, and those rules are more stringent than this guidance, workplaces must comply with [Oregon OSHA rules](#) instead of this guidance.

Applicability: This guidance applies statewide to all individuals, except as described below.

This guidance DOES NOT apply to:

- Child care
- K-12 schools
- Areas within workplaces where employees live together for periods of time, such as fire-stations.
- Licensed health care facilities
- Health care offices
- Shelters and transitional housing
- Adult jails and correctional facilities
- Youth detention and correctional facilities
- Private residences
- Any other sector that has more specific guidance issued by the Oregon Health Authority or another state agency that contains requirements and recommendations on masks, face coverings and face shields.

Definitions. For purposes of this guidance the following definitions apply:

- “Business” means an individual, organization or entity engaged in commercial, industrial, or professional activities.
- “Common or shared space” means an area where individuals may interact such as a restroom, breakroom, hallway, elevator, lobby, classroom, large room with cubicles, meeting rooms, conference rooms and any area open to the public.

- “Face covering” means a cloth, polypropylene, paper or other face covering that covers the nose and the mouth and that rests snugly above the nose, below the mouth, and on the sides of the face.
 - The following **are not** face coverings because they allow droplets to be released: a covering that incorporates a valve that is designed to facilitate easy exhalation, mesh masks, lace masks or other coverings with openings, holes, visible gaps in the design or material, or vents.
- “Face shield” means a clear plastic shield that covers the forehead, extends below the chin, and wraps around the sides of the face.
- “Indoor spaces open to the public” means indoor spaces, whether publicly owned or privately owned, where the public has access by right or invitation, express or implied, whether by payment of money or not, and include but are not limited to building lobbies, shared or common spaces, classrooms, elevators, bathrooms and buildings or spaces where people may gather for social, civic, cultural or religious purposes.
- “Licensed health care facility” means any facility licensed by OHA or ODHS under ORS 441.
- “Mask” means a medical grade mask.
- “Outdoor spaces open to the public” means outdoor spaces, whether publicly owned or privately owned, where the public has access by right or invitation, express or implied, whether by payment of money or not, and include but are not limited to shared or common spaces, outdoor sports fields, parks, rooftop terraces, sidewalks or spaces where people may gather for social, civic, cultural or religious purposes.
- “Private individual workspace” means an indoor space within a public or private workplace used for work by one individual at a time that is enclosed on all sides with walls from floor to ceiling and with a closed door.
- “Public and private workplaces” means indoor or outdoor places where people work, including but not limited to businesses, banks, food processing plants, manufacturing facilities, construction sites, warehouses and farms.
- Ride sharing services.

Enforcement: To the extent this guidance requires compliance with certain provisions, it is enforceable as specified in Executive Order No. 20-65, paragraph 11.

Oregon Health Authority Public Health Recommendations

- In general, it is recommended that people wear a mask or face covering, with or without a face shield, whenever they are within six (6) feet of people who do not live in the same household.
- ***It is not*** recommended that individuals wear a face shield instead of a mask or face covering. Face shields can be very good at blocking droplets that individuals release, but they are not as effective at limiting the release of aerosols that can go around the shield.

- When possible, use technology that can help maintain a low risk of virus transmission:
 - Using a microphone while wearing a mask or face covering will amplify your voice while speaking to an audience, allowing more distance between the speaker and the audience, and
 - Videoconferencing allows a person to speak to a remote audience and minimizes the need for people to be in the same room with a speaker.
- Use of a face shield alone should only be done on very limited basis. Wearing a face shield alone without a mask or face covering increases the potential for transmission of viruses to those in the same room as the individual without the mask or face covering. It is recommended that wearing a face shield alone be limited to situations when wearing a mask or face covering is not feasible, such as:
 - When a person has a medical condition that prevents them from wearing a mask or face covering.
 - When people need to see mouth and tongue motions in order to communicate (e.g., for communicating with children in certain developmental stages or people hard of hearing).
 - When an individual is speaking to an audience for a short period of time and clear communication is otherwise not possible. In this situation it is important to consider:
 - » Ways to lower risk to the audience including all audience members wearing masks or face coverings.
 - » Having enhanced building ventilation (see [CDC's guidance on ventilation and filtration, Ready Schools, Safe Learners – section 2j](#), and [American Society of Heating, Refrigerating, and Air-Conditioning Engineers' guidance](#)).
- It is strongly recommended that masks, face coverings and face shields be worn **at all times** when around individuals outside of your household, including inside private residences.

Statewide, masks, face coverings or face shields are required to be worn by all individuals at all times unless the individual:

- Is at their own residence.
- Is in their own personal vehicle.
- Is under five (5) years of age.
- Is eating or drinking.
- Is engaged in an activity that makes wearing a mask, face covering or face shield not feasible, such as when taking a shower.
- Is sleeping.
- Is in a private, individual workspace.
- Must remove the mask, face coverings or face shield briefly because the individual's identity needs to be confirmed by visual comparison, such as at a bank or if interacting with law enforcement. If possible, individuals should limit speaking while the mask, face

covering or face shield is off as speaking generates aerosols and droplets that can contain viruses.

Individuals who have a medical condition that makes it hard to breathe or a disability that prevents the individual from wearing a mask, face covering or face shield can request an accommodation from a business, person responsible for an indoor or outdoor space open to the public, public or private workplace, private career school or public or private university to enable full and equal access to services, transportation and facilities open to the public.

All employers are required to:

- Provide masks, face coverings or face shields for employees.
- Provide for accommodations for employees, contractors, volunteers, students, customers and visitors if such accommodations are required by:
 - State and federal disabilities laws, if applicable, including the Americans with Disabilities Act (ADA) which protects people with disabilities from discrimination in employment and requires employers to engage in the interactive process for accommodations.
 - State or federal labor laws.
 - State and federal public accommodations laws that provide all persons with full and equal access to services, transportation and facilities open to the public.
 - OHA public health guidance if applicable.
- Post clear [signs](#) about the mask, face covering, face shield requirements.

Private career schools and public and private colleges and universities are required to:

- Provide masks, face coverings or face shields for students who do not have one.

Persons responsible for businesses, indoor or outdoor spaces open to the public, public and private workplaces, private career schools and public and private colleges and universities should, but are not required to:

- Provide, at no cost, face coverings for customers and visitors who do not have one.
- [Post signs](#) about the mask, face covering or face shield requirement in languages that are commonly spoken by customers, visitors and students.
- Educate employees and contractors:
 - On how to safely work and communicate with people who cannot wear masks, face coverings or face shields.
 - That they may need to replace a mask or face covering with a transparent cover such as a face shield while communicating with an individual who needs to read lips or see facial expressions to communicate.

For children younger than 12 years:

- It is not recommended that children under the age of two (2) wear a mask, face covering or face shield. Therefore, children under the age of two (2) are not required to wear a mask, face covering or face shield.

- It is strongly recommended that children between two (2) and five (5) years of age, wear a mask, face covering or face shield at all times in all spaces to which this guidance applies, particularly in places where it is likely that physical distancing of at least six (6) feet from other individuals outside their household unit cannot be maintained, and where vulnerable people may go.
- Because children between the ages of two (2) and 12 years of age can have challenges wearing a mask, face covering or face shield properly (e.g., excessively touching the face covering, not changing the face covering if visibly soiled, risk of strangulation or suffocation, etc.) it is recommended that when masks, face coverings or face shields are worn by this age group, that they be worn with the assistance and close supervision of an adult. Masks, face coverings or face shields should never be worn by children when sleeping.
- There may be mask, face covering and face shield requirements and recommendations that apply to other sectors applicable to children. Refer to other [sector guidance](#), including child care, schools and youth programs.

Additional Resources

- [OHA Mask and Face Covering Accommodations Sign](#)
- [OHA General Guidance for Employers](#)
- [OHA Sector-specific Guidance](#)
- [Oregon OSHA COVID-19 Workplace Advisory Memo](#)
- [OHA Mask, Face Covering, Face Shield Guidance for Health Care Offices](#)
- [ADA and Face Mask Policies – Disability Issues Brief](#)
- [Early Learning Division COVID-19 Resources](#)
- [Higher Education Coordinating Commission COVID-19 Resources](#)
- [Oregon Department of Education Resources](#)
- [OHA Shelter Guidance](#)
- [Oregon Youth Authority Resources](#)
- [Oregon Department of Corrections Resources](#)
- [OHA Mask and Face Covering webpage](#)

Document accessibility: For individuals with disabilities or individuals who speak a language other than English, OHA can provide information in alternate formats such as translations, large print, or braille. Contact the Health Information Center at 1-971-673-2411, 711 TTY or COVID19.LanguageAccess@dhsosha.state.or.us.