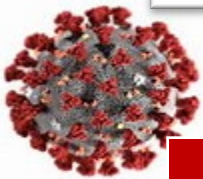




July 2020: COVID-19 – *Returning to School Safely*



**COVID-19:
CalOSHA, CDC and
Schools**

**MERMA and the
Prevention of
COVID-19
Contagion**

**Regulation
Updates**

**Current Incident
Trends**

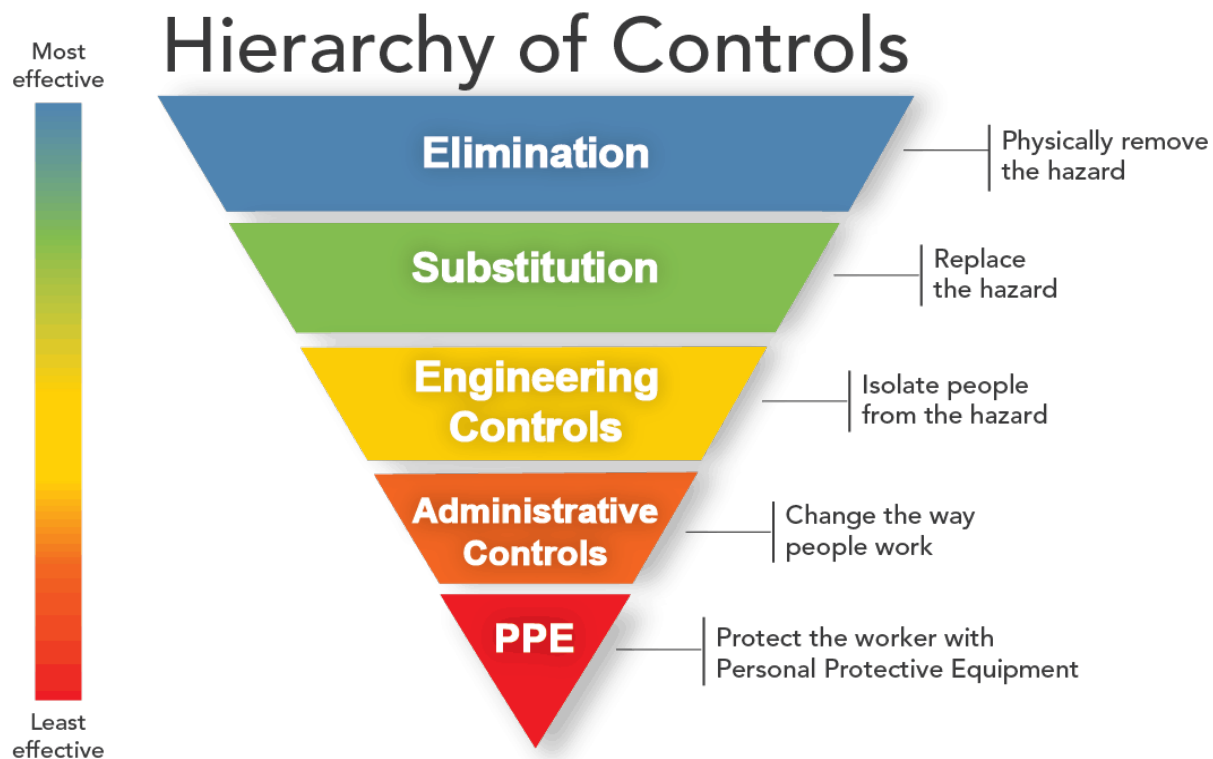
**Training
Announcements**

COVID-19: CDC, CalOSHA and Schools

The Covid -19 virus continues to be society's number one concern, in fact, many states have rolled back on closures due to a recent surge in positive cases reported throughout the United States. The CDC (Centers for Disease Control and Prevention) and CalOSHA (California Occupational Safety and Health Administration) provide guidelines for the prevention of the spread of the virus. More importantly, on May 14, 2020, CalOSHA revised the [Interim General Guidelines on Protecting Workers from COVID-19](#). The new guidelines outlines **mandatory** control measures that California employers must implement and document within their written Injury & Illness Prevention Program (IIPP).

California employers are required to establish and implement an IIPP ([Title 8 Section 3203](#)) to protect employees from workplace hazards. Under the hazard assessment requirement, employers are required to determine if COVID-19 infection is a hazard in their workplace. If it is a workplace hazard, then employers must implement infection control measures, including applicable and relevant recommendations from the CDC.

Safety experts use the Hierarchy of Controls to determine control measures needed to establish **methods for mitigating if not eliminating hazards in the workplace**. Currently, we know that the Covid-19 virus is not one that can be eliminated or substituted, however, **administrative, engineering and the use of personal protective controls can be used to prevent contagion within the workforce**.



Currently the CDC and CalOSHA have not developed guidelines specifically addressing schools and the legwork for determining best practices to prevent contagion is left to the Districts. Employers, including school Districts are taking measures to prevent contagion by implementing administrative controls.

Districts are allowing employees to telecommute, however, if telecommuting is not possible, are employees provided with resources, reminded, and required to:

1. Perform daily self-health checks prior to reporting to work?
2. Clean and sanitize their work area regularly?
3. Wash hands with soap and water for at least 20 seconds?

Further, are posters for washing hands installed in all restrooms? Are signs to enforce the six feet distancing installed? Are face masks distributed and is their use enforced? Is Plexiglass or clear plastic curtains installed as barriers in areas where the six feet distancing is not possible? Are written procedures and policies implemented and shared with the workforce? Most important, are employees trained on the newly implemented procedures and policies?

Although CalOSHA currently does not have specific guidelines for schools, CalOSHA delegates all employers with the responsibility to:

1. Perform a detailed risk assessment and creating a site-specific protection plan
2. Train employees on how to limit the spread of COVID-19. This includes how to [screen themselves for symptoms](#) and when to stay home.
3. Set up individual control measures and screenings
4. Put disinfection protocols in place
5. Establish physical distancing guidelines

Below we have included links to important CDC and CalOSHA websites that provide additional information, posters, and training resources.

[COVID-19 Face Coverings, Masks and Respirators Poster](#)

CDC Guidelines for Schools: <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/schools.html>

CalOSHA Guidance and Other Resources

- [CDPH – Workplace Outbreak Employer Guidance \(for Employers\)](#) – *Posted* June 18, 2020
- COVID-19 Worker Protection Video – Worker Safety Message from the California Labor and Workforce Development Agency - [English \(Video Transcript\)](#) – *Posted* June 8, 2020 [Español \(transcripción de video en español\)](#) – *Posted* June 11, 2020
- Interim General Guidelines on Protecting Workers from COVID-19 – *Updated* May 14, 2020 [English](#)
- Know Your Rights: Safe and Healthy Workplace in California Video – *Posted* Apr. 28, 2020 [English](#)

MERMA and the Prevention of COVID-19 Contagion

MERMA members, you are not alone. MERMA is here to assist with performing risk assessments and developing a site-specific protection plan; provide training resources on how to prevent the spread of COVID-19.

We have available to all members a template *Injury and Illness Prevention Program (IIPP)*, *COVID-19 Supplement Plan* that can be easily customized to your establishment's needs. The COVID-19 Supplement Plan is being sent to all MERMA members and will be posted on MERMA's website for easy access.

Please contact Maria C. Sandoval, MERMA Los Control Manager for further assistance about risk assessments and customizing the IIPP, COVID-19 Supplement Plan at:

E-mail: mcsandoval@merma.org Cell: 831-296-9196

Regulation Updates

§ 14300.41. Electronic Submission of Injury and Illness Records to OSHA:

Electronic submission of [OSHA](#) Form 300A **Summary of Work-Related Injuries and Illnesses** for school districts is only required for all classifications currently covered under "Transportation".

The list of employers that are partially exempt from the electronic reporting under the new ruling can be found here: https://www.dir.ca.gov/t8/14300_2.html

Changes to the Definitions of Serious Injury and Illness and Reporting to CalOSHA (AB 1804 and 1805):

Reporting to CalOSHA, a serious injury or illness is now defined as one involving

1. inpatient hospitalization, *regardless of length of time*, for other than medical observation or diagnostic testing; (prior language included for more than 24 hours)
2. amputation;
3. loss of an eye; or
4. serious degree of permanent disfigurement.

Changes to Accidents that result in serious Injury, illness, or death that occur in a construction zone on a public street or highway are now reportable.

Work-related injuries, illnesses and deaths caused by the commission of a Penal Code violation are no longer excluded from the definition of "serious injury or illness". In other words, **motor vehicle accidents (including pedestrian vs vehicle) that result in injury that falls under the "serious injury" definition must now be reported to CalOSHA.**

A serious exposure is now defined as an exposure to a hazardous substance that occurs as a result of an incident, accident, emergency, or exposure over time and is in a degree or amount sufficient to create a realistic possibility that death or serious physical harm in the future could result from the actual hazard created by the exposure.

Online Reporting

CalOSHA is developing an online reporting system. More information will be coming soon. Check CalOSHA's [important updates page](#) or subscribe to an email notification list to be alerted when online reporting is available.

Current Trends

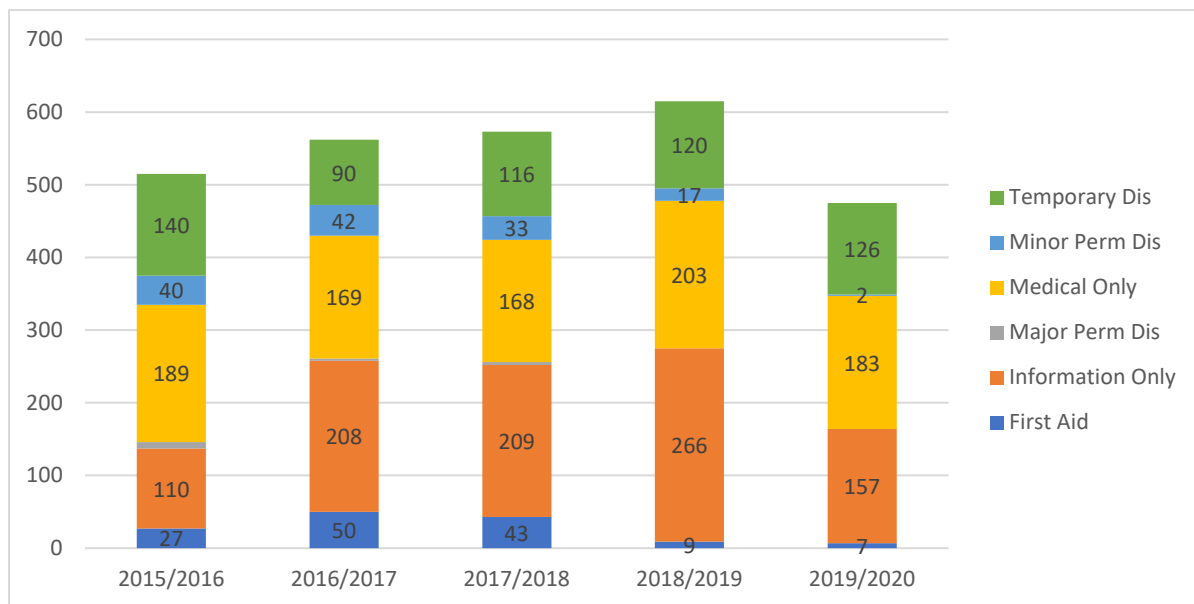
The graph shown below, “Types of Incident Incurred within the past 5 years – All MERMA Members”, indicates that the overall incident rate is increasing. Notice that the “Information Only” and the “Minor Permanent Dis.” reporting is improving, however, the “Medical Only” and “Major Perm. Dis.” type of incidents is increasing.

Based on the “Cause of injury” descriptors, most of the incidents reported could have been prevented. MERMA offers customized safety awareness programs and training designed for the prevention of the types of preventable injuries reported. Customized trainings include but are not limited to the following:

- Inspection Programs
- Slip, Trip and Fall Prevention Training
- Safety Observation Training
- Incident investigation Training – Focusing on the Identification of Root Causes, Eliminating Potential Hazards and Preventing future similar incidents.
- Safety Committees

For more information regarding customized safety training please e-mail Maria C. Sandoval, MERMA’s Loss Control Manager at mcsandoval@merma.org or call her at 831-296-9196.

Types of Incidents Incurred within the Past 5 Fiscal Years – All MERMA Members:



Training Announcements

Injury and Illness Prevention Program Training (1 Hour)

- Audience: General (all employees)
- When: Wednesday, July 22, 2020
- Time: 9:00 AM to 10:00 AM
- Location: Zoom

Safety Culture and Team Building (1.5 hours)

- Audience: Managers and Supervisors (Leadership)
- When: Wednesday, July 22, 2020
- Time: 11:00 AM to 12:30 PM
- Location: Zoom

Incident Investigation Training

- Audience: Managers and Supervisors and designated incident investigators
- When: Thursday, July 23, 2020
- Time: 8:00 AM to 12:00 PM
- Location: Zoom

Registration

Contact Maria C. Sandoval, MERMA's Loss Control Manager at mcsandoval@merma.org for registration information or 831-296-9196.

