

McLaren Training:  
Occupational Safety and Health Administration  
(OSHA)  
COVID-19 Emergency Temporary Standard (ETS)  
Healthcare  
29 CFR 1910.502

2021



DOING WHAT'S BEST.



# Learning Objectives

- Review and identify where the COVID-19 plan and other COVID-19 related policies and procedures are located.
- Verbalize an understanding of how COVID is transmitted, the signs and symptoms, and the importance of reporting COVID-19 symptoms.
- Verbalize an understanding of health conditions that increase the risk of severe illness from COVID-19 and when to seek medical treatment
- List three actions to minimize risk of exposure to COVID-19

# COVID-19 Plan

- McLaren is committed to providing a safe and healthy workplace for all employees.
- Each Subsidiary has developed a COVID-19 plan, which includes policies and procedures to minimize the risk of transmission of SARS-CoV-2 which causes Coronavirus Disease -2019 (COVID-19), in accordance with Occupational Safety and Health Administration's (OSHA) COVID-19 Emergency Temporary Standard (ETS).
- A COVID-19 Safety Coordinator is identified in the plan and the employee is expected to review the plan.
- The COVID-19 Plan and other related policies and procedures are available on the subsidiary and McLaren Health Care intranet
- Employees and contracted employees will follow COVID-19 directives communicated from the McLaren Emerging Pathogen Response Team and McLaren Leadership and will follow policies and procedures developed by the subsidiary and McLaren Corporation to minimize the risk of transmission of COVID-19

# COVID-19 and Transmission

## Coronavirus Disease 2019 (COVID-19):

- A highly infectious respiratory (lung) disease caused by SARS-CoV-2 virus; a new coronavirus identified in 2019.
- COVID-19 spreads most commonly through person-to-person contact (within about 6 feet of each other), primarily through the inhalation of respiratory particles (droplets and aerosols) produced when an infected person exhales, talks, sings, shouts, coughs, or sneezes.
- COVID-19 is less commonly transmitted when people touch a contaminated object and then touch their eyes, nose or mouth.
- An person infected with COVID-19 can spread the virus before they show symptoms (pre-symptomatic), when they have symptoms, or without ever showing symptoms (asymptomatic).
- The time between exposure to the disease and onset of COVID-19 is two to fourteen days.  
<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/how-covid-spreads.html>

# Signs and Symptoms of COVID-19

- COVID-19 symptoms can include:
  - Fever or chills
  - New loss of taste or smell
  - Cough
  - Sore throat
  - Shortness of breath or difficulty breathing
  - Congestion or runny nose
  - Fatigue
  - Nausea or vomiting
  - Muscle or body aches
  - Diarrhea
  - Headache
  
- If you have signs or symptoms of COVID-19:
  - Stay home, notify your manager/supervisor and Employee Health Services
  - If you develops signs and symptoms of COVID-19 while at work, you must promptly notify the supervisor/ manager of the unit
  - Isolate yourself from others

[www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html](https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html)

# When to Seek Medical Care

- **Seek emergency medical care immediately** (call 911) if you or someone else is having:
  - Trouble breathing
  - Persistent pain or pressure in the chest
  - New confusion
  - Inability to wake or stay awake
  - Pale, gray, or blue-colored skin, lips, or nail beds, depending on skin tone
- These are not all possible symptoms. Call your medical provider for any other symptoms that are severe or concerning to you.

<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>  
[www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html](https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html)

# Risk Factors for Severe Illness

- Severe illness means that a person with COVID-19 may need hospitalization, intensive care, a ventilator to help them breathe, or they may even die.
- Risk factors\* for severe illness can include:
  - Older adults
  - Pregnant people
  - Cancer
  - Chronic kidney disease
  - Chronic lung diseases (e.g., COPD, asthma, etc.)
  - Dementia or other neurological conditions
  - Diabetes
  - Down syndrome
  - Heart conditions
  - HIV infection
  - Immunocompromised state
  - Liver disease
  - Overweight and obesity
  - Pregnancy
  - Sick cell disease
  - Smoking, current or former
  - Solid organ or blood stem cell transplant
  - Stroke or cerebrovascular disease
  - Substance use disorders

\*[www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html](https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html)

# COVID-19 Hazards in the Workplace

- COVID-19 Job Risk Categories:
  - Low exposure risk: Jobs that do not require contact with people known to be or suspected of being infected with COVID-19.
    - Workers in this category have minimal occupational contact with the public or other coworkers.
    - Remote workers, office workers, and employees with minimal exposure to others are included in this risk category.
  - Medium exposure risk: Jobs include those that require frequent and/or close contact (within six feet for a total of 15 minutes or more over a 24-hour period) with people who may have COVID-19, but are not known or suspected COVID-19 patients.
    - Jobs that have contact with the general public especially when there is ongoing community transmission of COVID-19 or exposure to individuals that have traveled to areas with widespread transmission of COVID-19 are in the medium exposure risk.

<https://www.osha.gov/sites/default/files/publications/OSHA3993.pdf>

<https://www.osha.gov/coronavirus/hazards>



# COVID-19 Hazards in the Workplace

- High exposure risk: Jobs with high potential for exposure to known or suspected sources of COVID-19.
  - Hospital staff that must enter rooms of patients with suspect or confirmed COVID-19, medical transport staff, and mortuary workers are in the high exposure risk
- Very high exposure: Jobs with very high potential exposure to COVID-19 during medical, postmortem or laboratory procedures.
  - Healthcare workers that are performing or present during aerosolized procedures on suspect or known COVID-19 patients, healthcare or laboratory personnel that collect or handle specimens from known or suspected COVID-19 patients

<https://www.osha.gov/sites/default/files/publications/OSHA3993.pdf>  
<https://www.osha.gov/coronavirus/hazards>

# Healthcare worker Screening & Management

- All employees must complete an online daily self-screening before reporting to work to confirm:
  - Absence of COVID-19 symptoms
  - Absence of a diagnosis of COVID-19 in the last 10 days
  - Denies close contact (within 6 feet for a total of 15 minutes or more in 24 hours) with a suspected or confirmed person with COVID-19
- Healthcare workers must not present to work and must notify employee health services if they:
  - Fail the COVID-19 screen
  - Test positive for COVID-19
  - Diagnosed with COVID-19 by a licensed healthcare provider
  - Told by a licensed healthcare provider that they are suspected to have COVID-19
- If an employee develops signs and symptoms of COVID-19 while at work,
  - The employee must promptly notify the supervisor/ manager of the unit and isolate from others
  - Employee health must be notified
  - An employee with suspect COVID-19 will be sent home
- Additional information McLaren Health Care Policy: MHC\_EHS 0400 Exposure to COVID-19 Workplace Exposure Reduction Response & Management can be found on the McLaren Intranet

# Decrease COVID-19 Transmission: Visitor/Patient Screening and Management

- In settings where direct patient care is provided:
  - Points of entry will be limited and monitored
  - All patients and visitors will be screened when entering the facility for COVID-19 symptoms, absence of a diagnosis of SARS-CoV-2 infection in the prior 10 days, and confirm they have not been exposed to others with SARS-CoV-2 infection during the prior 14 days.
  - Visitors that fail the COVID-19 Screen will not be allowed to visit.
  - The clinical area that is receiving a patient that fails the COVID-19 screen will be notified
  - Patients, visitors, and others entering the facility are required to wear a mask covering nose and mouth. The patient /visitor that do not have a mask that covers the nose and mouth will be provided with a mask.
  - Face masks and respirators should not be placed on young children under age 2, anyone who cannot wear one safely, such as someone who has a disability or an underlying medical condition that precludes wearing a mask safely, or anyone who is unconscious, incapacitated or otherwise unable to remove their cloth or respirator without assistance

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/infection-control-recommendations.html>

# Measures to Decrease Transmission of COVID-19

- It takes a multilayered approach to decrease the transmission of COVID-19
  - McLaren will provide personal protective clothing and equipment (e.g., respirators, gloves, gowns, goggles, face shields) to each employee in accordance with Standard and Transmission-Based Precautions in healthcare settings in accordance with CDC’s “Guidelines for Isolation Precautions” and ensure that the protective clothing and equipment is used in accordance with OSHA’s PPE Standards (29 CFR 1910 subpart I).
  - COVID-19 Vaccinations: Are highly effective at protecting vaccinated people against severe COVID-19 illness, hospitalizations, and death
  - Standard Precautions must be implemented regardless of the presence of a suspected or confirmed infectious agent, such as COVID-19.
  - Standard Precautions not only include the infection control methods specified as universal precautions (e.g., hand hygiene, the use of certain types of PPE based on anticipated exposure, safe injection practices, and safe management of contaminated equipment and other items in the patient environment), but also include, respiratory and cough etiquette (cover your cough).
  - Perform frequent hand hygiene with soap and water for 20 seconds or use alcohol-based hand sanitizer to reduce the spread of pathogens (germs) such as COVID-19.

[https://www.michigan.gov/documents/coronavirus/20210823\\_Data\\_and\\_modeling\\_update\\_vFINAL\\_733760\\_7.pdf](https://www.michigan.gov/documents/coronavirus/20210823_Data_and_modeling_update_vFINAL_733760_7.pdf);

# Routine Infection Prevention Practices: Measures to Decrease Transmission of COVID-19

- Source control: McLaren employees will be provided with procedure or surgical facemasks to be worn over the nose and mouth when indoors and when occupying a vehicle with other people for work purposes
- Follow CDC Guidance for putting on (donning) and taking off (doffing) the facemask. If you have any questions, contact your manager or supervisor.
- Discard and change the facemask at least once per day, whenever soiled or damaged, and more frequently as necessary.
- Social distancing: Maintain at least 6 feet apart from others when indoors, unless not feasible for a specific activity (e.g., hands-on medical care). The physical distancing requirement does not apply to momentary exposure while people are in movement (e.g., passing in hallways or aisles).
- If feasible, physical barriers may be installed at fixed work location where the general public or patients or others cannot maintain 6 feet of distance to the employee and spacing cannot be increased.

# Facemasks

- Facemasks are not required when:
  - Eating or drinking (if 6 feet of physical distance or a physical barrier are maintained)
  - Wearing a respirator (N95/CAPR/PAPR)
  - It is necessary for mouth to be seen (e.g., communicating with an individual who is deaf or hard of hearing) and a clear, plastic facemask cannot be used [use an alternative (e.g., face shield) instead]
  - An employee cannot wear due to a medical necessity, medical condition, or disability [use face shield instead, if condition or disability permits it]. Accommodations may also need to be made for religious beliefs consistent with Title VII of the Civil Rights Act.
  - Wearing a facemask would present a hazard of serious injury or death (e.g., arc flash, heat stress, interfering with safe operation of equipment) [use an alternative (e.g., face shield) instead, if conditions permit, and resume wearing facemask when no longer engaged in this activity, 6 feet of physical distance is required to the extent feasible]
- Limitations of facemasks:
  - Facemasks are not substitutes for other policies and procedures to protect against COVID-19, and must be worn in addition to physical distancing and other precautions.
  - Facemasks can become soiled after each use and may be contaminated with bacteria and viruses, including the virus that causes COVID-19. This is why it is important to replace facemasks at least daily, and whenever they become damaged or soiled, and more frequently as necessary (e.g., patient care reasons).

<https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.502>

# Care of Patients with Suspect or Confirmed COVID-19: Standard and Transmission-Based Precautions

- Place patients with suspect or confirmed COVID-19 in Contact-Droplet Plus with Eye Protection Isolation in addition to Standard Precautions and place signage on the door.
- A respirators (N95/CAPR/PAPR), goggles or faceshield, gown and gloves are required when entering contact-droplet plus eye protection isolation rooms, providing care or performing aerosol-generating procedures (AGPs) on a person with suspected or confirmed COVID-19.
- Perform aerosol-generating procedures on persons with suspected or confirmed COVID-19 in an airborne infection isolation room, if available; limit employees present to only those essential; and clean and disinfect surfaces and equipment promptly after the procedure is completed.

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/infection-control-recommendations.html#source-control>  
<https://www.cdc.gov/infectioncontrol/pdf/guidelines/isolation-guidelines-H.pdf>

# Cleaning and Disinfection

- Follow standard practices for cleaning and disinfection of surfaces and equipment in accordance with CDC guidelines in patient care areas, resident rooms, and for medical devices and equipment.
- In all other areas, clean and disinfect high-touch surfaces and equipment at least once a day.
- When a person who is COVID-19 positive has been in the workplace in the last 24 hours, clean and disinfect the common areas where the person may have been.
- The employee is responsible for inspecting the personal protective equipment for damages and cleaning face shield and/or goggles at least once a day and when visible soiled.

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/infection-control-recommendations.html>



# Respirators (N95/CAPR/PAPR)

- Respirators are a type of personal protective equipment (PPE) certified by the National Institute for Occupational Safety and Health (NIOSH) or authorized under an FDA EUA.
- Respirators protect against airborne hazards by:
  - Removing specific air contaminants from the surrounding air OR
  - Supplying breathable air from a safe source
- Face coverings, facemasks, and face shields are not respirators.
- All employees that wear a respirator must inspect, perform hand hygiene before donning the respirator, and perform a seal check before use.
- If you were not assigned a respirator and want a respirator, contact your manager or COVID-19 safety coordinator.
- Follow your subsidiary COVID-19 plan and respiratory protection program policies.

# For Fully Vaccinated Employees

- Fully vaccinated means 2 weeks or more following the final dose of a COVID–19 vaccine series
- Paragraph (a)(4) of the ETS exempts **fully vaccinated employees** from the PPE requirements of the ETS when in well-defined areas where there is **no reasonable expectation that any person with suspected or confirmed COVID-19 will be present**
- Healthcare support services not performed in a healthcare setting such as off-site offices are areas where there is no reasonable expectation that any person with suspect or confirmed COVID-19 will be present. The COVID-19 plan may list other defined area.
- McLaren leadership and the COVID-19 Safety Coordinator will monitor reported SARS-CoV-2 variants, community transmission of COVID-19 and other indicators and will communicate changes that **reflect the need for fully vaccinated employees to wear a mask and other PPE as well.**

# Summary

- **To minimize the risks of COVID-19 employees must:**
  - Know the symptoms of COVID-19 and how COVID-19 is transmitted
  - Be aware of health conditions that can increase the severity of COVID-19 illness and when to seek medical attention
  - Perform a daily COVID-19 self-screen and report to employee health services when the employee:
    - Fails the COVID-19 screen
    - Test positive for COVID-19
    - Diagnosed with COVID-19 by a licensed healthcare provider
    - Told by a licensed healthcare provider that they are suspected to have COVID-19
  - Employees must wear a facemask or respirator and other personal protective equipment as required for the task, maintain 6 foot distance from others when feasible, and perform frequent hand hygiene.
  - Employees must know how to put on and remove personal protective equipment such as facemask
  - Employees must stay abreast of McLaren Leadership communications regarding COVID-19, review the COVID-19 plan and other COVID-19 related policies that are available on the subsidiary and the McLaren Health Care Intranet.
  - Employees should contact the manager, infection preventionists or the COVID-19 safety coordinator if there are any questions.

# References

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