

# Professional Safety in a Post-COVID 19 World



By Royal Charter

So. NV ASSP Chapter Meeting – 05/21/20  
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# Agenda

- Introductions and Acknowledgements
- Where Are We Now?
- Foundations and Actions of Recovery Process
- Other Recovery Factors To Consider
- Wrap Up/Summary/Q&A

# Acknowledgements – Thanks to All!!





# Where Are We Now?

# COVID-19 Overall Impacts

- Challenges
  - Shock to the system – human, economic, and cultural
  - Pace and direction of information
  - Regulatory, guideline, and standard changes
- Opportunities
  - Recovery planning
  - Leveraging technology, experience, new perspectives, and strategies
  - Continued EHS focus on protecting people, values, and property

# Nevada COVID-19 Recovery Plan – Phase 1

- Agriculture
- Appliance and Furniture Showrooms
- Auto Dealerships
- Banking and Financial
- Barber Shops and Schools
- Drive-In Operations
- Food Establishments
- General Office Environments
- Hair and Nail Care Salons
- Real Estate and Leasing
- Retail and Consumer Services
- Transportation, Couriers, and Warehousing



## Roadmap to Recovery for Nevada

### Transportation, Couriers & Warehousing





	<b>Mandatory*</b>	<b>Recommended Best Practices*</b>
<b>Employees, Customers &amp; Guests</b>	<ul style="list-style-type: none"> <li>• Employers must perform daily symptom assessment of employees.**</li> <li>• Direct employees to stay home if symptomatic.</li> <li>• Require frequent and thorough hand washing, including providing workers, customers, and worksite visitors with a place to wash their hands. If soap and running water are not immediately available, provide alcohol-based hand sanitizer.</li> <li>• Ensure a minimum of 6 feet of social distancing between people; if not possible, install barriers.</li> <li>• Face coverings are required for all employees.</li> </ul>	<ul style="list-style-type: none"> <li>• Face coverings are required for employees and recommended for guests.</li> <li>• Provide PPE such as gloves and hand sanitizer.</li> <li>• If possible, implement procedures so customers do not have to sign for deliveries.</li> <li>• Post informational signs regarding social distancing, facial coverings, and what to do if symptomatic.</li> </ul>
<b>Shift Pattern</b>	<ul style="list-style-type: none"> <li>• Maintain a 1:1 ratio and require face coverings for in-cab/on training of new drivers.</li> </ul>	<ul style="list-style-type: none"> <li>• Stagger breaks in warehouses and truck driving schools to discourage congregation.</li> <li>• If possible, reduce slip-seating and keep drivers in a specific truck. If drivers must share a truck, high touch areas in the cab should be cleaned between shifts.</li> </ul>
<b>Physical Spaces/ Trucks/ Workstations</b>	<ul style="list-style-type: none"> <li>• Daily deep disinfection of high contact surfaces (e.g. door handles, light switches, seats, railings, cabinetry handles, appliance handles, toilets, countertops, phones, tables, etc.).</li> <li>• Ensure a minimum of 6 feet of distancing in office spaces.</li> <li>• Mechanics will clean truck after service is completed.</li> <li>• Disinfect the high touch areas inside the truck cab.</li> <li>• Shared equipment must be cleaned and disinfected between each user.</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage employees to clean their cabs/workstations periodically.</li> <li>• Establish a regular truck, office and warehouse cleaning schedule.</li> </ul>
<b>Confirmed Cases</b>	<ul style="list-style-type: none"> <li>• Immediately isolate and seek medical care for any individual who develops symptoms while at work and follow CDC guidelines.</li> <li>• Contact the local health district about suspected cases or exposures. Employers should maintain the confidentiality of employee health information.</li> <li>• Shutdown any facility for deep cleaning and disinfection, if possible.</li> <li>• Use disinfectants outlined on <a href="#">EPA List N</a>.</li> </ul>	<ul style="list-style-type: none"> <li>• Work with local health department to identify potentially infected or exposed individuals to help facilitate effective contact tracing/notifications.</li> <li>• Once testing is readily available, test all suspected infections or exposures.</li> <li>• Following testing, contact local health department to initiate appropriate care and tracing.</li> </ul>

\*\*Daily symptom assessment should include monitoring for fever, cough and trouble breathing.

\*These recommendations were compiled based on guidance from the CDC, the U.S. Food and Drug Administration (FDA), Nevada CSRS, and other relevant agencies for the industry and public health officials, including state licensing boards. The information provided is only intended as general information to the public. Following these guidelines does not constitute, and is not a substitute for, compliance with all laws and regulations applicable at any particular time. Individuals and businesses are responsible to ensure that they comply with all laws and regulations that apply to them, including, but not limited to, federal and state health and safety requirements. Additionally, compliance with these regulations does not ensure against the spread of infections from COVID-19 or any other cause.



# NV OSHA – Workplace Reopening Plan – Phase 1



## Develop a Plan

Each business in our state needs to begin considering how it will reopen in a phased approach depending on the level of health risk to Nevadans. Consider the following as you develop your COVID-19 reopening action plan:

- Amend your Written Safety Program to address the potential hazards in each phase of reopening (required for businesses with more than 10 employees) (NAC 618.539).
- Per your Written Safety Program, evaluate new hazards as they are identified and re-evaluate known hazards to identify any additional mitigation measures needed (NAC 618.540(1)(b)). Businesses should consider engineering controls, administrative controls, safe work practices, and Personal Protective Equipment (PPE).
- Develop and implement training for employees for any equipment, engineering process, administrative control or PPE required by your plan (NAC 618.540(1)(c)).
- Establish methods for ensuring compliance with the amended safety rules and work practices (NAC 618.540(1)(e)).
- Establish policies and practices that ensure social distancing.
- Establish policies and practices to sanitize common surfaces and encourage hand washing.
- Conduct daily surveys of changes to staff/labor health conditions.
- Address how to serve customers who are sick or in vulnerable populations.



## Need Help Developing a Plan?

Nevada SCATS is offering free technical assistance to develop your plan.

Southern Nevada	(702) 486-9140
Northern Nevada	(775) 688-3730
Elko	(775) 778-3312
SCATS Website	<a href="https://4safenv.state.nv.us/contact-us">4safenv.state.nv.us/contact-us</a>
Additional Resources	<a href="https://4safenv.state.nv.us/covid-19">4safenv.state.nv.us/covid-19</a>
Written Workplace Safety Guide	<a href="https://4safenv.state.nv.us/resources/guide-written-workplace-safety">4safenv.state.nv.us/resources/guide-written-workplace-safety</a>



STEVE SISOLAK  
Governor  
TERRY KEYNOLDS  
Director

STATE OF NEVADA



DEPARTMENT OF BUSINESS AND INDUSTRY  
DIVISION OF INDUSTRIAL RELATIONS  
OCCUPATIONAL SAFETY & HEALTH ADMINISTRATION

VICTORIA CARREON  
Interim Administrator  
JESS LANKFORD  
Interim Deputy Administrator

May 8, 2020

To Whom It May Concern,

**Scope: Updated Guidance for Essential Businesses & Phase 1 Businesses**

This guidance applies to all essential businesses and non-essential businesses opening or continuing operations in Phase 1 of the Governor's Roadmap to Recovery for Nevada. This guidance supersedes previous guidance released on April 23, 2020 for essential businesses.

On May 8<sup>th</sup>, 2020 the Governor of Nevada announced the release of Declaration of Emergency Directive #018, which initiates the re-opening of non-essential business within Nevada by a "phased-in" process. The declaration, summarized in the guidance document titled "Roadmap to Recovery for Nevada," requires that during Phase 1:

*All essential and non-essential businesses opening or continuing operations in Phase One must adopt measures promulgated by the Nevada State Occupational Safety and Health Administration (NV OSHA) to minimize the risk of spread of COVID-19, including social distancing and sanitation measures, and abide by all other guidance promulgated pursuant to the Phase One directive.*

In addition, Section 10 of Declaration of Emergency Directive #018 states:

*Section 10: All businesses must adopt measures that meet or exceed the standards promulgated by NV OSHA to minimize the risk of spread of COVID-19. All businesses are encouraged to permit their employees to work from home to the maximum extent practicable. The Nevada State Occupational Safety and Health Administration shall continue to ensure that businesses reopened pursuant to this Directive or otherwise operating during the state of emergency provide adequate protections to their workers and adopt sanitation protocols that minimize the risk of spread of COVID-19 among their workforce. NV OSHA shall enforce all violations of its guidance, protocols, and regulations.*

To accomplish these responsibilities NV OSHA is providing this guidance, and the recommendations/requirements found within, for essential businesses and non-essential businesses that are open or will be opening during Phase 1. The measures contained in the document are recommended/required of each business and should be applied to all employees of that business. As we battle the coronavirus pandemic, this guidance may continue to evolve.

The NV OSHA recommendations/requirements for all essential businesses and non-essential businesses opened during Phase 1 include, but are not limited to, the following:

RENO  
4600 Kietzke Lane,  
Building F-153  
Reno, NV 89502  
(775) 688-3700

LAS VEGAS  
3360 West Sahara Avenue  
Suite 200  
Las Vegas, NV 89102  
(702) 486-9020

As of 5/8/20:

- <10 person meetings
- Sanitation and cleaning supplies
  - Daily surveys
- PPE for First Responders
- Access to potable and sanitary water
- Social Distancing
- JHA required for assessing tasks where meeting SD rule is "infeasible/impractical"

# NV Businesses – Example Recovery Plans and Contents

## WYNN LAS VEGAS HEALTH & SANITATION PROGRAM

We are closely monitoring government policy changes, Centers for Disease Control (CDC) guidelines, government mandates, and public health advancements and will continue to make changes as necessary or appropriate to our protocols and procedures. This program has been developed in consultation with three leading public health medical professionals and fellows of Georgetown and Johns Hopkins Universities.

*Wynn*  
RESORTS  
Version 2.1

1

MGM RESORTS INTERNATIONAL

## SEVEN-POINT SAFETY PLAN

MAY 12, 2020

 MGM RESORTS  
INTERNATIONAL

- Example areas covered:
  - Screening plans
  - Training
  - Mandatory PPE
  - Handwashing and enhanced sanitation
  - HVAC controls and quality
  - Incident response
  - Digital innovations
  - Guest safety enhancements
- What are you seeing at your business or clients?



# Foundations and Actions For Recovery Process



# What Can EHS Pros Provide?

- Uniquely positioned to lead our organizations in this situation
- Leverage our knowledge, experience, expertise, and networks
- It will be a challenge, but also an opportunity to learn
- It's the art of what we do . . .

# Starting Recovery – Key Areas for EHS Involvement

- Recovery Team Organization
- Risk Assessments
- Essential Supply Management
- Risk Mitigation/Hierarchy of Controls
- Disinfection Plans
- Performance Audits
- Material Shipping and Receiving Controls
- Travel and Transportation
- Isolation Protocols
- Social Distancing
- Onsite Screening (if required)
- Self Screening
- Self Quarantining and Return to Work Process
- Visitors and Contractors Screening
- Labor Relations
- Training and Awareness
- Health and Wellness
- Signage

# Recovery Team Organization

- Reports to Top Management with their support to manage the recovery effort
- Organization wide effort for recovery, not just EHS alone
- Represents all key areas of the business such as:
  - Executive Leadership
  - Operations
  - Facilities
  - EHS
  - Finance
  - HR
  - Logistics
  - Procurement/Supply Chain
  - IT
  - Others as applicable



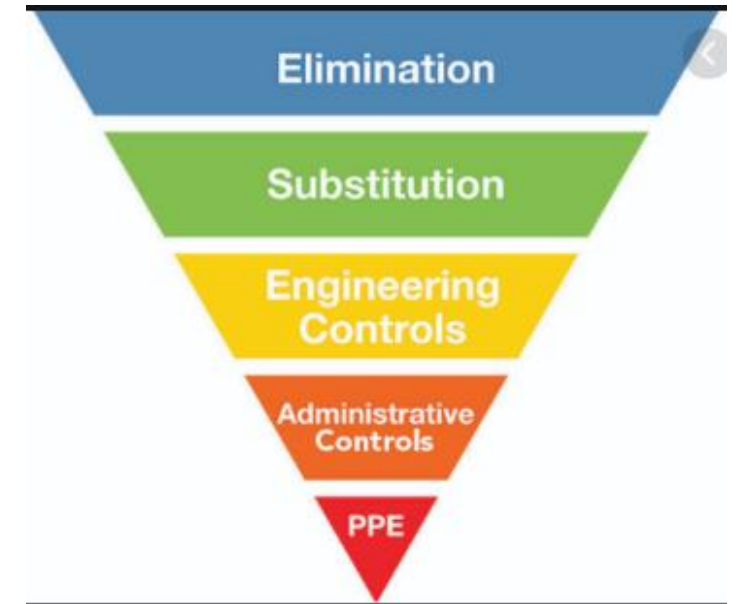
# Risk Assessments

- NV OSHA (and across the US) have required risk assessments as part of plans for COVID-19 recovery
- Use your company JHA process and tools to complete or obtain from OSHA JHA program at:
  - <https://www.osha.gov/Publications/osh3071.pdf>
- This step is key in your planning process for assuring a safe and effective plan is developed



# Risk Mitigation/Hierarchy of Controls

- Examples of Hierarchy of Controls for COVID-19 recovery:
  - Elimination
    - » Can the task be delayed until the pandemic is over?
  - Substitution
    - » Different/better way to accomplish task and maintain 6'?
  - Engineering Controls
    - » Physical separation barriers/controls for Social Distancing requirements
  - Administrative Controls
    - » Adjustment of tasks and number of staff on work shifts
    - » Sanitation procedures
  - PPE
    - » Use of respirators, protective garments, gloves, eyewear



# Preparing the Building and Workplace For Re-occupancy

- Plans for the return of employees and visitors to your facilities should include:
  - Worker Safety
    - » PPE requirements, training, engineering controls, and process improvements
  - Cleaning, Disinfecting and Supplies
    - » Cleaning chemicals, information, equipment, and procedures
  - Building Core Infrastructure Inspections
    - » HVAC Systems
    - » Mechanical and Water Systems
    - » Conveyors
    - » Fire and Life Safety Systems

# Building and Workplace Prep – Continued . . .

- Key facility areas to evaluate for determining proper controls, especially disinfection/cleaning:
  - Building Entry and Reception areas
  - Shipping and Receiving Areas
  - Lobbies, Common Areas, Amenities
  - Elevators, escalators, stairways, handrails
  - Manufacturing, warehouse and lab areas
  - Exterior areas – walkways, tables, parking lots



# Preparing the Workforce and Organization

- Your written plan should address the potential for workforce anxiety during recovery process
  - Management of change
    - » Plan implementation in phases
    - » Consistent employee engagement, communication (virtual and direct support)
    - » Training sessions and follow up
  - Policies, Practices, Procedures, and Process (What to keep, change or discard?)
    - » Opportunity to reassess how work is performed – can we make it safer and easier ?
    - » Roles and responsibilities
    - » Location of work – remote vs. onsite options

# Social Distancing

- Social Distancing is contrary to our basic human instinct for normal interaction
- These behaviors don't change overnight, so patience is key
- Consider using "Social Distancing Coaches" to help reinforce "positively"
  - Look to current or aspiring leaders in the organization
  - Need to have good interpersonal skills – "people persons"
  - Provide them facts, training and support to be successful
  - Identify them with vests or some other defining item

# Make it Easy to Social Distance and Wash Hands

## Make common areas easy to socially distance by:

- Removing excess chairs and spacing tables
- “One Way Only” traffic flow (except for emergency) if possible
  - Stairs, entrances, aisles, hallways
- Encourage eating at desk
- Multiple site entrances reduce employee loading at start/stop times
- Tape off every other sink, urinal and toilet in a restroom

## Have washing supplies/hand sanitizer everywhere

- Include signage on how to wash hands and why it is important

# Training

- Recovery Plan specific examples:
  - General Re-Occupancy Process
  - Health Screener roles (temperature checks)
  - PPE use and application
  - Disinfection and Cleaning procedures
  - Visitors and Contractors requirements
- Other Applicable EHS Requirements and Hazards (Don't miss these!)
  - Fall Protection
  - LOTO and Electrical
  - Haz-Com/Chemical Hazards
  - Ergonomics
  - Etc., etc., etc. . . . .



# What Can Be Done On The Front Lines - Examples

- Single and clear message on 6' Social Distance policy
- Hand sanitizer stations and temp washing areas to supplement bathrooms
- Use Facilities/Janitorial Staff or professional disinfecting companies for cleaning areas
- Organize tables/chairs in break areas to eliminate violation of the 6' rule
- Develop and communicate COVID-19 protective measures to employees
- Brainstorming sessions with employees for jobs that are difficult to maintain 6' spacing or other identified Safety issues

# Signage - Entrances, Work Areas, Lunchrooms



# Signage - One Way Aisles, Multiple Distancing Signs



# Signage – Lunch area example w/controls





# Make it Easy, Wash Stations and Sanitizer Everywhere



# Other Recovery and Rebuild Factors To Consider



# Communications – More Is Better . . .

- External communication sources require consistent monitoring for facts
  - Public Health agencies, CDC, WHO, etc.
  - Fed/State/Local Government Orders or Guidance
  - 24/7 News Cycle
  - Social Media
- Work to assure internal company communications are aligned
  - Policy and practice changes are clear and can be followed easily
  - Consistent communications – email, meetings, tailgates, etc.
  - Give folks opportunities to ask clarifying questions



# Building Toward The Future

Focus on Safety during recovery demonstrates its value to the organization

Places its value equal to productivity and quality

Strengthens employee involvement and interaction

Less incidents = improved morale and profitability

Employees will remember – supports retention and recruitment

# Resources to Support These Efforts

## Internal

- Executive Management
- Operations
- HR/Legal
- Facilities
- “Front Line” Supervisors and employees

## External

- Insurance/Loss Control services
- Equipment Suppliers
- Training and education providers
- Professional organizations and network
- Governmental agencies



# What About Ourselves?



EHS Pros are people too!!



Invest in yourself



Rest, read, exercise, family time



Professional development



Collaborate – now more than ever



Have some fun, celebrate successes!

# Final Thoughts/Wrap Up

Assure	Focus is to assure a safe and effective recovery and rebuild process
Follow	Follow a clear plan, but be flexible to change
Listen	Listen, collaborate, consider new ideas now and going forward
Support	Support each other and customers – internal and external
Think about	Think about the tasks at hand, but with an eye to the future

# Thanks for your attention!

## Questions?

- Al Roth – [albert.roth@bsigroup.com](mailto:albert.roth@bsigroup.com)
- Gary Pons – [gary.pons@bsigroup.com](mailto:gary.pons@bsigroup.com)