

COVID-19 7-Point Check List

Employers are facing new challenges in responding to COVID-19 and its implications for their workplaces in the United States. The checklist below will assist in thinking through the issues most likely to need attention now and in the immediate future. Information, agency guidance, and potential responses to COVID-19 are changing rapidly. This checklist was last updated on April 24, 2020.

1 Accountability, Communication, and Information

N/A	Started	Done	Activity	Notes/Assigned to:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Review Updated Information on Coronavirus Disease 2019 (COVID-19)	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Review Updated Information on Interim Guidance for Businesses and Employers: Plan and Respond to Coronavirus Disease 2019	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Review Updated Information on CDC guidance on cleaning and disinfecting COVID 19	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Review OECS's COVID-19 Help Center as a go-to for information, guidance, and best practices:	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Establish links to state and local resources: <ul style="list-style-type: none"> • The MN Department of Health has set up a COVID-19 public hotline that is open 7 a.m. to 7 p.m. The hotline number is 651-201-3920. • The WI Department of Health has set up a COVID-19 public hotline. That line can be reached at 1-800-985-5990 or text Talitha's to 66746. 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Develop an Employee communication plan for all employees to address. <ul style="list-style-type: none"> • Routine and Regular Information • Emergency Information • Maintain a healthy work environment. 	

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Elimination Controls:

N/A	Started	Done	Activity	Notes/Assigned to:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Assess your essential functions and the reliance that others and the community have on your services or products.</p> <ul style="list-style-type: none"> • Be prepared to change your business practices if needed to maintain critical operations (e.g., identify alternative suppliers, prioritize existing customers, or temporarily suspend some of your operations if needed). • Identify alternate supply chains for critical goods and services. Some good and services may be in higher demand or unavailable. • Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies. • Talk with business partners about your response plans. Share best practices with other businesses in your communities (especially those in your supply chain), chambers of commerce, and associations to improve community response efforts. 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Consider establishing policies and practices for social distancing. Social distancing should be implemented if recommended by state and local health authorities. Social distancing means avoiding large gatherings and maintaining distance (approximately 6 feet or 2 meters) from others when possible (e.g., breakrooms and cafeterias). Strategies that business could use include:</p> <ul style="list-style-type: none"> • Implementing flexible worksites (e.g., telework) • Implementing flexible work hours (e.g., staggered shifts) • Increasing physical space between employees at the worksite • Increasing physical space between employees and customers (e.g., drive through, partitions) • Implementing flexible meeting and travel options (e.g., postpone non-essential meetings or events) • Downsizing operations • Delivering services remotely (e.g. phone, video, or web) • Delivering products through curbside pick-up or delivery 	

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3 Engineering Controls:

N/A	Started	Done	Activity	Notes/Assigned to:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Consider installing engineering controls eliminate or reduce exposure to Covid 19 through the use of engineered machinery or equipment.</p> <ul style="list-style-type: none"> • Installing physical barriers, such as clear plastic sneeze guards. • Increasing ventilation rates in the work environment. • Installing high-efficiency air filters. • Installing a drive-through window for customer service, and or vendor services 	

4 Administrative Controls: Plans

N/A	Started	Done	Activity	Notes/Assigned to:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Identify a workplace coordinator who will be responsible for COVID-19 issues and their impact at the workplace.</p>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Develop and Communicate Exposure Control /Action Plan with MINIMUM of the following conditions All employers need to consider how best to decrease the spread of COVID-19 and lower the impact in their workplace. This may include Policies and procedures in one or more of the following areas:</p> <ul style="list-style-type: none"> • reduce transmission among employees, • maintain healthy business operations, and • maintain a healthy work environment. 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Develop and Communicate Clean and Disinfection Control /Action Plan with MINIMUM of the following conditions All employers need to consider how best to decrease the spread of COVID-19 and lower the impact in their workplace. This may include Policies and procedures in one or more of the following areas:</p> <ul style="list-style-type: none"> • Routine cleaning and disinfection, and, • Emergent cleaning and disinfection for employees know or suspect to have contracted COVID-19. 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Determine how you will operate if absenteeism spikes from increases in sick employees, those who stay home to care for sick family members, and those who must stay home to watch their children if dismissed from childcare programs and K-12 schools.</p> <ul style="list-style-type: none"> • Plan to monitor and respond to absenteeism at the workplace. • Implement plans to continue your essential business functions in case you experience higher than usual absenteeism. • Prepare to institute flexible workplace and leave policies. • Cross-train employees to perform essential functions so the workplace can operate even if key employees are absent. 	

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Administrative Controls: Policies & Procedures

N/A	Started	Done	Activity	Notes/Assigned to:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Implement flexible sick leave and supportive policies and practices.</p> <ul style="list-style-type: none"> • Ensure that sick leave policies are flexible and consistent with public health guidance and that employees are aware of and understand these policies. • Maintain flexible policies that permit employees to stay home to care for a sick family member or take care of children due to school and childcare closures. Additional flexibilities might include giving advances on future sick leave and allowing employees to donate sick leave to each other. • Employers that do not currently offer sick leave to some or all of their employees may want to draft non-punitive “emergency sick leave” policies. • Employers should not require a positive COVID-19 test result or a healthcare provider’s note for employees who are sick to validate their illness, qualify for sick leave, or to return to work. Healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely manner. • Review human resources policies to make sure that policies and practices are consistent with public health recommendations and are consistent with existing state and federal workplace laws (for more information on employer responsibilities, visit the Department of Labor and the Equal Employment Opportunity Commission websites). • Connect employees to employee assistance program (EAP) resources (if available) and community resources as needed. Employees may need additional social, behavioral, and other services, for example, to cope with the death of a loved one. 	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Identify where and how workers might be exposed to COVID-19 at work:</p> <ul style="list-style-type: none"> • Remain informed through state and local health departments of available testing site for asymptomatic employees. • Consider conducting employee temperature checks before presenting at work. • See OSHA webpage for more information on how to protect workers from potential exposures and guidance for employers, including steps to take for jobs according to exposure risk. • Be aware that some employees may be at higher risk for serious illness, such as older adults and those with chronic medical conditions. Consider minimizing face-to-face contact between these employees or assign work tasks that allow them to maintain a distance of six feet from other workers, customers, and visitors, or to telework if possible. 	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Actively encourage sick employees to stay home:</p> <ul style="list-style-type: none"> • Employees who have symptoms (i.e., fever, cough, or shortness of breath) should notify their supervisor and stay home. 	

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			<ul style="list-style-type: none"> Sick employees should follow CDC-recommended steps. Employees should not return to work until the criteria to discontinue home isolation are met, in consultation with healthcare providers and state and local health departments. Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor and follow CDC recommended precautions. 	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Report Illness and Exposure:</p> <ul style="list-style-type: none"> Employees who appear to have symptoms (i.e., fever, cough, or shortness of breath) before or upon arrival at work or who become sick during the day should immediately report their symptoms to the supervisor and separated from other employees, customers, and visitors and sent home. Employees who have close contact with others (home) that have symptoms (i.e., fever, cough, or shortness of breath) should immediately report their exposure situation to the supervisor 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Separate sick employees:</p> <ul style="list-style-type: none"> Employees who appear to have symptoms (i.e., fever, cough, or shortness of breath) upon arrival at work or who become sick during the day should immediately be separated from other employees, customers, and visitors and sent home. If an employee is confirmed to have COVID-19 infection, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). The employer should instruct fellow employees about how to proceed based on the CDC Public Health Recommendations for Community-Related Exposure. 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Employers with more than one business location are encouraged to provide local managers with the authority to take appropriate actions outlined in their COVID-19 response plan based on local conditions.</p>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Support respiratory etiquette and hand hygiene for employees, customers, and worksite visitors:</p> <ul style="list-style-type: none"> Provide tissues and no-touch disposal receptacles. Provide soap and water in the workplace. If soap and water are not readily available, use alcohol-based hand sanitizer that is at least 60% alcohol. If hands are visibly dirty, soap and water should be chosen over hand sanitizer. Ensure that adequate supplies are maintained. Place hand sanitizers in multiple locations to encourage hand hygiene. Place posters that encourage hand hygiene to help stop the spread at the entrance to your workplace and in other workplace areas where they are likely to be seen. Discourage handshaking – encourage the use of other noncontact methods of greeting. Direct employees to visit the coughing and sneezing etiquette and clean hands webpage for more information. 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Perform routine environmental cleaning and disinfection:</p> <ul style="list-style-type: none"> Routinely clean and disinfect all frequently touched surfaces in the workplace, such as workstations, keyboards, telephones, handrails, and doorknobs. If surfaces are dirty, they should be cleaned using a detergent or soap and water prior to disinfection. For disinfection, most common EPA-registered household disinfectants should be effective. A list of products that are EPA-approved for use against the virus that causes COVID-19 is available here. Follow 	

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			<p>the manufacturer’s instructions for all cleaning and disinfection products (e.g., concentration, application method and contact time, etc.).</p> <ul style="list-style-type: none"> • Discourage workers from using other workers’ phones, desks, offices, or other work tools and equipment, when possible. If necessary, clean and disinfect them before and after use. • Provide disposable wipes so that commonly used surfaces (for example, doorknobs, keyboards, remote controls, desks, other work tools and equipment) can be wiped down by employees before each use. To disinfect, use products that meet EPA’s criteria for use against SARS-Cov-2, the cause of COVID-19, and are appropriate for the surface. 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Perform enhanced cleaning and disinfection after persons suspected/confirmed to have COVID-19 have been in the facility:</p> <ul style="list-style-type: none"> • If a sick employee is suspected or confirmed to have COVID-19, follow the CDC cleaning and disinfection recommendations. 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Advise employees before traveling to take additional preparations:</p> <ul style="list-style-type: none"> • Check the CDC’s Traveler’s Health Notices for the latest guidance and recommendations for each country to which you will travel. Specific travel information for travelers going to and returning from countries with travel advisories, and information for aircrew, can be found on the CDC website. • Advise employees to check themselves for symptoms of COVID-19 (i.e., fever, cough, or shortness of breath) before starting travel and notify their supervisor and stay home if they are sick. • Ensure employees who become sick while traveling or on temporary assignment understand that they should notify their supervisor and promptly call a healthcare provider for advice if needed. • If outside the United States, sick employees should follow Linders Specialty policy for obtaining medical care or contact a healthcare provider or overseas medical assistance Linders Specialty to assist them with finding an appropriate healthcare provider in that country. A U.S. consular officer can help locate healthcare services. However, U.S. embassies, consulates, and military facilities do not have the legal authority, capability, and resources to evacuate or give medicines, vaccines, or medical care to private U.S. citizens overseas. 	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Take care when attending meetings and gatherings:</p> <ul style="list-style-type: none"> • Carefully consider whether travel is necessary. • Consider using videoconferencing or teleconferencing when possible for work-related meetings and gatherings. • Consider canceling, adjusting, or postponing large work-related meetings or gatherings that can only occur in-person. • When videoconferencing or teleconferencing is not possible, hold meetings in open, well-ventilated spaces. 	

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Administrative Controls: Training

N/A	Started	Done	Activity	Notes/Assigned to:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Educate employees about how they can reduce the spread of COVID-19:</p> <ul style="list-style-type: none"> • Employees can take steps to protect themselves at work and at home. Older people and people with serious chronic medical conditions are at higher risk for complications. • Follow the policies and procedures of your employer related to illness, cleaning and disinfecting, and work meetings and travel. • Stay home if you are sick, except to get medical care. Learn what to do if you are sick. • Inform your supervisor if you have a sick family member at home with COVID-19. Learn what to do if someone in your house is sick. • Wash your hands often with soap and water for at least 20 seconds. Use hand sanitizer with at least 60% alcohol if soap and water are not available. • Avoid touching your eyes, nose, and mouth with unwashed hands. • Cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow. Throw used tissues in the trash and immediately wash hands with soap and water for at least 20 seconds. If soap and water are not available, use hand sanitizer containing at least 60% alcohol. Learn more about coughing and sneezing etiquette on the CDC website. • Clean AND disinfect frequently touched objects and surfaces such as workstations, keyboards, telephones, handrails, and doorknobs. Dirty surfaces can be cleaned with soap and water prior to disinfection. To disinfect, use products that meet EPA's criteria for use against SARS-CoV-2, the cause of COVID-19, and are appropriate for the surface. For a list of products that the Center for Biocide Chemistries, please see this PDF. • Avoid using other employees' phones, desks, offices, or other work tools and equipment, when possible. If necessary, clean and disinfect them before and after use. • Practice social distancing by avoiding large gatherings and maintaining distance (approximately 6 feet or 2 meters) from others when possible. 	

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Personal Protective Equipment:

N/A	Started	Done	Activity	Notes/Assigned to:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Consider face covers for all employees who must work with others:</p> <ul style="list-style-type: none"> • Surgical masks and face covers are not respirators and do not provide the same level of protection to workers as properly fitted respirators. However, they may block the wearer from spreading COVID 19 to others. <p>Consider Respirators, gloves and other PPE for all employees who must work within 6 feet of others:</p> <ul style="list-style-type: none"> • PPE should be selected based on the results of an employer's hazard assessment and workers specific job duties. • When disposable gloves are used, workers should typically use a single pair of nitrile exam gloves. Change gloves if they become torn or visibly contaminated with blood or body fluids. • When eye protection is needed, use goggles or face shields. Personal eyeglasses are <i>not</i> considered adequate eye protection. • If workers need respirators, they must be used in the context of a comprehensive respiratory protection program that meets the requirements of OSHA's Respiratory Protection standard (29 CFR 1910.134) and includes medical exams, fit testing, and training <p>PPE Supply Chain Management:</p> <ul style="list-style-type: none"> • Develop Safety Stock • (Maximum Daily Usage Maximum Lead Time Days) - (Average Daily Usage Average Lead Time Days) • Lead Time • No days from day of order to the day of receipt • Calculate Reorder Point • Average Daily Usage Average Lead Time in Days) + Safety Stock 	

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Resources:

- **OECS** has developed a COVID-19 Help Center as a go-to for information, guidance, and best practices: <https://oecscomply.com/oecs-covid-19-help-center/>
- CDC Travel Warning link: <https://www.cdc.gov/coronavirus/2019-ncov/travelers/>
- The **OSHA COVID-19** webpage offers information specifically for workers and employers: www.osha.gov/covid-19.
- CDC Self Checker website: <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/testing.html>
- The **CDC website** provides the latest information about COVID-19 transmission: <https://www.cdc.gov/coronavirus/2019-nCoV/index.html>
- The **MN Department of Health** has set up a COVID-19 public hotline that is open 7 a.m. to 7 p.m. The hotline number is 651-201-3920. The web link can be found at <https://www.health.state.mn.us/diseases/coronavirus/action.html>
- The **WI Department of Health** has set up a COVID-19 public hotline. That line can be reached at 1-800-985-5990 or text TalkWithUs to 66746.
- <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>

This information is of a general nature and is not legal advice. Each state and local government may have different restrictions, and readers are encouraged to review recent guidance with legal counsel prior to implementation.

OECS provides safety and regulatory expertise to enable clients to achieve safety compliance and their goals. This communication is intended to bring relevant developments to our clients. We recommend that your legal counsel and management review any policy's/procedures before implemented.