

Worker and Volunteer Training Plan

Prevention of spreading COVID-19, self-screening, and work/home issues, with provision for PPE, must be stressed in employee and volunteer training to ensure that all types of workers including temporary, independent contractors, and volunteer workers are trained in COVID-19 prevention policies and awareness of underlying health conditions that may make individuals more susceptible to contracting the virus,

1) Sanitation

Frequent hand washing with soap and water is essential, including scrubbing with soap for 20 seconds (or using hand sanitizer with at least 60% ethanol or 70% isopropanol when employees cannot access a sink or handwashing station); washing or sanitizing hands before and after using or adjusting face coverings; avoiding touching eyes, nose, and mouth.

2) Physical distancing, both at work and off work time

3) Proper use of face coverings

CDPH mandates and employer policies, work rules, practices, and exemptions make clear that face masks do not protect the wearer; are not personal protective equipment (PPE); must cover the nose and mouth; can help protect people near the wearer; do not replace the need for physical distancing and frequent handwashing; must not be shared; and should be washed or discarded after each shift. Training for employer is needed for handling employee exemptions

4) CDC guidelines for COVID-19 self-screening at home

Self-screening includes temperature and/or symptom checks for fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea, vomiting, or diarrhea. Medical attention is necessary if symptoms become severe, including persistent pain or pressure in the chest, confusion, or bluish lips or face.

5) When an employee should not return to work

The employee should not return to work who has been diagnosed with COVID-19 and not yet released from isolation or if the employee has had within the past 14 days contact with someone diagnosed with COVID-19 and considered potentially infectious, i.e. still on isolation.

(See worker's sick leave rights under the *Families First Coronavirus Response Act* and worker's rights to compensation benefits and presumption of work-relatedness pursuant to the governor's *Executive Order N-62-20* while that order is in effect)

6) When an employee can safely return to work

A worker without symptoms who was diagnosed with COVID-19 can return to work 10 days since symptoms first appeared, symptoms have improved, and employee has no fever (without use of fever reducing medications) for the last 72 hours.