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UPDATE ON MICA OPERATIONS

The last two months have been anything but normal for all of us. We have seen our personal and professional lives turned, not only upside down, but sideways. April was a month of continued uncertainty and confusion following the events of March.

We witnessed our businesses alter their normal operations in ways that we never ever expected. The impact to our association industry started with the cancelation of the NIA annual convention in April. The regional associations followed suit in cancelling their spring and summer conventions. We waited until late April before our Board of Directors canceled our 63rd Annual Spring Convention scheduled for June 22 – 25, 2020, at the Lodge of Four Seasons in Lake Ozark, Missouri.

The fallout of the COVID-19 pandemic continued in May. Most of the states in our region imposed strict guidelines to help slow the spread of the virus. We witnessed the impact that these sanctions had on our economy and on our daily lives.

We have begun to see an easing of the economic restrictions as we neared the Memorial Day weekend and now into June. The opening of businesses on a state by state basis has not lessened the need for us to continue our vigilance to help contain the spread of the coronavirus. The importance of social distancing and wearing a mask while in public has not changed.

The restriction on large gatherings is still in place and has a direct impact on our ability to conduct in person meetings and conventions. As these restrictions are lifted within the MICA region, your Board of Directors will be monitoring our ability to conduct our fall business meeting in October. Currently, we are planning to hold our fall business meeting as scheduled for October 15 & 16, 2020, at the Omaha Marriott Downtown.

The Board of Directors of MICA will be meeting by teleconference/zoom on June 25, 2020, as they would be normally meeting in conjunction with our June convention. The Board will be conducting normal association activities during the meeting, and they will be strategically planning for how MICA can continue to serve you, the members, through these uncertain times.

Thank you for your continued support of and participation in MICA.
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Well, here we are, my final letter. Most will be glad to see my babbling come to an end! I hope a few of you have enjoyed them, though. I’ll admit, I was really dreading the thought of writing these letters, but after a month or two, I really didn’t mind and found myself making notes of things to discuss!

As I’m sure most of you have heard, we were forced to cancel our upcoming spring convention at the Lodge of the Four Seasons on Lake of the Ozarks. While things are starting to open up a bit, there were just too many concerns and safety issues with social distancing, convention operations, dinner arrangements, and guest speakers. Keeping everyone safe was our first priority. It’s a shame, too. I feel we had a quality program prepared with a great variety of topics, a top notch motivational speaker, and an interesting spouse program in the works as well. As of now, our October meeting in Omaha will continue as planned.

I want to thank a few people as well. First, should go to my lovely bride, Holly, who has always been at my side for the past 28 years. Why she ever said “yes” is beyond me! The really scary part is that she still acts like she likes me? Also want to thank Scott Weekley and Ben Pfister for advice and guidance over the past year. Greatly appreciated. Also, we all like to harass Tom about his OCD organization but honestly, I don’t know how he does it. We are still working on a replacement for him and Cindy, but it is going to be a very tall order! Thank you Tom and Cindy!

Without a doubt, you are in good hands with Steve Sack moving into the President’s position. He will do a fantastic job and has a great support staff to back him up. The 2021 Spring Convention is our year to be out-of-region, and I think that you will find the Hyatt Regency Coconut Point Resort in Bonita Springs, Florida, to be a top notch venue. Florida is always a good place for a meeting, just ask Nate Brink!

It’s been an honor and a privilege to serve as your MICA president for the 2019/2020 year. It is very humbling, especially when you look at the great industry leaders that have come before me. Hope you enjoyed it as much as I did.

Sincerely,

Matt Hymer
MICA President

P.S. Not sure if I mentioned this, but it is my last chance as MICA President —

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SAFETY CORNER

The following article is provided by Gary Auman, MICA’s legal counsel. This article was emailed to our member email listserv. If you did not get a copy of this article by email, it is because we do not have a working email for you in our system. If you would like to receive emails from the MICA office, please send us a copy of your current email address and we will add you to our email listserv.

While we continue to hear about COVID-19 every day, it is important that we distill down the myriad of available information into a useable form. From a safety/OSHA compliance standpoint, I would like to discuss both the current COVID-19 situation and also how it will affect employers as we work to get the economy restarted. So, I am going to look into my crystal ball for part of the article and try to be as accurate as I can about the future. As an employer, you have 2 goals in the current situation. First, to provide your employees a safe place to work by eliminating or minimizing, as much as possible, their potential exposure to COVID-19. Second, you need to comply with OSHA guidance and recommendations (there are still no OSHA requirements at this time), which are also intended to protect your employees.

While COVID-19 has taken over the lion’s share of attention when it comes to safety and health, DO NOT disregard ANY other aspects of your company’s safety and health program to focus ALL of your attention on the current emergency. OSHA continues to function regarding ALL safety and health issues in the workplace. You still need to train your employees, perform your safety orientation, hold your toolbox talks, conduct daily safety training and audits, and enforce ALL of your safety rules. With that in mind, the remainder of this article will consider what you need to accomplish to address COVID-19.

NOW: Actions to Take Now

When this virus first appeared, OSHA announced that it would ensure the protection of employees by applying the General Duty Clause or Section 5(a)(1) of the Occupational Safety and Health Act of 1970 (the Act) as its enforcement/compliance tool. That means that OSHA has concluded that COVID-19 is a recognized hazard that is causing, or likely to cause, death or serious physical harm to employees. This decision by OSHA is one of the few by the agency, in my opinion, that accurately applies the General Duty Clause as intended when it was promulgated as part of the Act. While I feel that this is an appropriate application, it does create an obligation for all employers. In my opinion, that obligation will not change in the foreseeable future. My FIRST goal is the protection of employees, and I will address my comments primarily to field work, but many of my comments can also apply to manufacturers and others.

New Company Response Plan

You MUST now have in place a COVID-19 pandemic response policy and plan. It must include the steps you are taking to protect your employees from COVID-19, as well as your protocol for training your employees, and for enforcing the work rules you have in place. This program needs to be a permanent part of your safety program even when we have COVID-19 under control. As I will discuss later in this article, your plan will need to become a “living” program. It should be in the same style as your Emergency Action Plan (EAP). By this I mean you need a company pandemic response plan that exists next to your EAP (or as a significant separately identifiable part of your EAP), which should require a site-specific plan for each location at which you have employees working. This is necessary because, not only do we have federal OSHA/CDC guidelines and recommendations, we also have state and local orders, regulations, guidelines, and recommendations. You, your safety team, and perhaps your company doctor need to review what applies to you in any location at which you are going to work. Do NOT forget, regardless of where your company is headquartered, you are required to comply with all government requirements, etc. in the state and location where your employees will be working to satisfy the requirements of the OSHA General Duty Clause.

Sample COVID-19 Plan

At a minimum you should include the following in your company plan/policy:

1. Employees SHALL use social distancing at a minimum of 6 feet.
2. Employees SHALL confirm their temperature each day when they arrive to work.
3. Employees with unacceptable temperature or other symptoms SHALL remain or be sent home to self-quarantine for ________ days.
4. Employees should frequently wash their hands with soap and water.
5. Employees SHALL never cough or sneeze without covering their mouth AND nose. If masks are not available, employees shall cough or sneeze into their elbow.
6. Employees should avoid touching their face.
7. Employees SHALL share tools or electronic communication devices.
8. Employees SHALL disinfect equipment before using it, when possible.
9. Non-essential business travel SHALL be eliminated [note: my word] or minimized, and procedures shall be established for employees returning from travel before returning to work.
10. Develop procedures for workforce contact tracing.
11. Develop special accommodations for vulnerable employees.
12. All specific OSHA standards governing the use of PPE, including, but not limited to personal respiratory equipment, face shields, hand protection, etc. shall be complied with.

These requirements shall be enforced under the ________ Company Safety Enforcement Program.

(Continued on page 9)
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FUTURE MICA MEETING DATES

**CANCELED** — 63rd Annual Spring Convention — June 22 — 25, 2020, Lodge of the Four Seasons, Lake Ozark, Missouri.

Fall 2020 Annual Fall Business Meeting — October 15 & 16, 2020, Omaha Marriott Downtown, Omaha, NE.

64th Annual Spring Convention — June 21 — 24, 2021, Hyatt Regency Coconut Point Resort, Bonita Springs, FL.

Fall 2021 Annual Fall Business Meeting — October 14 & 15, 2021, Omaha Marriott Downtown, Omaha, NE.

65th Annual Spring Convention — June 20 — 23, 2022, TBD.

MICA MEMBER ADDRESS/INFO. UPDATES

Be sure to inform the MICA office of any changes or corrections to your listing for either the MICA Directory, e-mail correspondence or mailing address. Even if you update your company listing on the MICA website, please inform the MICA office of the changes. We try to be as current as possible with your help.
A site-specific pandemic policy shall be developed for each worksite. The 12 items listed in the __________ Company Pandemic Policy shall be addressed in the site-specific plan along with any State or Local laws, regulations, recommendations, or guidance.

Local Regulations
In addition, you need to learn about and implement any state or local regulations that apply to your businesses. For example, Nevada enacted a requirement several weeks ago prohibiting more than one employee from traveling in a crew cab truck or working from a scissor or aerial lift truck. I know that many employers have employees share hotel rooms when they travel for the company. This again should be prohibited (think about it), whether or not there is a law or regulation addressing room sharing. This varies by state as some states follow federal OSHA control and others have a state OSHA plan in place. However, failure to comply with a state-specific regulation could result in an employee complaint to OSHA, which could (will) require you to justify your actions to OSHA, and/or face a compliance inspection.

NEXT: Planning for the Future
So, what is next? Here is where some crystal ball gazing is necessary. The difficult thing to predict is how each state, and perhaps even each local community, will reopen for full business operations. Will all states fully reopen for business as usual? Many of us do not think we will go back to “the way it was” at any time in 2020 and perhaps longer than that. Social distancing is one of those restrictions that will probably be with us for a long time. The same goes for other aspects of the current regulations, guidelines, and recommendations. When does a guideline or recommendation become more than that? This may be at the heart of the matter. In light of that, I feel we must again look at the situation from 2 perspectives—the safety of your employees and/or the avoidance of problems with state and federal regulatory agencies. While these may be the same or very similar, they may necessitate different approaches.

To fulfill the goal of providing a safe work environment for your employees you need to look beyond ways to “avoid” providing safeguards and determine if what you will do, will fully protect your workforce, even if it is not required or you can find a way around doing it. Also (and I may say this again), you will need to put the physical health and safety of your employees before the importance of their skill sets’ and objectively and consistently apply and enforce your safety rules, no matter how such enforcement may affect your “best” employees.

To accomplish the tasks necessary to accomplish the goals in the preceding paragraph you will need to closely follow all COVID-19 worker protection developments. I cannot predict when you might be relieved of this obligation, but I think you will be safe to assume it will extend, at least, until the end of 2020. With this in mind, the following items from the first list (Continued on page 6)
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COST EFFECTIVE REPRESENTATION
may be with us after states have reopened, and perhaps until the end of 2020.

1. MAINTAIN some form of social distancing and/or wear masks.
2. Symptomatic employees stay home and self-quarantine for 14 days.
3. DO NOT share tools or electronic devices.
4. FREQUENTLY wash hands with soap and water.
5. Disinfect work surfaces and tools whenever possible.
6. Take steps to protect vulnerable employees.
7. NEVER cough or sneeze without covering your face with a tissue or mask, or cough and sneeze into a tissue and dispose of it.

The above are the obvious safeguards that I believe will remain for a while after the states have reopened. I believe these are the minimum basic safety considerations. Of course, you will also need to remain up to date with your state and local regulations and guidelines and keep them as part of your site-specific COVID-19 Pandemic Protection Program.

OSHA General Duty Clause Enforcement

From an OSHA General Duty Clause enforcement perspective, it is a new day. Consider the other not specifically regulated areas that are currently enforced under the General Duty Clause—Heat and Cold Illness Protection, Distracted Driving, Workplace Violence. OSHA and/or NIOSH have provided us with a list of expectations and/or requirements for employers to protect their employees. Each of these hazards has been recognized for many years. And that fact, I believe, formed the basis for the Occupational Safety and Health Review Commission (OSHRC) decision in the Sturgill Roofing case that OSHA HAS BEEN “OVERUSING” General Duty Clause as a substitute for specific rule making. But I believe we have only seen a handful of employee complaints relating to employers allegedly not protecting employees in these areas. This fact is probably because the OSHA and NIOSH guidelines (to the extent they exist in writing) have not been widely published to the general public. But that is NOT the case with COVID-19. The media has been devoted to COVID-19 coverage, and it is sometimes conflicting. Since everyone is watching this coverage, they have developed opinions and everyone who works for you can determine what they think you should be doing to protect them from COVID-19. And, if they think that you should be doing more to protect them, they are aware that they can call OSHA and file a complaint. OSHA has reported that it has received hundreds of employee complaints concerning COVID-19 pandemic safety. When such a complaint is made, the OSHA area office will frequently fax and/or email you what I call an informal complaint letter. This will state the employee complaint and require you to respond to the allegations within 5 business days. That response must be posted in the workplace and a copy will be shown to the complainant by OSHA. If he/she disagrees with your response, you may hear again from OSHA with a requirement to perform a rapid response investigation (RRI). Then you will have to complete a detailed form and possibly submit a copy of your pandemic protection program (it will help if your program contains an effective date). You will usually have 5 working days to complete the RRI and get it to OSHA. If this proves unacceptable, you may
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(Continued from page 12)

see an OSHA compliance officer to perform a compliance inspection. As a reminder, it is illegal for employers to retaliate against workers because they report unsafe and unhealthful working conditions during the coronavirus pandemic.

Why did I explain all of this? I want to be sure you understand that because of the publicity COVID-19 has received the likelihood of one of your employees complaining to OSHA is significantly higher than it has been with any of the other safety issues I have listed. Such employee complaints will quickly put your pandemic protection plan under the microscope. From a safety and health compliance standpoint, we are a long way from being back to where we were a year ago. In fact, I do not believe we will be back to that point anytime soon...if ever. My crystal ball is becoming cloudy.

Steps to take for now and the remainder of 2020:

1. Develop a pandemic protection policy for your company (not limited to COVID-19).
2. Develop a subpart to that plan for COVID-19.
3. Develop site specific plans for COVID-19 at each site at which you will work and consider all federal, state, and local regulations and recommendations for each location.
4. Stay up to date with all changes issued by federal, state, and local governments that may require an amendment to your site specific or general plan.
5. Train your employees in the specific rules in the plan that govern their site and retrain them anytime you make a change to your plan.
6. Consistently and objectively enforce the work rules in your plan.
7. Do not ignore employee concerns—take them seriously and respond to them in writing if advised to do so by counsel.
8. Do not substitute your expertise for that of medical professionals. If you question information an employee brings to you or that you become aware of, then vet it through your company medical consultant and document the results and actions you are taking.

Do not forget that General Duty Clause citations are classified at a minimum as serious and OSHA will not negotiate them down to below serious. This leaves you with the decision of accepting a serious OSHA citation on your record that could have a significant effect on your ability to bid work or to incur the costs of attempting to defend the citation. Take COVID-19 pandemic safety seriously and adopt those policies necessary to protect your workforce.
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U.S. DEPARTMENT OF LABOR ADOPTS REVISED ENFORCEMENT POLICIES FOR CORONAVIRUS

WASHINGTON, DC; May 19, 2020 – The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) has adopted revised policies for enforcing OSHA’s requirements with respect to coronavirus as economies reopen in states throughout the country.

Throughout the course of the pandemic, understanding about the transmission and prevention of infection has improved. The government and the private sector have taken rapid and evolving measures to slow the virus’s spread, protect employees, and adapt to new ways of doing business.

Now, as states begin reopening their economies, OSHA has issued two revised enforcement policies to ensure employers are taking action to protect their employees.

First, OSHA is increasing in-person inspections at all types of workplaces. The new enforcement guidance reflects changing circumstances in which many non-critical businesses have begun to reopen in areas of lower community spread. The risk of transmission is lower in specific categories of workplaces, and personal protective equipment potentially needed for inspections is more widely available. OSHA staff will continue to prioritize COVID-19 inspections, and will utilize all enforcement tools as OSHA has historically done.

Second, OSHA is revising its previous enforcement policy for recording cases of coronavirus. Under OSHA’s recordkeeping requirements, coronavirus is a recordable illness, and employers are responsible for recording cases of the coronavirus, if the case:

- Is confirmed as a coronavirus illness;
- Is work-related as defined by 29 CFR 1904.5; and
- Involves one or more of the general recording criteria in 29 CFR 1904.7, such as medical treatment beyond first aid or days away from work.

Under the new policy issued today, OSHA will enforce the recordkeeping requirements of 29 CFR 1904 for employee coronavirus illnesses for all employers. Given the nature of the disease and community spread, however, in many instances it remains difficult to determine whether a coronavirus illness is work-related, especially when an employee has experienced potential exposure both in and out of the workplace. OSHA’s guidance emphasizes that employers must make reasonable efforts, based on the evidence available to the employer, to ascertain whether a particular case of coronavirus is work-related.

Recording a coronavirus illness does not mean that the employer has violated any OSHA standard. Following existing regul-

(Continued on page 19)
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lations, employers with 10 or fewer employees and certain employers in low hazard industries have no recording obligations; they need only report work-related coronavirus illnesses that result in a fatality or an employee’s inpatient hospitalization, amputation, or loss of an eye.[1]

For further information and resources about the coronavirus disease, please visit OSHA’s coronavirus webpage.

U.S. JOB MARKET LOSES 20.5 MILLION JOBS IN APRIL

By Kim Kennedy, Director of Forecasting, Dodge Data & Analytics

BEDFORD, MA – May 8, 2020 – Gut-wrenching is the word that comes to mind regarding the U.S. Bureau of Labor Statistics’ latest employment release. In April, the first full month of stay-at-home orders and social distancing due to COVID-19, the U.S. economy lost 20.5 million jobs and the unemployment rate spiked to 14.7%. This was, by far, the largest collapse of the labor market since the Great Depression. March job losses were revised down to 870,000 and, combined with April, sum to 21.4 million job losses over the past two months. These losses dwarf the 8.7 million jobs lost during the Great Recession and essentially wipe out the 22.4 million jobs gained in the decade since it ended.

The suddenness of the downturn was stunning. As recently as February, the job market had been growing for 113 months and the unemployment rate had fallen to a 50-year low of 3.5%. Furthermore, the current unemployment rate does not include the 5.1 million people whose hours were cut or the unknown numbers whose pay was reduced as a result of the pandemic.

The April figures shattered previous historical records. Previously, the largest one-month decline in employment had occurred in September 1945 when 2.0 million jobs were lost. The previous record for the highest unemployment rates (where records only go back to 1948) was 10.8% in November 1982, although estimates suggest that the unemployment rates reached nearly 25% during the Great Depression.

Job declines were widespread across industries in April. Construction lost 975,000 jobs with most of the losses coming from Specialty Trades, which fell by 691,000. But other industries were hit even harder: the greatest losses came from leisure and hospitality where 7.7 million jobs were lost (47% of the total). Most of these jobs came from restaurants and bars, which were down 5.5 million. The retail sector lost 2.1 million jobs, although warehouses/supercenters gained 93,000 jobs as online shopping surged. Education and healthcare lost a combined 2.5 million jobs in April and professional/business services were down 2.1 million. Even government employ-
ment was down 980,000 with most losses coming from local governments where 801,000 employees were laid off, mostly due to school closures.

As many states slowly begin to reopen during the month of May, job losses should begin to abate. Still, it will be many more months before the economy, and the job market, return to any sense of normalcy. As Thomas Paine once said, “These are the times that try men’s souls.”

IRS ADDS PHONE OPERATORS TO ANSWER ECONOMIC IMPACT PAYMENT QUESTIONS

WASHINGTON – Today, the Internal Revenue Service is starting to add 3,500 telephone representatives to answer some of the most common questions about Economic Impact Payments.

IRS telephone assistance and other services will remain limited, and answers for most of the common questions related to Economic Impact Payments are available on IRS.gov. The IRS anticipates bringing back additional assistors as state and local advisories permit.

Answers for most Economic Impact Payment questions are available on the automated message for people who call the phone number provided in the letter (Notice 1444). Those who need additional assistance at the conclusion of the message will have the option of talking to a telephone representative.

Americans are encouraged to use IRS.gov

The IRS regularly posts new and updated answers to the most frequently asked questions about Economic Impact Payments and the Get My Payment tool. Those who wish to know the status of their Economic Impact Payment are reminded to check Get My Payment regularly; the information is frequently updated as the IRS continues to process the remaining payments for delivery.

For those who are eligible for an Economic Impact Payment but aren’t required to file a tax return, the IRS reminds them the Non-Filers tool also remains available in English or Spanish for them to register for a payment.
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WASHINGTON, DC – The U.S. Department of Labor announced that the Occupational Safety and Health Administration (OSHA) has released a new video and poster for employers and workers on how to properly wear and remove a respirator.

For workers who may need to use respirators to protect themselves from coronavirus exposure, a properly worn respirator can help reduce the wearer's risk of viral exposure and help prevent its spread to others.

The video and poster – in English and Spanish – demonstrate and describe seven steps every worker should follow when putting on and taking off a respirator.

1. Wash hands with soap and water or alcohol-based hand rubs containing at least 60 percent alcohol before putting on and after removing the respirator;
2. Inspect the respirator for damage;
3. Cover mouth and nose with the respirator and pull strap over the head so that it rests at the back of the head. A second strap should rest at the back of the neck. Use the metal nose clips to mold the respirator to the shape of the nose;
4. Adjust the respirator by placing both hands over it and inhaling and exhaling. Readjust the straps if air leaks from the respirator's edges;
5. Avoid touching the respirator while wearing it;
6. Remove the respirator by grabbing the strap(s) from behind. Do not touch the front; and
7. If the respirator does not need to be reused because of supply shortages, discard it in a closed-bin waste receptacle.

Visit OSHA's Publications webpage for other useful workplace safety information.

The video and poster are the latest efforts by OSHA to educate and protect America's workers and employers during the coronavirus pandemic. OSHA has also published Guidance on Preparing Workplaces for COVID-19, a document aimed at helping workers and employers learn about ways to protect themselves and their workplaces during the ongoing pandemic.

Visit OSHA's COVID-19 webpage frequently for updates. For further information about coronavirus, please visit the U.S. Department of Health and Human Services Centers for Disease Control and Prevention.
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NEW JERSEY – May 7, 2020 – The Dodge Momentum Index moved 6.0% lower in April to 135.9 (2000=100) from the revised March reading of 144.5. The Momentum Index, issued by Dodge Data & Analytics, is a monthly measure of the first (or initial) report for nonresidential building projects in planning, which have been shown to lead construction spending for nonresidential buildings by a full year. Both components of the Momentum Index pulled back during the month – the commercial component fell 7.6%, while the institutional component dropped 3.2%.

COVID-19 (Coronavirus) had a significant negative impact on the economy in April, touching virtually all sectors — including construction. Planning activity clearly downshifted, although that downshift has not been fully realized in the published index since the Momentum Index is a three-month moving average. This sets the stage for an even weaker reading when the May data is released in June.

In April, six projects each with a value of $100 million or more entered planning. The leading commercial projects were a $380 million office building in San Jose CA and the $100 million Dream Hotel in Las Vegas NV. The leading institutional projects were a $365 million medical building in Houston TX and the $100 million Harrisburg University Health Science Education Center in Harrisburg PA.

Dodge Data & Analytics COVID-19 (Coronavirus) Resources: https://www.construction.com/toolkit
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U.S. DEPARTMENT OF LABOR PUBLISHES
11 NEW TRANSLATIONS OF OSHA
POSTER TO HELP PREVENT WORKPLACE
CORONAVIRUS EXPOSURE

WASHINGTON, DC – The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has translated and published its “Ten Steps All Workplaces Can Take to Reduce Risk of Exposure to Coronavirus” poster in 11 additional languages.

Currently available in English and Spanish, the poster highlights 10 infection prevention measures every employer should implement to protect workers' safety and health during the coronavirus pandemic. Safety measures include encouraging sick workers to stay home; establishing flexible worksites and staggered work shifts; discouraging workers from using other workers' phones, desks and other work equipment; and using Environmental Protection Agency-approved cleaning chemicals from List N or that have label claims against the coronavirus.

The poster is available for download in the following languages:

Arabic  Chinese Traditional  Korean Tagalog  Brazilian Portuguese  French Creole Polish  Vietnamese  Hmong Russian  Chinese Simplified

Visit OSHA's Publications webpage for other useful workplace safety information.

The additional translations are OSHA's latest effort to educate and protect America's workers and employers during the coronavirus pandemic. In response to President Trump's action to increase the availability of general use respirators, OSHA has issued a series of guidance documents that expand access to respirators in the workplace. OSHA has also published Preparing Workplaces for COVID-19, its guidance aimed at helping workers and employers learn about ways to protect themselves and their workplaces during the ongoing pandemic.

Visit OSHA's coronavirus webpage frequently for updates. For further information about coronavirus, please visit the Centers for Disease Control and Prevention.
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