



WE INSTALL PEACE OF MIND

April 19,2020

## JOBSITE EXPOSURE PLAN – COVID-19

- **Employee Exhibiting COVID-19 Symptoms**

If an employee exhibits COVID-19 symptoms the employee must remain at home until he or she is symptom free for 72 hours (3 full days) without the use of fever-reducing or other symptom-altering medicines (e.g., cough suppressants). The Company will similarly require an employee that reports to work with symptoms to return home until they are symptom free for 72 hours (3 full days). To the extent practical, employees are required to obtain a doctor's note clearing them to return to work.

- **Employee Tests Positive for COVID-19**

An employee that tests positive for COVID-19 will be directed to self-quarantine away from work. Employees that test positive and are symptom free may return to work when at least seven (7) days have passed since the date of his or her first positive test and have not had a subsequent illness. Employees that test positive and are directed to care for themselves at home may return to work when: (1) at least 72 hours (3 full days) have passed since recovery;1 and (2) at least seven (7) days have passed since symptoms first appeared. Employees that test positive and have been hospitalized may return to work when directed to do so by their medical care provider. The Company will require an employee to provide documentation clearing their return to work.

- **Employee Has Close Contact with a Tested Positive COVID-19 Individual**

Employees that have come into close contact with a confirmed-positive COVID-19 individual (co-worker or otherwise), will be directed to self-quarantine for fourteen (14) days from the last date of close contact with the carrier. Close contact is defined as six (6) feet for a prolonged period of time.

If the Company learns that an employee has tested positive, the Company will conduct an investigation into co-workers that may have had close contact with the confirmed-positive employee in the prior 14 days and direct those individuals that have had close contact with the confirmed-positive employee to self-quarantine for 14 days from the last date of close contact with the carrier. If an employee learns that he or she has come into close contact with a confirmed-positive individual outside of the workplace, he/she must alert a manager or supervisor of the close contact and also self-quarantine for 14 days from the last date of close contact with the carrier. 4//2020: While maintaining the individual's confidentiality, the onsite representative will inform those exposed to leave the site to go home and self-isolate. W.L. Installers, Inc. will then contact the client, immediately stop work in area, control the situation, posts warning and retain a qualified third-party to perform a cleaning of the area. Once the areas of the exposure have been thoroughly cleaned, work at the jobsite will resume.

Recovery is defined as: (1) resolution of fever with the use of fever-reducing medications; and (2) improvement in respiratory symptoms (e.g., cough, shortness of breath).

### **PLEASE ALSO REFER TO CDC GUIDELINES FOR FURTHER ASSISTANCE**

#### **OSHA RECORDKEEPING**

If a confirmed case of COVID-19 is reported, the Company will determine if it meets the criteria for record ability and report ability under **OSHA's recordkeeping rule**. **OSHA** requires construction employers to record work-related injuries and illnesses that meet certain severity criteria on the **OSHA 300 Log**, as well as complete the **OSHA Form 301** (or equivalent) upon the occurrence of these injuries. For purposes of COVID-19, **OSHA** also requires employers to report to **OSHA** any work-related illness that (1) results in a fatality, or (2) results in the in-patient hospitalization of one or more employee. "In-patient" hospitalization is defined as a formal admission to the in-patient service of a hospital or clinic for care or treatment.

**OSHA** has made a determination that COVID-19 should not be excluded from coverage of the rule – like the common cold or the seasonal flu – and, thus, **OSHA** is considering it an "illness." However, **OSHA** has stated that only

confirmed cases of COVID-19 should be considered an illness under the rule. Thus, if an employee simply comes to work with symptoms consistent with COVID-19 (but not a confirmed diagnosis), the record ability analysis would not necessarily be triggered at that time.

If an employee has a confirmed case of COVID-19, the Company will conduct an assessment of any workplace exposures to determine if the case is work-related. Work-relatedness is presumed for illnesses that result from events or exposures in the work environment, unless it meets certain exceptions. One of those exceptions is that the illness involves signs or symptoms that surface at work but result solely from a non-work-related event or exposure that occurs outside of the work environment. Thus, if an employee develops COVID-19 solely from an exposure outside of the work environment, it would not be work-related, and thus not recordable.

The Company's assessment will consider the work environment itself, the type of work performed, risk of person-to-person transmission given the work environment, and other factors such as community spread. Further, if an employee has a confirmed case of COVID-19 that is considered work-related, the Company will report the case to **OSHA** if it results in a fatality within 30 days or an in-patient hospitalization within 24-hours of the exposure incident occurring.

**\*\* This Plan is based on currently available information from the CDC and OSHA and is subject to change based on further information provided by the CDC, OSHA, and other public officials. The Company may also amend this Plan based on operational needs.**