

**APPENDIX A: Washington State Coronavirus Hazard  
Considerations for Employers (Except COVID-19 Care in  
Hospitals and Clinics)  
Face Coverings, Masks, and Respirator Choices  
July 7, 2021**

Vaccination Status	Transmission Risk Category		
	Low	Medium	High
<b>Work characteristics</b>	Working inside* with other people, but physical distancing is maintained between unvaccinated individuals	<ul style="list-style-type: none"> <li>Physical distancing between unvaccinated people is not maintained</li> <li>Work in the presence of COVID-19 quarantined or isolated people</li> </ul>	<ul style="list-style-type: none"> <li>Close proximity between breathing zones (directly breathing exhaled air)</li> <li>High exertion activities or respiration (&lt;6 foot distancing)</li> <li>Work in the vicinity of aerosol generating procedures</li> </ul>
<b>Unvaccinated or vaccination status unknown</b>	Cloth face coverings required by proclamation	Medical procedure mask, KN95, or voluntary use respirator	N95 filtering facepiece respirator or more protective respirator
<b>Verified fully vaccinated, except in certain sectors**</b>	Employer not required to enforce mask use. Workers may choose to wear PPE.		Employer must assess exposures and may consider vaccination status in determining respiratory protection needs per Chapter 296-842 WAC

\* Inside should be considered broadly to mean not outside. Outside environments have a free flow of air that limits viral transmission. Situations that are under cover or partially surrounded by walls are not necessarily outside or inside. Generally, these situations should be considered inside unless it can be shown that there is good flow of air that maintains an outside air environment.

\*\* Except for the following sectors:

- Healthcare (including long-term care, doctor’s offices, hospitals)
- Public transportation (aircraft, train, road vehicles)
- K-12 Schools, childcare facilities, and day camps in locations where students are present
- Correctional facilities
- Homeless shelters

**Exposure Assessment:**

Identifying medium and high risk exposures for unvaccinated workers and high risk exposures for fully vaccinated workers the following factors may be considered.

- Are there individuals in the workspace suspected or known to have COVID-19
- Fully vaccinated status of workers and others around them.
- Close proximity (within 6 feet) for an extended period of time on a frequent or infrequent basis

- Close by (e.g., within 3 feet) with no option to move safely away or stay behind a physical barrier
- Who need to breathe frequently and/or deeply due to physically strenuous work or other activity that requires deep breathing
- In an enclosed or confined space
- In a poorly ventilated area:
  - Indoor spaces are enclosed by walls and ceilings and of greatest concern
  - outdoor spaces have no structures or other objects that restrict air flow and are not a concern unless other factors are combined
  - Some spaces, such as breezeways, covered loading docks, covered porches, and so forth are not considered indoors or outdoors. Employers should consider the extent that air flow is constricted in assessing exposures in these spaces.

For example, protective masks may not be necessary for fully vaccinated employees riding with fully vaccinated coworkers to a jobsite a couple of hours away; but a respirator may be required for unvaccinated workers in this situation. Even fully-vaccinated employees working in some situations may need respiratory protection; such as, around an unvaccinated coworker performing heavy manual labor inside a confined space with poor ventilation should be considered for respiratory protection due to the particularly high level of exposure that could occur.

**Other PPE:**

Employers should consider other personal protective equipment when assessing mask requirements. Gloves, gowns, and face shields may be appropriate for limiting exposure to COVID-19.