

Coronavirus (COVID-19) Prevention:

General Workplace Requirements – SUMMARY

The Department of Labor & Industries (L&I) requires employers to provide safe and healthy workplaces and protect workers from COVID-19.

General Requirements for Employers*



Social Distancing and Mask Use

- Fully vaccinated employees do not have to wear a mask or socially distance at work, unless their employer still requires it.
- Before ending mask and social distance requirements, employers must confirm workers are fully vaccinated – by having the worker either sign a document attesting to their status or provide proof of vaccination. Employers do not need to save actual copies of employee vaccination cards.
- Employers must be able to demonstrate they have verified vaccination status for workers who are not masked or physically distanced.
- If an employee is not fully vaccinated or their vaccination status is unknown, employers must continue to require masks and social distancing.
- When strict social distancing is still required, but not possible for a specific task, other prevention measures **are required**. Those could include physical barriers to block droplets from sneezes and coughs, negative-pressure ventilation, or other measures.
- Masks are still required in health care settings; correctional facilities; homeless shelters; schools, daycare facilities and day camps and on public transportation.
- Unvaccinated individuals are still required to wear face coverings in all public spaces.



Frequent and Adequate Hand Washing

- Provide readily available fixed or portable hand washing stations with soap, paper towels and either hot and cold running water, or tepid running water.
- Require hand washing when arriving at work, taking breaks, using the bathroom, before and after eating, drinking or using tobacco products, and after touching contaminated surfaces.
- Provide hand sanitizer stations/supplies, wipes, or towelettes in portable containers to facilitate frequent hand sanitizing (between hand washing) after handling objects touched by others.



Routine and Additional Cleaning and Sanitizing

- Establish a housekeeping schedule that includes frequent cleaning and sanitizing.
- Ensure adequate supplies for scheduled cleaning, and for deep cleaning and sanitizing after a suspected COVID-19 case.
- Disinfect high-touch surfaces often.
- Ensure employees use protective gloves and eye/face protection when handling chemicals.

* This is a summary. For more details, see 414-164-000 *Coronavirus (COVID-19) Prevention: General Requirements and Prevention Ideas for Workplaces*.



- Make sure shared work vehicles are cleaned and disinfected each time different occupants use the vehicle and regularly if the same person uses it.
- Keep Safety Data Sheets (SDSs) for all disinfectants on site.



Establish Procedures For Sick Workers

- Require sick workers to stay home or remain isolated if they are in farm housing.
- Identify and send home or isolate workers who develop signs of COVID-19 illness.
- Cordon off areas temporarily until they are deep cleaned and sanitized after reports of an employee with suspected or confirmed COVID-19 illness.



Employee Education on COVID-19 Workplace Hazards

In the language best understood by employees, ensure they know:

- The signs, symptoms, and risk factors associated with COVID-19 illness.
- How to prevent the spread of the coronavirus at work.
- How to effectively wash hands with soap and water for at least 20 seconds.
- The importance of covering coughs and sneezes, and not touching the face with unwashed hands.