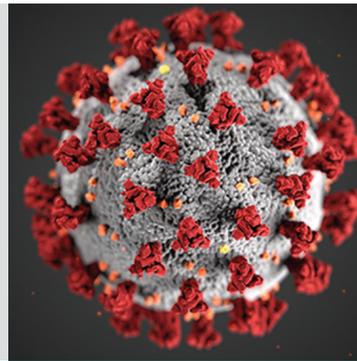


Additional requirements to protect temporary worker housing occupants from coronavirus (COVID-19) exposure

Guidance for Emergency Rule WAC 296-307-16102



The coronavirus (COVID-19) is a serious workplace hazard that spreads from one person to another when someone who is infected speaks, coughs or sneezes. The virus can also be transmitted when people touch a contaminated surface or object and then touch their own mouth, nose, or eyes.

WAC 296-307-16127 requires employers to have a temporary worker housing (TWH) management plan. A new emergency rule (WAC 296-307-16102) requires housing operators to update and implement that plan to show how they will minimize the risk of exposure and protect occupants from coronavirus hazards.

Housing operators must:

- Identify a single point of contact for COVID-19-related issues.
- Share the plan with all occupants on the first day it's operational or the first day the occupant arrives at the temporary worker housing site.
- Designate a person to answer questions and ensure all occupants are aware of all aspects of the plan.

Under WAC 296-307-16102, the temporary worker housing operator **must take the following steps to protect occupants from COVID-19 hazards:**

Educate occupants in a language or languages they understand on COVID-19, and allow entry of community health workers and community-based outreach workers to provide additional information. Education must include:

- How the virus spreads and how to prevent it from spreading, including the importance of hand washing, use of cloth face coverings, proper respiratory etiquette, and prompt sanitizing of frequently touched items.
- Common COVID-19 symptoms and risk factors, and what to do if occupants develop symptoms.

Post information conspicuously and in a language or languages understood by the occupants regarding:

- The facility's health and safety policies.
- How to identify symptoms.
- Whom to report to if not feeling well.
- Where and how to secure medical treatment.

Provide cloth face coverings for occupants to use in accordance with Washington Department of Health guidelines, or as required by Washington Department of Labor & Industries (L&I) safety rules. The operator must instruct occupants to use cloth face coverings in public and at housing as recommended in the public health orders.

Develop and implement a physical distancing plan to maintain six feet of separation between occupants when at housing sites, which includes all cooking, eating, bathing, washing, recreational and sleeping facilities.

Requirements at Temporary Worker Housing Sites

Operators must ensure the following conditions in sleeping quarters:

- Beds are spaced at least six feet apart between frames in all directions and arranged so that occupants sleep head to toe; **OR** beds are separated



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by a bed-length, floor-to-near-ceiling temporary non-permeable barrier (Plexiglas, plastic sheeting, etc.) placed perpendicular to wall so that a 36-inch minimum aisle exists between the bed and the temporary barrier, and occupants sleep with head toward wall. Materials must be fire resistant or fire-retardant treated. AND

- Temporary barriers must not block exit routes.
- Temporary barriers must not compromise ventilation/air flow.
- Temporary barriers must be cleaned at least daily.
- Only the bottom bed of bunk beds are to be used except as allowed under group shelters below.

Operators must ensure the following conditions in living quarters:

- Physical barriers (plastic shields, for example) must be used for fixtures such as sinks where occupants may come in close contact for short periods of time.
- To ensure social distancing in common areas, additional refrigeration, portable sinks or other additional resources may be necessary.
- Visitation should not occur between occupants of different buildings, sleeping quarters, or living spaces. This will help minimize potential cross-contamination.

Requirements at Group Shelters

“Group shelter” means a dwelling unit or cluster of dwelling units with sleeping facilities for up to 15 occupants that includes toilet facilities, bathing facilities and, if applicable, food preparation and cooking facilities. All facilities and services within the group shelter are for the sole use of the occupants of that shelter and must be marked as such.

Operators at group shelters must:

- Designate which occupants are part of each group and maintain the same occupants in each group shelter.
- Arrange beds so that the heads of beds are as far apart as possible — by at least six feet. Both beds of bunk beds may be used. Bunk bed occupants must sleep head to toe.
- Take steps to improve ventilation wherever possible.
- Maintain egress requirements.
- Provide all occupants with suitable storage space including personal space for clothing and

personal articles. Ensure that all or part of the space is enclosed and lockable.

- Instruct occupants to maintain physical distancing and wear face coverings whenever possible in common areas.

Other Requirements for Group Shelters

The operator must:

- Ensure members of each shelter group stay together and separate from other groups, occupants, or workers, including during transportation and work.
- Ensure that the employer will follow the group shelter requirements if the operator is not the employer.
- Encourage each group shelter to designate one or two occupants to run errands if items cannot be provided by the operator. These designated occupants can be the main contact for procuring groceries or other items to help limit public contact and potential disease transmission.
- Quarantine or test all members of a group shelter (as directed by the local health agency) if a member of the group develops COVID-19 symptoms.

Cleaning and Disinfection in All Temporary Worker Housing Sites

The operator must:

- Clean and disinfect common areas on a regular schedule, at least as frequently as required by the rule.
- Wipe down and disinfect surfaces daily, or more often, when they are touched by multiple individuals. Use EPA-approved disinfectant or diluted bleach solution.
- Provide adequate supplies and instructions to occupants for cleaning and disinfecting of their living spaces of dwelling units, family shelters, and group shelters.
- Ensure occupants are able to clean and disinfect frequently touched surfaces, bathroom, and cooking areas as needed.
- Provide adequate supplies of soap and single-use paper towels at all sinks to allow for frequent hand washing. Portable hand washing stations or hand sanitizer may be provided in addition to required facilities.

Operators must ensure that any contracted cleaning workers are:

- Provided training in a language or languages they understand regarding COVID-19 cleaning, disinfecting, and sanitizing protocols before they arrive to clean temporary worker housing.
- Provided personal protective equipment required under Department of Labor & Industries rules to perform the cleaning activities.
- Provided and required to wear disposable gloves and cloth face coverings that cover the nose and mouth while working at the site.

Identification, Care, and Isolation of Sick Occupants

The operator must develop and implement a plan to identify and isolate sick occupants, including:

- A process to screen occupants for symptoms of COVID-19 as identified by the Centers for Disease Control (CDC), including cough, shortness of breath, and difficulty breathing.
- Providing each occupant with a thermometer or designating and training a person to use a 'no touch' or 'no contact' thermometer to check all occupants' temperatures daily.
- Ensuring that all thermometers are properly sanitized between each use. Any worker with a temperature of 100.4°F or higher is considered to have a fever.
- Upon identification of suspect COVID-19 cases, the operator must contact the local health officer immediately (as required under WAC 296-307-16190) and provide transportation for medical evaluation or treatment. Ensure individuals providing transportation have appropriate personal protective equipment.
- Isolating suspect COVID-19 cases with sleeping, eating, and bathroom accommodations separate from others. The suspect case will have the option to isolate with family members if they already reside in a room together.
- Isolating and housing confirmed COVID-19 cases only with other confirmed cases. They must have separate bathroom, cooking and eating facilities from people who have not been diagnosed with COVID-19. Ill individuals will have the option to isolate with family members if they already reside in a room together.

- The operator must provide food and water and monitor the safety of occupants in isolation at the operator's facility or ensure that these services are provided if isolated somewhere else, like a state or local government quarantine facility.

Operators must ensure that areas where occupants with suspected COVID-19 exposure have been are cleaned and disinfected according to CDC guidelines. This must happen before the space is used by anyone else.

Workplace Discrimination

It is against the law for any employers to take any adverse action such as firing, demoting, or otherwise retaliating against a worker they suspect of exercising safety and health rights. Those rights include raising safety and health concerns to their employer, participating in union activities concerning safety and health matters, filing a safety and health complaint, or participating in an L&I Division of Occupational Safety and Health (DOSH) investigation. Workers have 30 days to file a complaint with DOSH and/or with the federal Occupational Safety and Health Administration (OSHA). www.Lni.wa.gov/workers-rights/workplace-complaints/discrimination-in-the-workplace

Resources

Call a consultant near you 1-800-547-8367 or email DOSHConsultation@Lni.wa.gov for help. www.Lni.wa.gov/DOSHConsultation

The DOSH coronavirus website (www.Lni.wa.gov/safety-health/safety-topics/topics/coronavirus) includes resources from CDC, OSHA, and the Washington Department of Health.

Washington State Department of Health: 1-800-525-0127; www.doh.wa.gov/Emergencies/Coronavirus

Local Health Jurisdictions and Tribes: www.doh.wa.gov/ForPublicHealthandHealthcareProviders/PublicHealthSystemResourcesandServices/LHJandTribalDirectories

Upon request, foreign language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 711. L&I is an equal opportunity employer.