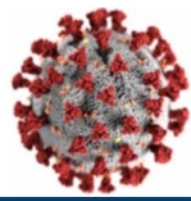


# TOOLBOX TALK



Virginia Department of Labor and Industry  
Virginia Occupational Safety and Health (VOSH) Program  
16VAC25-220, Emergency Temporary Standard for COVID-19 Infectious Disease Prevention  
VOSH Outreach, Education and Training

7/12/2020

## General Industry & Construction Training Requirements for COVID-19 Emergency Temporary Standard, 16VAC25-220

### The characteristics and methods of transmission of the SARS-CoV-2 virus

Coronaviruses are named for the crown-like spikes on their surface. SARS-CoV-2 is a betacoronavirus, like MERS-CoV and SARS-CoV. The Coronavirus SARS-CoV-2 causes the Coronavirus Disease 2019 (COVID-19). Coronavirus Disease 2019 (COVID-19) is a respiratory disease caused by the SARS-CoV-2 virus. It is spread mainly through close contact from person-to-person (inside 6 feet), by way of airborne transmission of respiratory droplets produced when an infected person coughs, sneezes, or talks.

### The signs and symptoms of the COVID-19 disease

COVID-19 can affect each person differently, with symptoms ranging from mild to severe. COVID-19 symptoms may appear 2-14 days after exposure to the virus. Employers and employees need to be able to recognize the most common COVID-19 signs and symptoms. Stay home if you are sick or experiencing any of these:

Signs of COVID-19 include trouble breathing, persistent pain or pressure in the chest, new confusion, inability to wake or stay awake, bluish lips or face.

Symptoms include fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea

### COVID-19 can be deadly

People of any age with the following conditions are at increased risk of severe illness from COVID-19: chronic kidney disease; COPD (chronic obstructive pulmonary disease); immunocompromised state (weakened immune system) from solid organ transplant; obesity (body mass index [BMI] of 40 or higher); serious heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies; sickle cell disease; type 2 diabetes mellitus).

### Ability of pre-symptomatic and asymptomatic COVID-19 persons to transmit the SARS-CoV-2 virus

There are indications that some infected people may not exhibit signs or symptoms of COVID-19. There is emerging evidence that pre-symptomatic (SARS-CoV-2 detected before symptom onset) and asymptomatic people (SARS-CoV-2 detected but symptoms never develop) can unknowingly spread COVID-19 to others.

### Work practices and control measures

Encourage employee self-reporting and conduct pre-shift screening for signs and symptoms of COVID-19.

Do not permit employees or other persons known or suspected to be infected with SARS-CoV-2 virus to report to or remain at the work site or engage in work at a customer or client location until cleared for return to work

Avoid physical contact with others (maintaining a distance of at least 6 feet from employees, customers and other individuals); including inside work trailers.

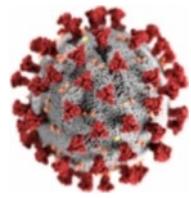
Utilize face coverings or appropriate PPE (surgical/medical masks or N95 respirator) whenever 6 feet distancing cannot be achieved and/or maintained on work-sites; to include work trailers and vehicles.

Virginia Department of Labor & Industry  
Main Street Centre  
600 East Main Street, Suite 207  
Richmond, VA 23219  
Phone: 804-371-2327  
Fax 804-371-6524



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## Work practice and control measures, continued

Wash hands frequently with soap and water for at least 20 seconds, if soap and water are not immediately available, use alcohol-based hand sanitizer that contains at least 60% alcohol and rub hands until they are completely dry.

Ensure appropriate respiratory etiquette, cover coughs and sneezes.

Avoid touching your eyes, nose, or mouth (face in general) with unwashed hands.

Ensure that frequently touched work tools, equipment, vehicles, and contracted equipment is routinely cleaned and disinfected. Cleaning can be achieved utilizing soap and water. Disinfecting can be achieved utilizing bleach intended for disinfection and has a sodium hypochlorite concentration of 5%-6% or a disinfectant listed on the EPA "N" list.

For cleaning guidelines: <https://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html>

For disinfection guidelines: Utilize the EPA "N" list for products that meet EPA's criteria for use against SARS-CoV-2, the virus that causes COVID-19. <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2-covid-19>

To the extent feasible and permitted by law, including but not limited to the Families First Coronavirus Response Act, ensure that sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies.

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## Anti-discrimination provision under the standard

No person shall discharge or in any way discriminate against an employee because the employee has:

Exercised rights under the safety and health provisions of this standard Title 40.1 of the Code of Virginia, and implementing regulations under 16VAC25-60-110 for themselves or others.

Voluntarily provided and wears their own personal protective equipment, provided that the PPE does not create a greater hazard to the employee, or create a serious hazard for other employees.

Raised a reasonable concern about infection control related to the SARS-CoV-2 virus and COVID-19 disease to the employer, other employees, or a government agency, or to the public such as through print, online, social, or any other media.

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## Employees' right to refuse unsafe work.

See §16VAC25-60-110 for requirements concerning discharge or discipline of an employee who has refused to complete an assigned task because of a reasonable fear of injury or death.

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