Oregon OSHA’s COVID-19 Temporary Standard for All Workplaces

The provisions of OAR 437-001-0744 detailed below became effective on **Nov. 16, 2020**.

**Know about COVID-19 (SARS-CoV-2):**

- SARS-CoV-2 is the virus that causes coronavirus disease 2019 (COVID-19).
- COVID-19 symptoms include, but are not limited to:
  - Fever of 100 degrees F or more (or 38.0 degrees C)
  - New loss of smell or taste
  - New onset cough or new difficulty breathing
  - Muscle aches
  - Runny nose
  - Sore throat
  - Nausea
  - Diarrhea
- Symptoms of COVID-19 infection may appear two to 14 days after exposure to the virus.

**Know how to minimize COVID-19 transmission:**

- Good personal hygiene, physical distancing, source control with proper facial coverings, and regular cleaning remain the primary safeguards against COVID-19 in the workplace and minimizing its spread in the community.
- **Good personal hygiene:**
  - Hand hygiene refers to the washing of one’s hands with warm running water and soap for at least 20 seconds or using an alcohol-based hand sanitizer (gel or foam) to reduce the spread of germs, including the SARS-CoV-2 virus. Employers should encourage their employees to wash or sanitize their hands frequently, especially when handling shared equipment.
  - Respiratory hygiene refers to the practice of covering one’s mouth and nose when coughing or sneezing, and discarding any soiled facial tissues in the nearest waste receptacle. Practicing proper respiratory and hand hygiene will reduce the spread of COVID-19 in the workplace.
- **Physical distancing** (OAR 437-001-0744(3)(a)): All employers must eliminate the need for any of their workers to be within six feet of another person to complete their work. It is the employer’s responsibility to ensure that workers are consistently separated from others in their workplace, unless the employer determines and can demonstrate that this distancing is not feasible for certain activities.
- **Source control** refers to the use of facial coverings (masks, face coverings, or face shields) or other other devices to reduce the spread of large respiratory droplets to others when an person talks, sneezes, or coughs. Source is required under OAR 437-001-0744(3)(b). Facial coverings must be worn in accordance with current Oregon Health Authority’s statewide mask, face coverings, and face shields guidance.
• **Mask, face coverings, or face shields** are required in most indoor work settings. They are also required in outdoor work settings where six feet of physical distancing cannot be maintained. OAR 437-001-0744(3)(b) also requires the following:

  » All occupants (including nonemployees) must wear facial coverings whenever employees are transported in the same vehicle for work purposes, regardless of the travel distance or duration involved.

  » Employers must provide facial coverings to their employees at no cost to the worker. The employer may also allow workers to use their own facial covering as long as it meets the definition of a face mask, face covering, or face shield under OAR 437-001-0744(2).

• **Sanitation (OAR 437-001-0744(3)(c))**: All employers regularly clean all common areas, shared equipment, and high-touch surfaces that are used by employees or the public. The required frequency of this cleaning depends on amount of time the workplace is occupied within a given 24-hour period:

  » At least once every 24 hours if the workplace is occupied less than 12 hours a day.

  » At least every eight hours while in use, if the workplace is occupied more than 12 hours a day.

Also, employers must provide their workers with a reasonable amount of time and supplies necessary to clean or sanitize their work areas and any shared equipment more often than required by this rule if the workers choose to do so.

• In addition to the daily cleaning, the employer must disinfect any common areas, high-touch surfaces, and shared equipment used by a person known to be infected with COVID-19 under OAR 437-001-0744(3)(c)(D). There are more requirements for those in health care settings as defined by the rule.

• Under OAR 437-001-0744(3)(j), all employers must establish a process to notify affected workers within 24 hours if they have had **work-related** contact with someone who has tested positive for COVID-19. It is essential that workers are notified as soon as possible so they can proceed with more precautions.

• All employers are required under 437-001-0744(3)(k) to cooperate with COVID-19 diagnostic testing at their workplace initiated by the Oregon Health Authority or a local public health agency.

• Under 437-001-0744(3)(l), COVID-19-positive workers must isolate outside of the workplace and away from other nonquarantined people. In these circumstances, the employer must allow the COVID-19 positive workers to work at home if suitable work is available and the employees’ condition does not prevent it.

• Employees are also entitled to return to their previous job without any adverse action if they participate in COVID-19 quarantine or isolation activities required under this rule.

**Other COVID-19 workplace requirements:**
This fact sheet summarizes only a portion of OAR 437-001-0744, and does not reflect all COVID-19 workplace requirements required under this temporary rule.

A separate fact sheet will be available to focus on the elements of the rule that have other delayed effective dates.