



Presenter: Ashley Mikytuck

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WORKERS' COMPENSATION INSURANCE
WORK SAFE, TEXASSM



Returning to the office (after COVID-19)

October 2021



AGENDA

- COVID-19 safety
- Mental health
- Retraining
- TXM resources

COVID-19 safety

COVID-19: Response team



COVID-19: Prevention

Ventilation

- Ensure ventilation systems are working properly and increase air filtration when possible
- Consider solutions such as open windows, strategically placed fans, HEPA filters and UVGI

Establish social distancing & mask protocols

- Who, when, where...

Encourage hygiene & cleaning

- Stock soap, hand sanitizer, tissues and disinfectants



COVID-19: Plan

PLAN

Coronavirus Action Plan – General Industry

Location:
Effective Date:
Revision Number: 1

[COMPANY NAME]

This is a sample Coronavirus Action Plan. It is not meant to be exhaustive or construed as legal advice. Consult additional insurance and/or legal counsel for professional advice. Please modify this action plan to meet your business needs, taking all relevant federal, state and local compliance requirements into account.

The coronavirus (COVID-19) outbreak has impacted businesses across a variety of industries, forcing them to rethink their daily operations to ensure the safety of their employees and the general public. In fact, just one misstep can lead to the quick spread of COVID-19, jeopardizing the well-being of workers.

To help slow the spread of COVID-19 and safeguard our staff, [COMPANY NAME] has created an action plan for responding to COVID-19. This plan, which is based on Centers for Disease Control and Prevention (CDC) and Occupational Safety and Health Administration (OSHA) guidance, highlights the responsibilities of managers and employees, and outlines the steps [COMPANY NAME] is taking to address COVID-19.

RESPONSIBILITIES

When it comes to ensuring a safe workplace during the COVID-19 outbreak, both managers and employees have their role to play. The following is a breakdown of the responsibilities for [COMPANY NAME] leadership and staff.

Managers and Supervisors

[COMPANY NAME] leadership, including managers and supervisors, should familiarize themselves with the details of the action plan. Above all, leadership must be prepared to answer questions from employees and set a good example by adhering to the guidance prescribed in the plan. This involves practicing social distancing and good personal hygiene.

Employees

Employees play a critical role in [COMPANY NAME]'s COVID-19 prevention efforts. To protect everyone in the facility, [COMPANY NAME] has a number of general best practices employees should follow:

- **Understand the signs and symptoms of COVID-19, and stay home if you are feeling sick**—Any employee who is experiencing symptoms of COVID-19 (e.g., fever, cough, shortness of breath, sore throat, runny nose, body aches)

COVID-19: OSHA regulations

A yellow hard hat is positioned in the background, slightly to the left. In the foreground, a wooden gavel with a light-colored handle and a dark wooden head rests on a dark wooden block. The entire scene is set against a light blue background.

Current standards

- 29 CFR 1910, Subpart U
 - 1910.502 – Healthcare
 - 1910.504 – Mini Respiratory Protection Program
 - 1910.505 – Severability
 - 1910.509 – Incorporation by Reference

COVID-19: OSHA regulations

Future standards

- For businesses with 100+ employees
 - Full vaccination / weekly testing

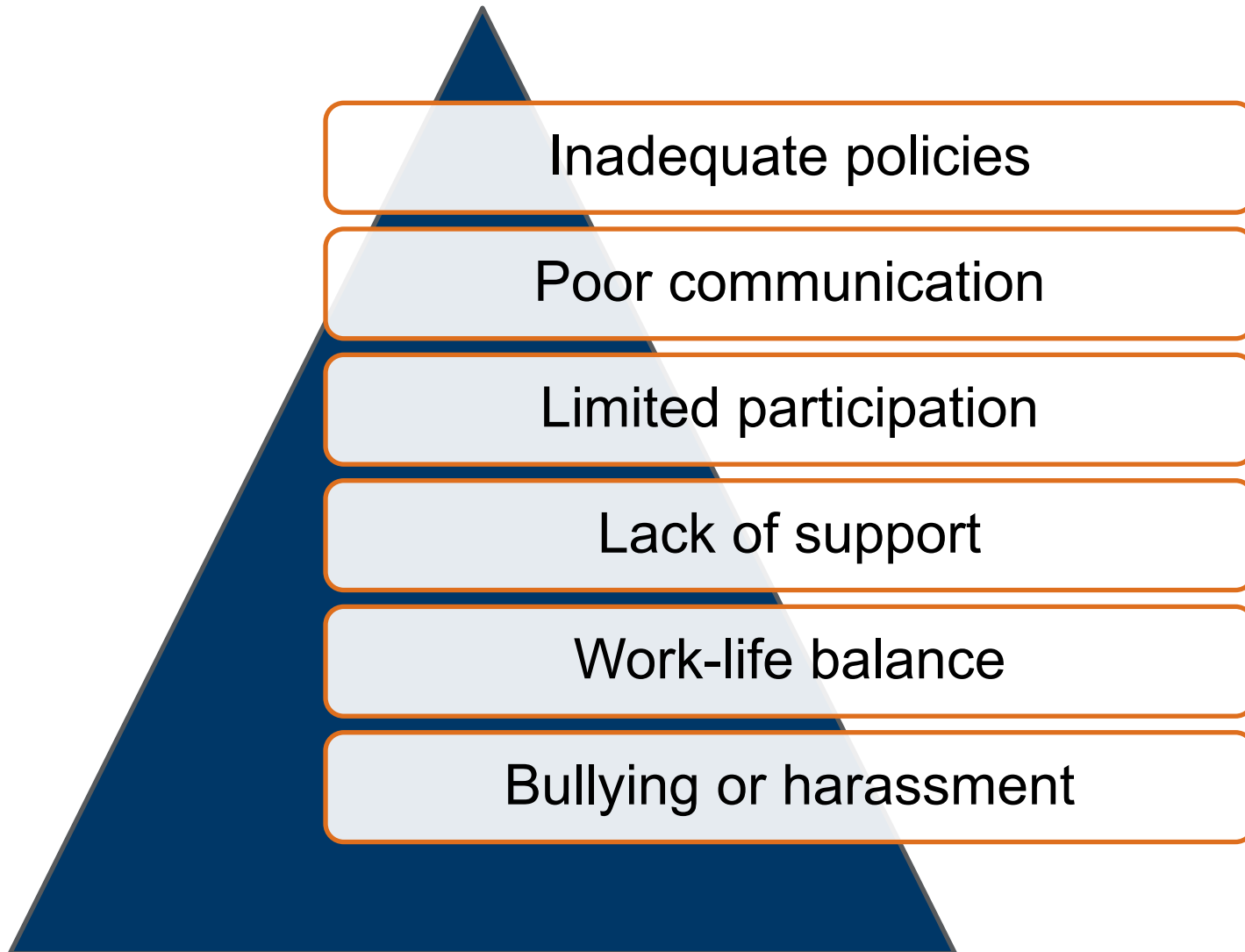


Mental health

Mental health: Impact



Mental health: Workplace risks





we are
OPEN



COMMUNICATION IS KEY

Mental health: How to help

Training

- Prevalence of mental illnesses
- Common symptoms of mental illness
- Resources available

Lead by example

- Breaks, time-off

Communicate

- Encourage two-way dialogue
- Customize approaches
- Offer flexibility, when possible



Retraining

Slips, trips and falls



Walking
surfaces



Housekeeping



Footwear &
safe actions



Electrical safety



Safety tips

- ✓ Don't leave extension cords on the ground for extended time periods
- ✓ Keep electrical appliances away from water
- ✓ Avoid overloading outlets and power strips
- ✓ Inspect cords and replace as needed
- ✓ Never bend three-prong plugs to fit into two-prong outlets

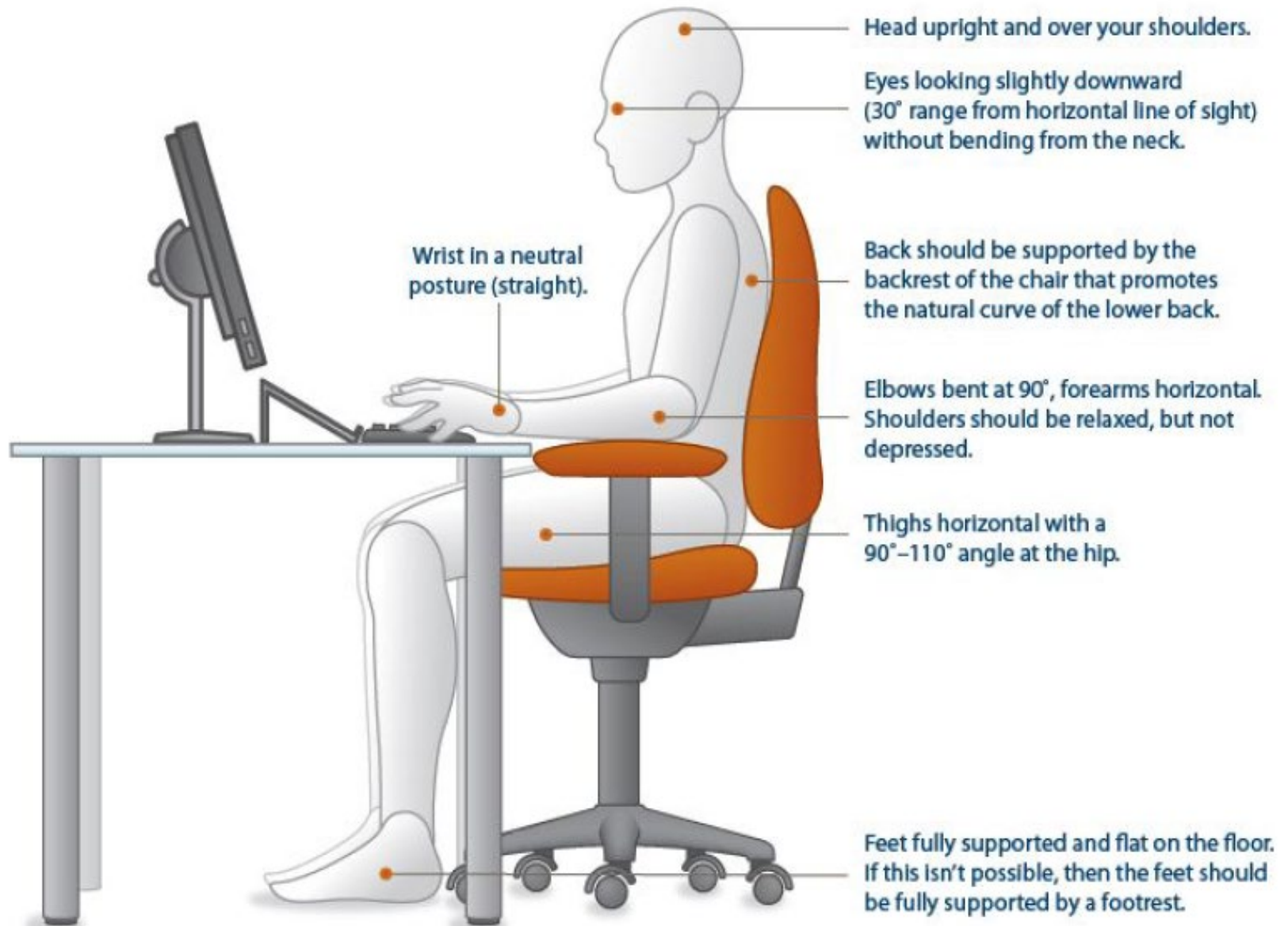
Motor vehicle use

● Top driving behaviors reported for crashes

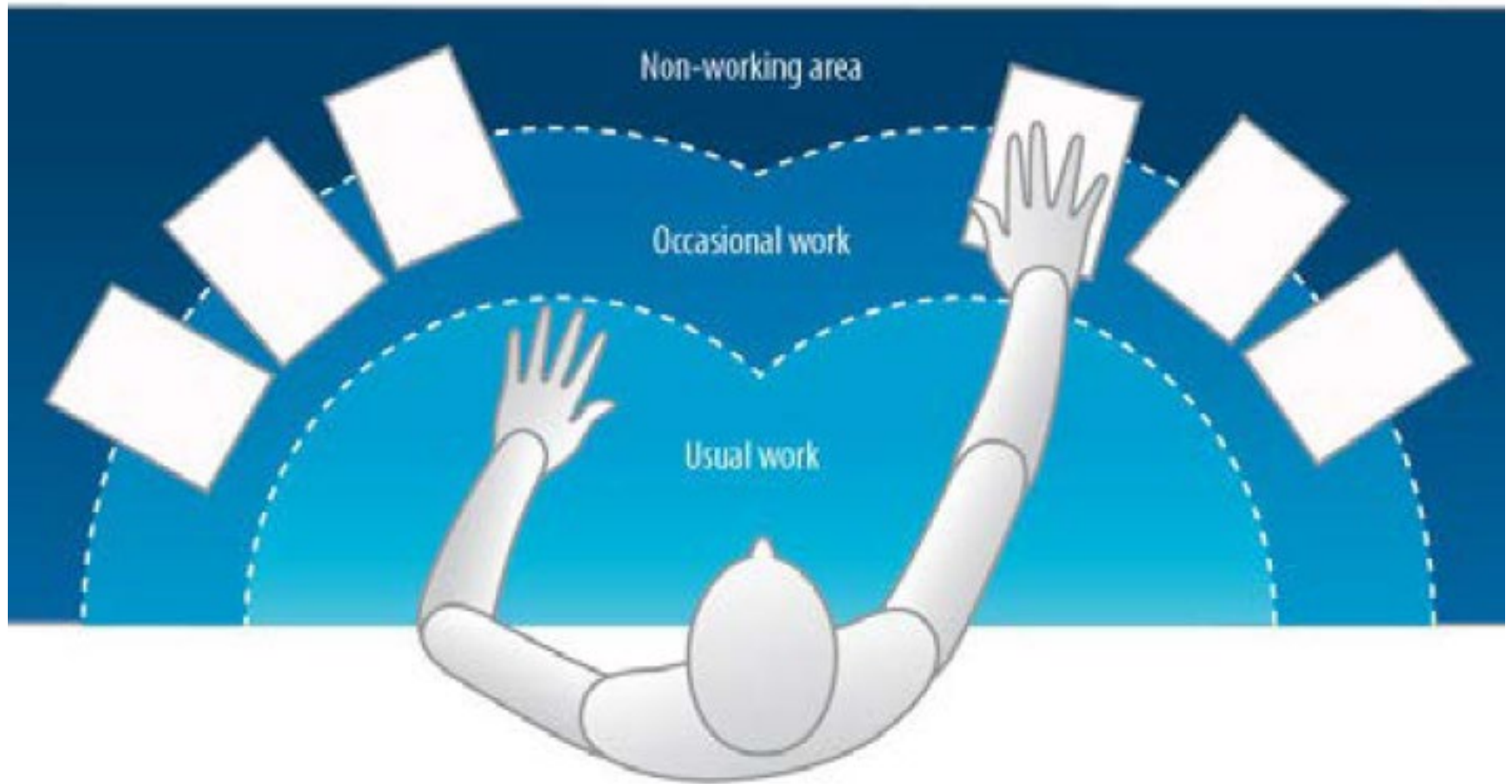
- ✓ Speeding
- ✓ Under the influence
- ✓ Failure to yield right of way
- ✓ Failure to stay in proper lane
- ✓ Operating the vehicle in a careless manner

More than 90% of car crashes involve human error, per the National Safety Council.

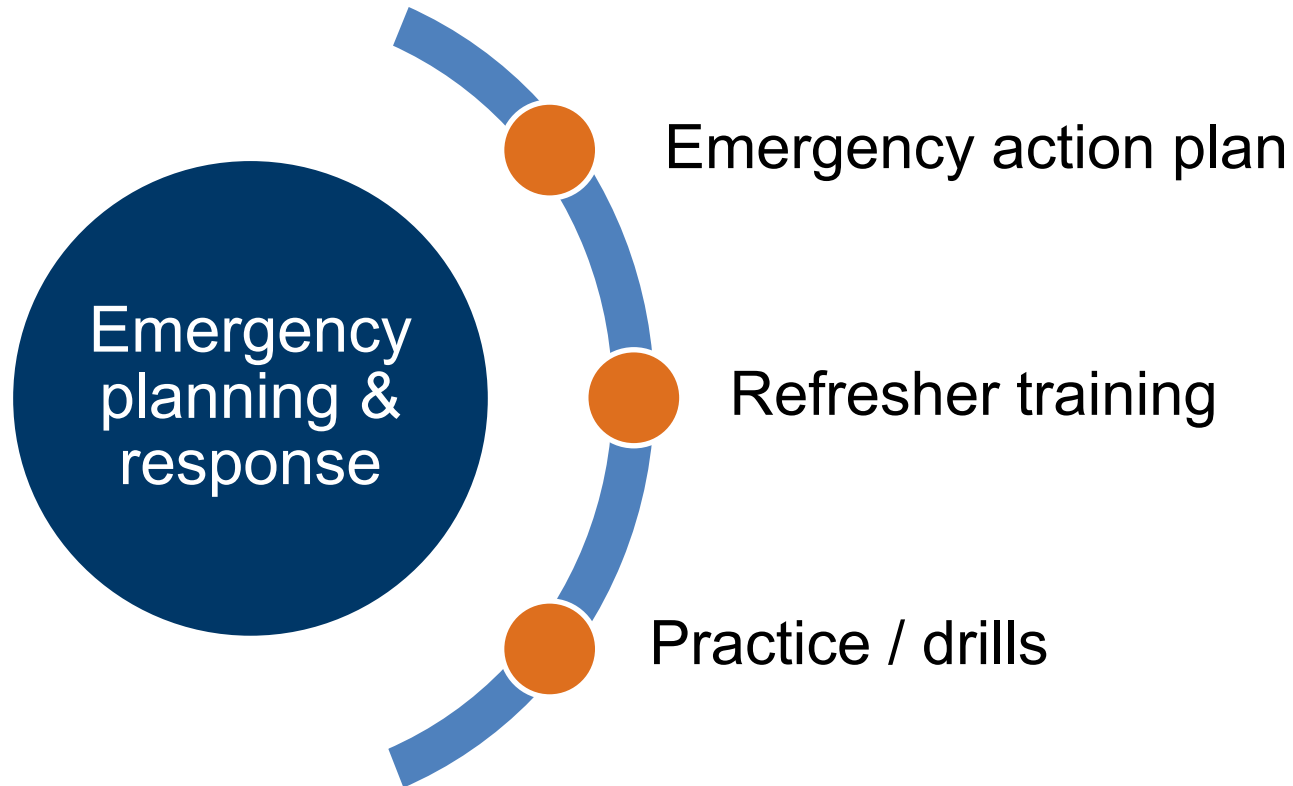
Ergonomics – office set up



Ergonomics – workspaces



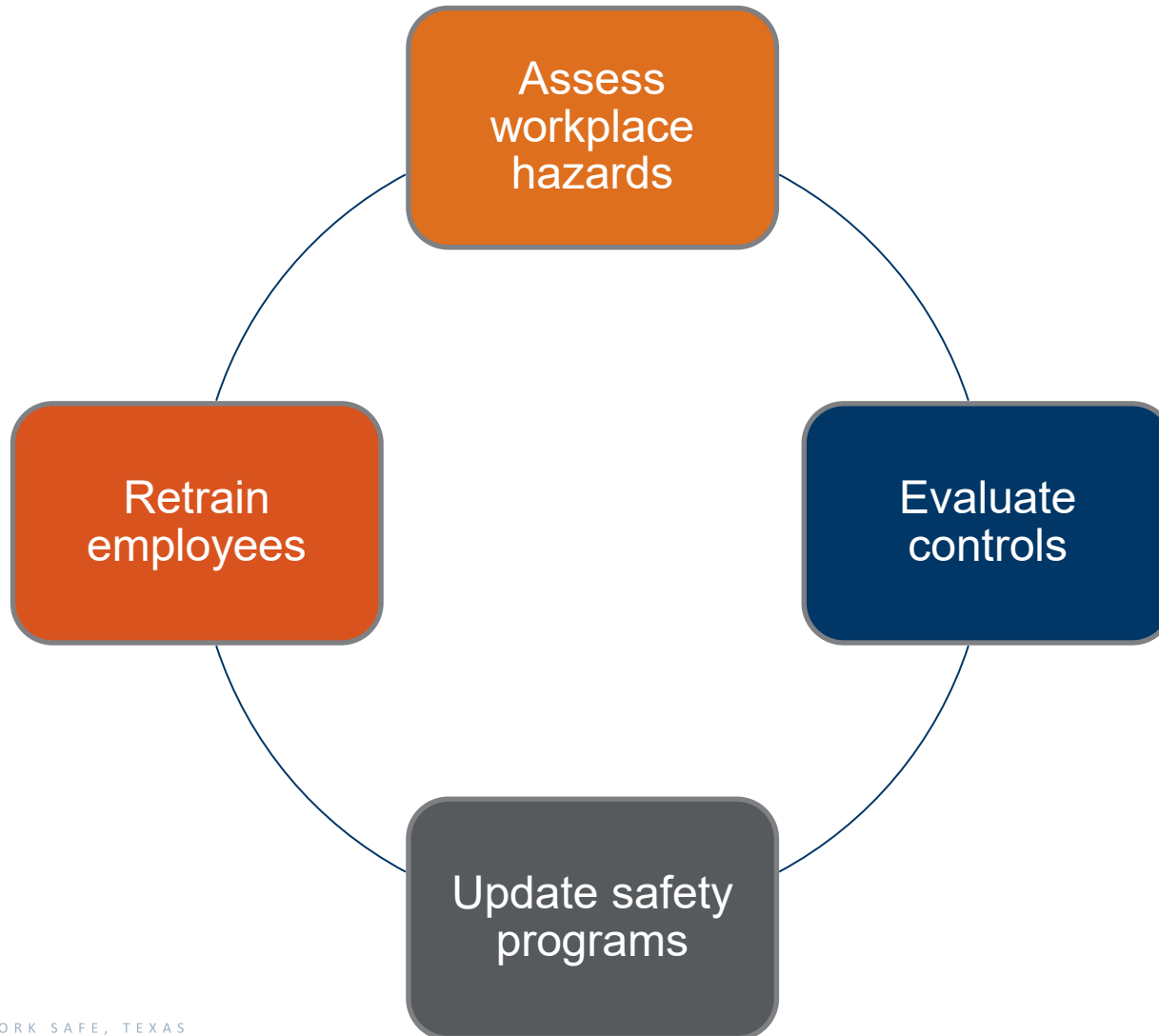
Emergency procedures



A first responder, wearing a red uniform and white gloves, is performing CPR on a medical training mannequin lying on a stretcher. The mannequin is positioned on a blue tarp. The responder's hands are placed on the mannequin's chest. The responder is wearing a silver watch and a colorful bracelet. The mannequin has a white bandage on its chest with a red cross and the letters 'H-E' visible. The background shows a blue tarp and some medical equipment.

Emergency procedures - first responders

Retraining takeaways



Resources



Safety Resource Center Dashboard

Access Grants



Safety Resources



e-Learning



Safety Tools



Alerts

Free and discounted safety resources

Take steps to prevent and manage accidents with thousands of free and discounted safety resources, including educational materials, classes, presentations, videos and more.

- [Safety and employer resources catalog](#)
- [Safety webinars](#)
- [Safety courses at local colleges](#)
- [Online OSHA training](#)
- [Texas Mutual events](#)

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Employer HR & Safety Resources

This comprehensive online resource was designed with your business in mind. Discover a host of tools, services and resources that help you to collaborate, minimize risks, promote wellness, prevent losses and stay in compliance. It's just one of the many innovative ways we support your business.

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HR/Safety Policies

Posted on Tue Oct 26 2021



What President Biden's Vaccine Mandate Means for Employers

Soon, the government will be imposing a COVID-19 vaccination requirement on private employers. This HR Insights article discusses the implications of this mandate and how it may affect employers once released.

[View](#)

Expires on 10/26/2022



Employee Safety Meeting Resources

Posted on Fri Oct 22 2021



Playing It Safe: Driver Distractions

This flyer highlights the various ways for employees to avoid driver distractions.

[View](#)

Expires on 10/22/2022



Employee Communications



You are here

- Newsletters
- Workplace safety programs
- Video resources
- Meeting materials
- Industry basics

- How to start a safety program
- How to train a safety trainer
- How to use safety incentives
- How to maintain support
- Safety manual templates

Employer

This content is designed to help you minimize risk and maximize safety.

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Employee Safety Meeting Resources

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 - Human Resources Training ▼
 - Industry ▼
 - Legislation & Compliance ▼
 - Line of Business ▼
 - Locations ▼



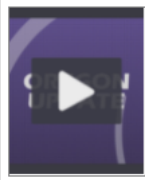
Voluntary COVID-19 Vaccination Letter to Employees
 This letter informs employees about a voluntary COVID-19 vaccination policy. Note, this requires customization prior to use.

[View](#)



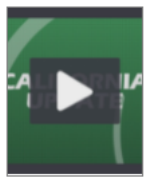
TXM COVID-19 Prevention Program
 This sample program can be used to develop an action plan for preventing the spread of COVID-19 in the workplace.

[View](#)



Oregon Family Leave Expanded for Public Health Emergencies - Video
 Oregon has amended its Family Leave Act to expand coverage during public health emergencies. The amendments allow leave for employees with too few work hours for coverage under normal circumstances and to care for a child whose school or provider has closed. This Legal Update video provides additional information about the amendments.

[View](#)



Cal/OSHA Amends Notice and Reporting Requirements for COVID-19 - Video
 The Governor of California approved the Assembly Bill 654 (Bill 654) that amends Notice and Reporting Requirements under Cal/OSHA for COVID-19. This Legal Update video explains further.

[View](#)



MIOSHA's COVID-19 Emergency Temporary Standards Rescinded - Video
 Michigan OSHA's (MIOSHA) COVID-19 emergency temporary standards (ETS) were rescinded for all industries except for health care. This Legal Update video explains further.



FDA Panel Recommends Moderna Booster Shot for Vulnerable Populations
 On Thursday, Oct. 14, 2021, an independent panel of vaccine experts recommended Moderna booster shots for individuals at a high risk of contracting COVID-19. The FDA typically follows the endorsement guidance of

Resource suggestions

COVID-19

- Best of: Post-coronavirus Checklists
- Coronavirus Action Plan (*multiple industries*)
- Sample Return to Work Action Plan

Driving

- Stay Safe, Drive on the Defensive Presentation
- Distracted Driving Policy

Slips, trips & falls

- Office Safety Matters – Slip and Fall Prevention at the Office

Ergonomics

- Ergonomics Presentation
- Office Ergonomics Policy

Emergency preparation

- Emergency Action Plan Program & Training Materials
- First-aid Presentation



Q & A

Thank you!

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