

GRIFFIN TECHNOLOGY ACADEMIES
COVID-19 CalOSHA Prevention Program Plan

(1) System for communicating

- (A) GTA will ask employees to report to their supervisor, without fear of reprisal, COVID-19 symptoms, possible COVID-19 exposures, and possible COVID-19 hazards at their workplace.
- (B) Employees with medical or other conditions that put them at increased risk of severe COVID-19 illness will be given priority for vaccination codes held by GTA and will not be asked to return on site until they have completed the required vaccinations in a timely fashion.
- (C) GTA will provide information about access to COVID-19 testing. If testing is required, the school will inform affected employees of the reasons and the possible consequences of a positive test.
- (D) GTA will regularly communicate information about COVID-19 hazards, school policies, and procedures to employees, parents, and other persons in contact with the employer's workplace.

(2) Identification and evaluation of COVID-19 hazards

- (A) GTA will allow employees and employee representatives to participate in the identification and evaluation of COVID-19 hazards.
- (B) GTA will screen employees by asking them to evaluate their own symptoms before reporting to work.
- (C) GTA will respond immediately to individuals who demonstrate symptoms or test positive to prevent or reduce the risk of transmission of COVID-19 in the workplace.
- (D) GTA will conduct a workplace-specific identification of all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards. All affected persons will be treated as potentially infectious.
- (E) For indoor locations, GTA will maximize the quantity of outdoor air and has increased filtration efficiency through the installation of one or more Aurabeat air filters in each room.
- (F) GTA will regularly review applicable COVID-19 orders and guidance from the State of California and the Solano County Public Health Department.
- (G) GTA will evaluate existing COVID-19 prevention controls weekly.
- (H) GTA will conduct periodic inspections as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with internal COVID-19 policies and procedures.

(3) Investigating and responding to COVID-19 cases

- (A) GTA's procedure for investigating COVID-19 cases, including procedures for verifying COVID-19 case status, receiving information regarding COVID-19 test results and onset of COVID-19 symptoms, and identifying and recording COVID-19 cases,
- (B) is as follows:
 - 1. Determine the day and time the COVID-19 case was last present and, to the extent possible, the date of the positive COVID-19 test(s) and/or diagnosis, and the date the COVID-19 case first had one or more COVID-19 symptoms, if any were experienced.
 - 2. Determine who may have had a COVID-19 exposure. This requires an evaluation of the activities of the COVID-19 case and all locations at the workplace which may have been visited by the COVID-19 case during the high-risk exposure period.
 - 3. Give notice of the potential COVID-19 exposure, within one business day, in a way that protects confidentiality of the COVID-19 case, to all employees and other persons who may have had COVID-19 exposure and their representatives.
 - 4. Offer COVID-19 testing at no cost during work hours to all employees who had potential COVID-19 exposure in the workplace and provide them with the information on benefits.

5. Investigate whether any workplace conditions could have contributed to the risk of COVID-19 exposure and what could be done to reduce exposure to COVID-19 hazards.
- (C) Personal identifying information of COVID-19 cases or persons with COVID-19 symptoms will be kept confidential, as will all COVID-19 testing, except such information on COVID-19 cases as is required to be provided to Solano County Public Health Department, CDPH, the Division, the National Institute for Occupational Safety and Health, or as otherwise required by law.
- (D) GTA will ensure that all employee medical records are kept confidential and are not disclosed or reported without the employee's express written consent, except as noted in section (C) above.

(4) Correction of COVID-19 hazards. GTA will correct unsafe or unhealthy conditions, work practices, policies and procedures in a timely manner based on the severity of the hazard, including those identified during regular evaluations.

(5) Training and instruction. GTA will provide effective training and instruction to employees on:

- (A) GTA's policies and procedures to protect employees from COVID-19 hazards.
- (B) Information regarding COVID-19-related benefits which employee may be entitled to under applicable federal, state, or local laws (e.g., workers' compensation law, Families First Coronavirus Response Act, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, local governmental requirements, and GTA's leave policies.
- (C) The facts that COVID-19 is an infectious disease that can be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales; that COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common; and that an infectious person may have no symptoms.
- (D) Methods of physical distancing of at least six feet and the importance of combining physical distancing with the wearing of a face mask.
- (E) The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing must be combined with other controls, including face coverings and hand hygiene, to be effective.
- (F) The importance of frequent hand washing with soap and water for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or hand washing facility, and that hand sanitizer does not work if the hands are soiled.
- (G) Proper use of face coverings and the fact that face coverings are not respiratory protective equipment.
- (H) COVID-19 symptoms, and the importance of not coming to work and obtaining a COVID-19 test if the employee has COVID-19 symptoms.

(6) Physical distancing

- (A) All employees will be separated from other persons by at least six feet, except where six feet of separation is not possible and except for momentary exposure while persons are in movement. Methods of physical distancing include reducing the number of persons in an area at one time; visual cues such as signs and floor markings; staggered arrival, departure, work, and break times; and other adjusted procedures.
- (B) When it is not possible to maintain 6' feet distance, individuals shall be as far apart as possible.

(7) Face coverings

- (A) GTA will provide clean, undamaged face coverings and ensure they are worn by employees over the nose and mouth when indoors, when outdoors and less than six feet away from another person, and where required by orders from the CDPH or the Solano County Public Health Department. Employers shall ensure face coverings are clean and undamaged. Face shields may be worn with face coverings for additional protection. The following are exceptions to this requirement:

1. When an employee is alone in a room.
 2. While eating and drinking, provided employees are at least six feet apart and outside air supply to the area, if indoors, has been maximized to the extent possible.
 3. Employees wearing respiratory protection.
 4. Employees who cannot wear face coverings due to a medical or mental health condition or disability or who are hearing-impaired or communicating with a hearing-impaired person.
 5. Specific tasks, approved by the employee's supervisor, which cannot feasibly be performed with a face covering, limited to the time period in which such tasks are actually being performed, and the unmasked employee being at least six feet away from all other persons.
- (B) Employees exempted from wearing face coverings due to a medical condition, mental health condition, or disability shall wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if their condition or disability permits it.
- (C) Any employee not wearing a face covering, face shield with a drape or other effective alternative, or respiratory protection, for any reason, must be at least six feet apart from all other persons unless the unmasked employee is tested at least twice weekly for COVID-19. GTA will not use COVID-19 testing as an alternative to face coverings.
- (D) GTA will not prevent any employee from wearing a face covering when not required by law, unless it would create a safety hazard.
- (E) GTA will communicate to non-employees the face coverings requirements on school premises.
- (F) GTA will minimize employee exposure to COVID-19 hazards originating from any person not wearing a face covering, including a member of the public, by posting signs of face covering requirements at all school entrances.

(8) Other engineering controls, administrative controls, and personal protective equipment

- (A) Where it is not possible to maintain the physical distancing requirement at all times, GTA will install cleanable solid partitions that effectively reduce aerosol transmission between the employee and other persons.
- (B) GTA will shall maximize the quantity of outside air provided to the extent feasible, except when the EPA Air Quality Index is greater than 100 or if opening windows or letting in outdoor air by other means would cause a hazard to employees, for instance from excessive heat or cold.
- (C) GTA will implement cleaning and disinfecting procedures, which require:
1. Identifying and regularly cleaning and disinfecting frequently touched surfaces and objects. GTA will inform employees and employee representatives of cleaning and disinfection protocols, including the planned frequency and scope of regular cleaning/disinfection.
 2. Prohibiting the sharing of personal protective equipment and, to the extent feasible, items that employees come in regular physical contact with. When it is not feasible to prevent sharing, sharing will be minimized, and items and equipment will be disinfected between uses by different people.
 3. Cleaning and disinfection of areas, material, and equipment used by a COVID-19 case during the high-risk exposure period.
- (D) GTA will evaluate handwashing facilities, determine the need for additional facilities, allow time for employee handwashing, and provide employees with a hand sanitizer which does not include methyl alcohol. GTA will encourage employees to wash their hands for at least 20 seconds.
- (E) Personal protective equipment (PPE)
1. GTA will evaluate the need for PPE to prevent exposure to COVID-19 hazards, such as gloves, goggles, and face shields, and provide such PPE as needed.
 2. GTA will evaluate the need for respiratory protection in accordance with section 5144 when the physical distancing requirements in subsection (c)(6) are not feasible or are not maintained.
 3. GTA will provide and ensure use of respirators when deemed necessary by the Division through the Issuance of Order to Take Special Action.

4. GTA will provide and ensure use of eye protection and respiratory protection if employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.

(9) Reporting, recordkeeping, and access

- (A) GTA will report information about COVID-19 cases and any related information required to the Solano County Public Health Department
- (B) GTA will report immediately to the Division any COVID-19-related serious illnesses or death.
- (C) GTA will maintain records of the steps taken to implement the COVID-19 Prevention Program.
- (D) GTA will make this plan available on the GTA and individual school websites.
- (E) GTA will track all COVID-19 cases with the employee's name, contact information, occupation, location of work, the date of the last work day, and the date of a positive COVID-19 test.

(10) Exclusion of COVID-19 cases

- (A) GTA will ensure that COVID-19 cases are excluded from the workplace until the return to work requirements are met.
- (B) GTA will exclude employees with COVID-19 exposure from the workplace for 14 days after the last known COVID-19 exposure.
- (C) For employees excluded from work under subsection and otherwise able and available to work, GTA will continue and maintain an employee's earnings, seniority, and all other employee rights and benefits, including the employee's right to their former job status, as if the employee had not been removed from their job. GTA may use employer-provided employee sick leave benefits for this purpose and consider benefit payments from public sources in determining how to maintain earnings, rights and benefits, where permitted by law and when not covered by workers' compensation. This does not apply to any period of time during which the employee is unable to work for reasons other than protecting persons at the workplace from possible COVID-19 transmission or when GTA demonstrates that the COVID-19 exposure is not work related. Employees who have not been excluded or isolated by the Solano County Public Health Department need not be excluded by GTA, if they are temporarily reassigned to work where they do not have contact with other persons until the return to work requirements are met.
- (E) The provision above does not limit any other applicable law, GTA policy, or collective bargaining agreement that provides for greater protections.
- (F) At the time of exclusion, GTA will provide the employee information on benefits described above.

(11) Return to work criteria

- (A) COVID-19 cases with COVID-19 symptoms will not return to work until:
 1. At least 24 hours have passed since a fever of 100.4 or higher has resolved without the use of fever-reducing medications;
 2. COVID-19 symptoms have improved; and
 3. At least 10 days have passed since COVID-19 symptoms first appeared.
- (B) COVID-19 cases who tested positive but never developed COVID-19 symptoms will not return to work until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.
- (C) A negative COVID-19 test will not be required for an employee to return to work.
- (D) If an order to isolate or quarantine an employee is issued by a local or state health official, the employee shall not return to work until the period of isolation or quarantine is completed or the order is lifted. If no period was specified, then the period shall be 10 days from the time the order to isolate was effective or 14 days from the time the order to quarantine was effective.