WISCONSIN CHEESE MAKERS ASSOCIATION

Webinar: New COVID-19 Employer Guidance and Workplace Consultations

OCTOBER 1, 2020

Webinar Agenda

- Welcome, Agenda Overview, and Introductions
- DHS: Current State of Public Health Emergency, Prevalence of Outbreaks in Food Processing Facilities
- DHS: New COVID-19 Employer Guidance
- WSLH: COVID-19 Consultations
- WCMA: Other Industry Resource
- Question and Answer Session

Webinar Presenters

KOMI MODJI, MPH
COVID-19 Occupational Safety and Health
Program Epidemiologist
Wisconsin Department of Health Services

KELLI RUSH, MPH
WisCon COVID Consultation
Wisconsin State Laboratory of Hygiene
University of Wisconsin

COVID-19 in the Workplace

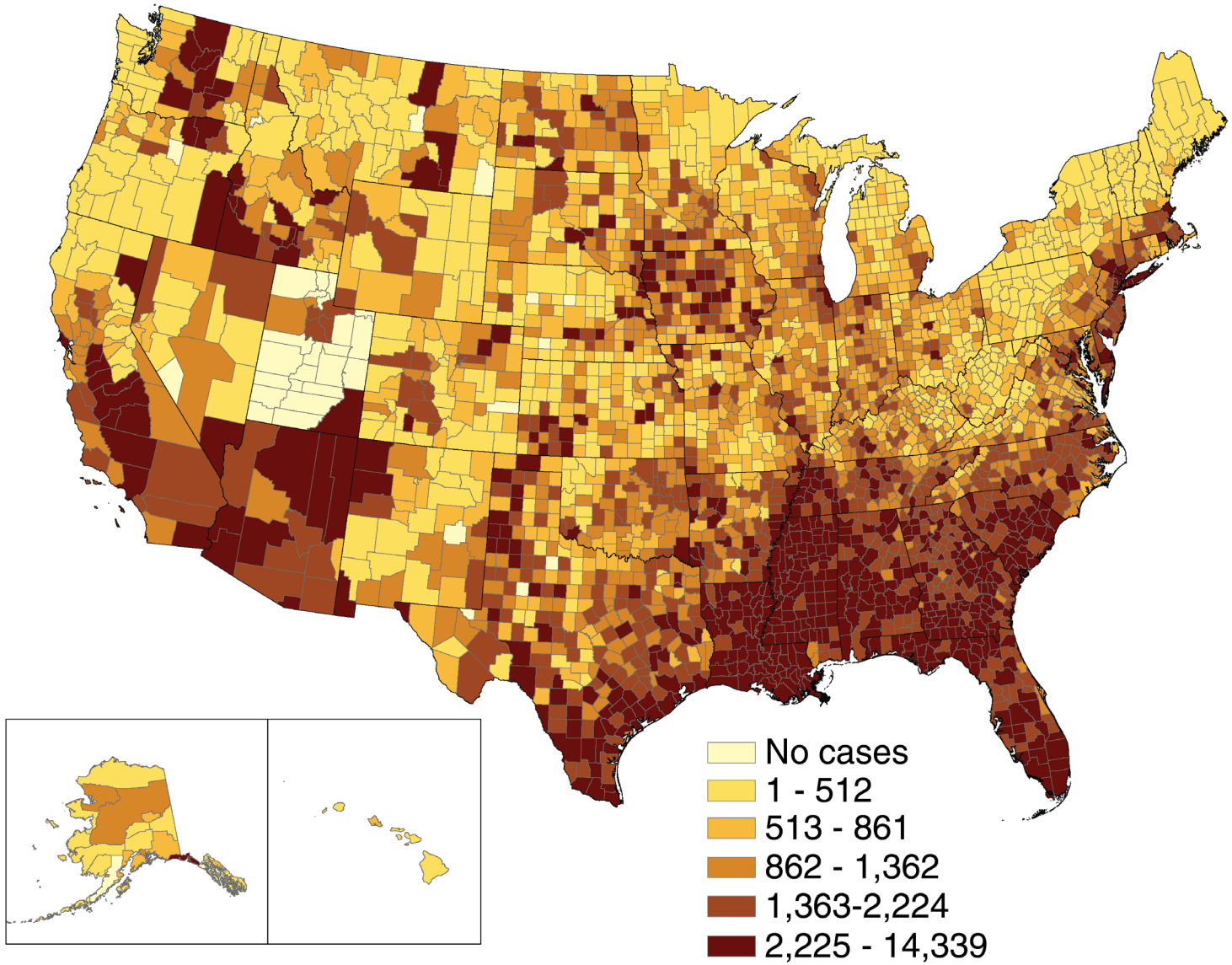
Wisconsin Department of Health Services

Bureau of Environmental and Occupational Health

Outline

- COVID-19 cases in the US
- COVID-19 trends in Wisconsin
- Workplace COVID-19 outbreaks
- Risks for workplace transmission
- Risk mitigation strategies
- Resources

Cumulative confirmed COVID-19 cases per 100,000 residents by county on September 1, 2020



Source: USDA, Economic Research Service using data from Johns Hopkins University Center for System Science and Engineering (accessed September 2, 2020).

Wisconsin data

Wisconsin COVID-19 Summary Statistics

Cumulative data, Updated: 9/27/2020

Testing*

Total people tested: 1,515,080 (+8,023 from prior day)

Positive (Confirmed Case): 115,862 (+2,217)

Negative: 1,399,218 (+5,806)

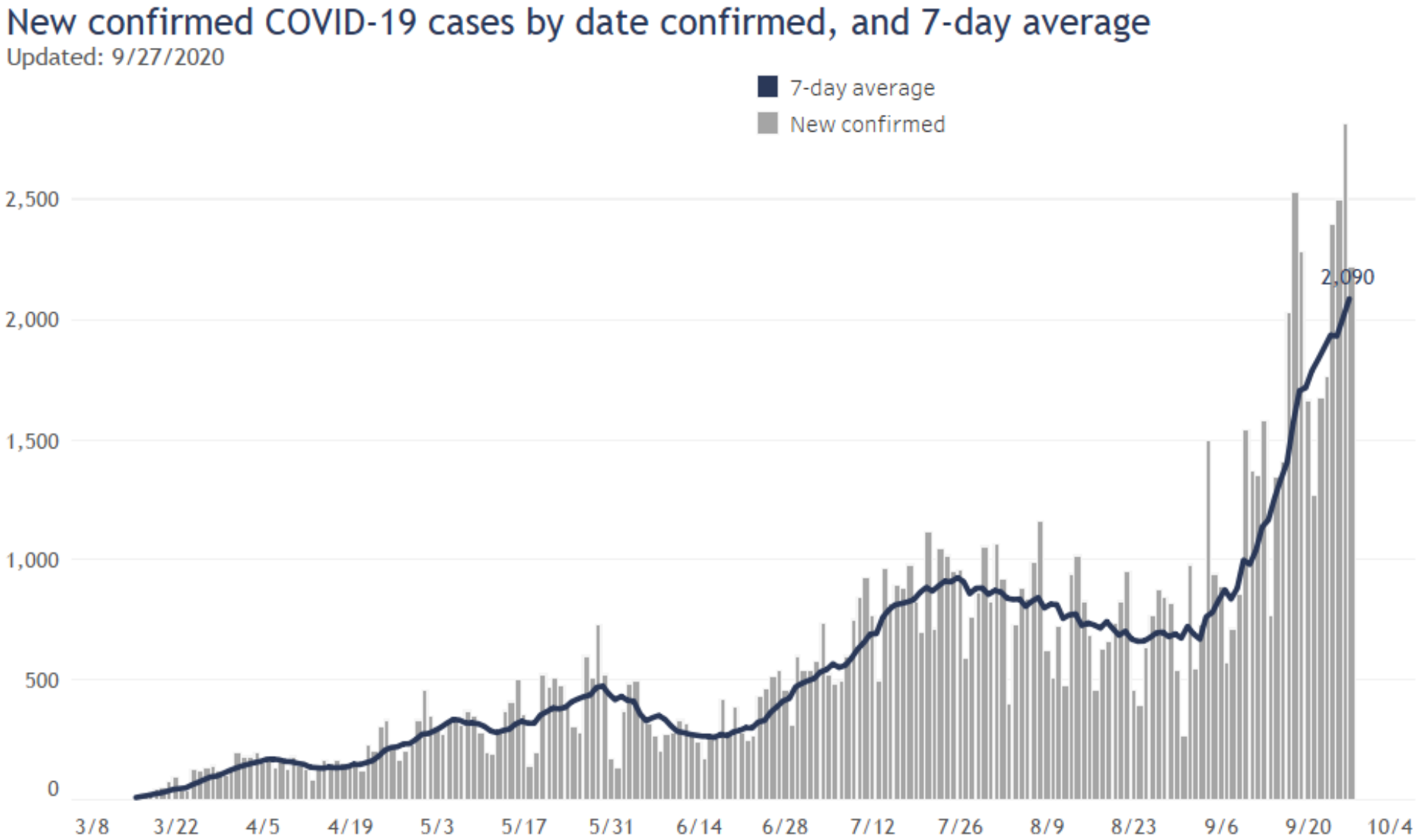
Confirmed Case Information

Recovery Status	Deaths	Hospitalizations
Recovered: 95,513 (82.4%)	Deaths: 1,281 (+0)	Ever hospitalized: 7,095 (+54)
Active: 19,050 (16.4%)	Percent who died: 1.1%	Percent ever hospitalized: 6.1%

*Testing data represent the number of people tested by the diagnostic test that detects the virus in the nose or throat (and not a blood test that detects antibodies). Multiple tests per person are not included in these summary statistics.

https://www.dhs.wisconsin.gov/covid-19/data.htm

Wisconsin COVID-19 cases, March—September 2020

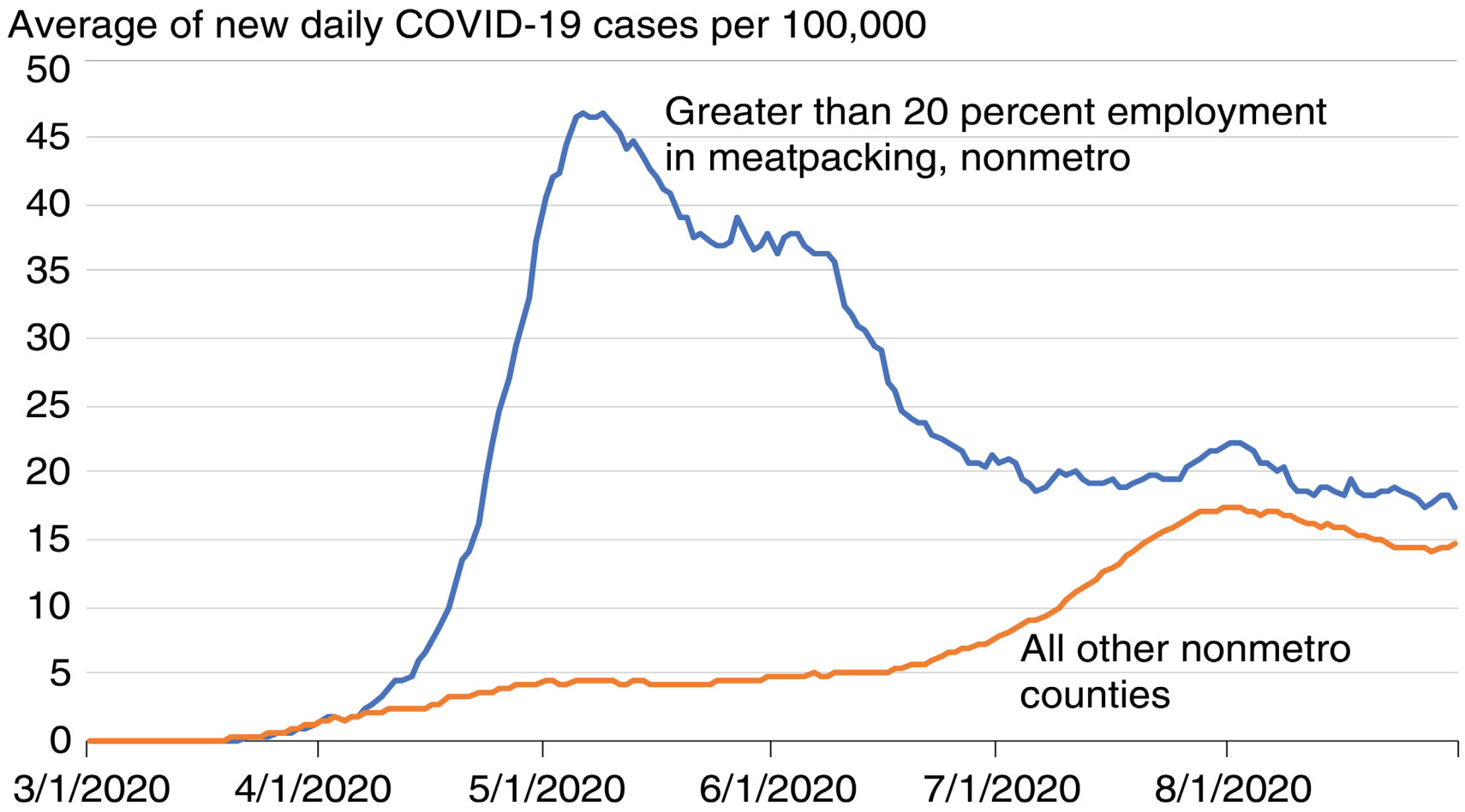


https://www.dhs.wisconsin.gov/covid-19/data.htm

COVID-19 outbreaks in the workplace

What have we learned?

COVID-19 trends in counties with high employment in meatpacking



Sources: USDA, Economic Research Service using data from John Hopkins University US County level COVID-19 Tracking May (downloaded September 2, 2020, US Department of Commerce, Bureau of the Census population estimates for 2019, Imputing Missing Values in the Us Census Bureau's County Business Patterns.

COVID-19 Cases in Workplace Outbreaks by Industry Sector in Utah

Industry sector	Workers, outbreaks, and cases no. (%)		
	Workforce*	Workplace outbreaks	Workplace outbreak-associated cases
—	1,305,130 (100)	210 (100)	1,389 (100)
Manufacturing	137,579 (11)	43 (20)	467 (34)
Wholesale Trade	53,045 (4)	29 (14)	200 (14)
Construction	113,610 (9)	32 (15)	139 (10)
Retail Trade	169,559 (13)	28 (13)	116 (8)
Administrative, Support, and Waste Management	95,878 (7)	9 (4)	114 (8)
Accommodation and Food Services	128,983 (10)	25 (12)	100 (7)
Transportation and Warehousing	64,360 (5)	10 (5)	97 (7)
Arts, Entertainment, and Recreation	34,862 (3)	6 (3)	40 (3)
Professional, Scientific, Technical, and Information**	151,275 (12)	9 (4)	47 (3)
Finance, Real Estate, and Public Administration**	147,220 (11)	6 (3)	24 (2)
Other Services (except Public Administration)	38,651 (3)	8 (4)	24 (2)
Health Care and Social Assistance††	170,108 (13)	5 (2)	21 (2)

Comparable data is not available for Wisconsin

https://www.cdc.gov/mmwr/volumes/69/wr/mm6933e3.htm#T1_down

Risks for Workplace Transmission

Key factors

Close contact commonly thought of as:

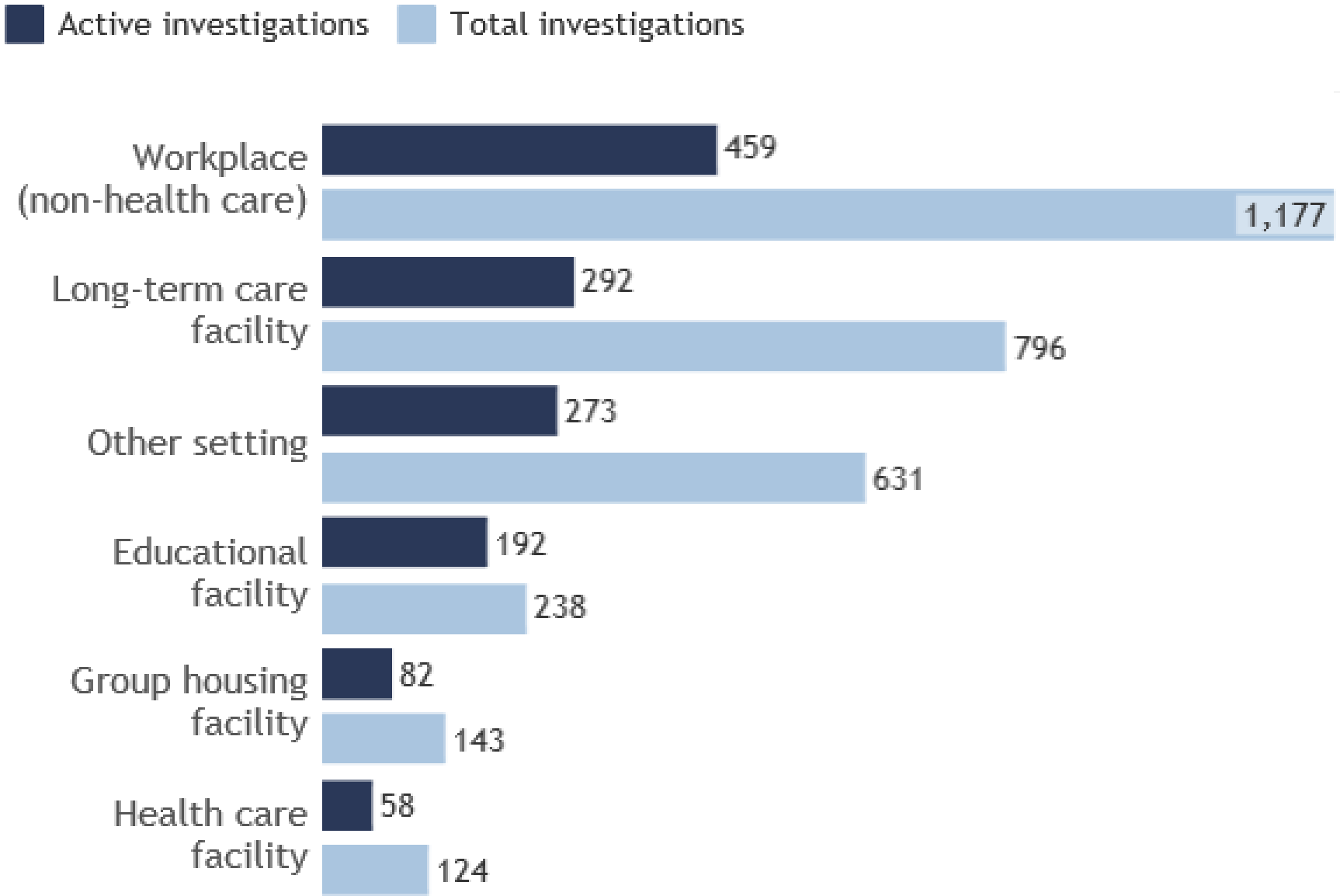
- **Proximity** <6 feet
- **Duration of contact** >15 minutes

Studies show other factors are important:

- **Occupancy** high vs. low density
- **Ventilation** outdoor, indoor, poorly ventilated indoor
- **Activity** speaking vs. shouting

Jones Nicholas R, Qureshi Zeshan U, Temple Robert J, Larwood Jessica P J, Greenhalgh Trisha, Bourouiba Lydia et al. Two metres or one: what is the evidence for physical distancing in covid-19? BMJ 2020; 370 :m3223

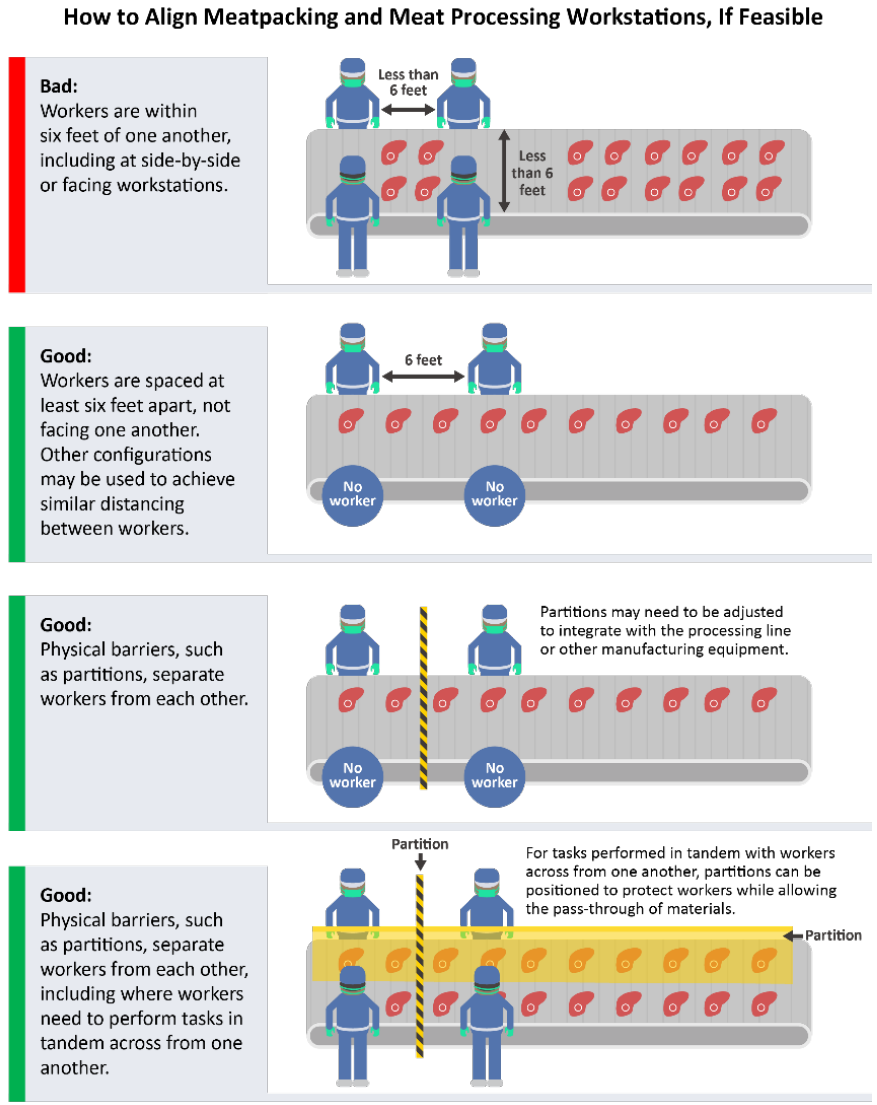
COVID-19: WI Public Health Investigations by setting



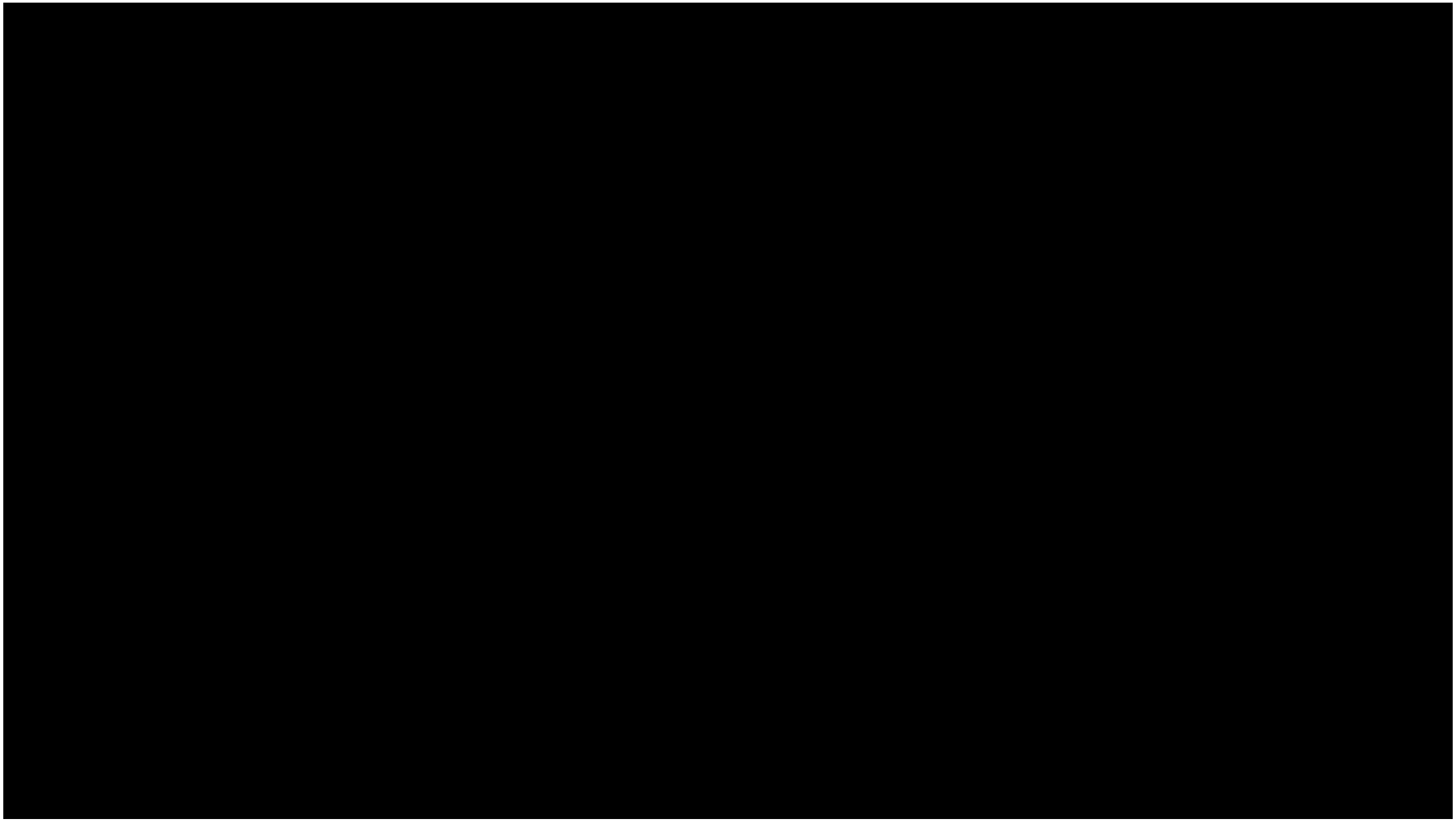
https://www.dhs.wisconsin.gov/covid-19/investigations.htm

Workplace risk mitigation strategies

- ❑Reduce risks in the environment
  - Physical distancing
  - Physical barriers
  - Ventilation changes (**video**)
- ❑Personal protective equipment
  - Universal masking +/- face shields
- ❑Training and education
- ❑Policies to reduce risk of “presenteeism”
  - Flexible work policies
  - Paid sick leave



https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/meat-poultry-processing-workers-employers.html



https://vimeo.com/417486851

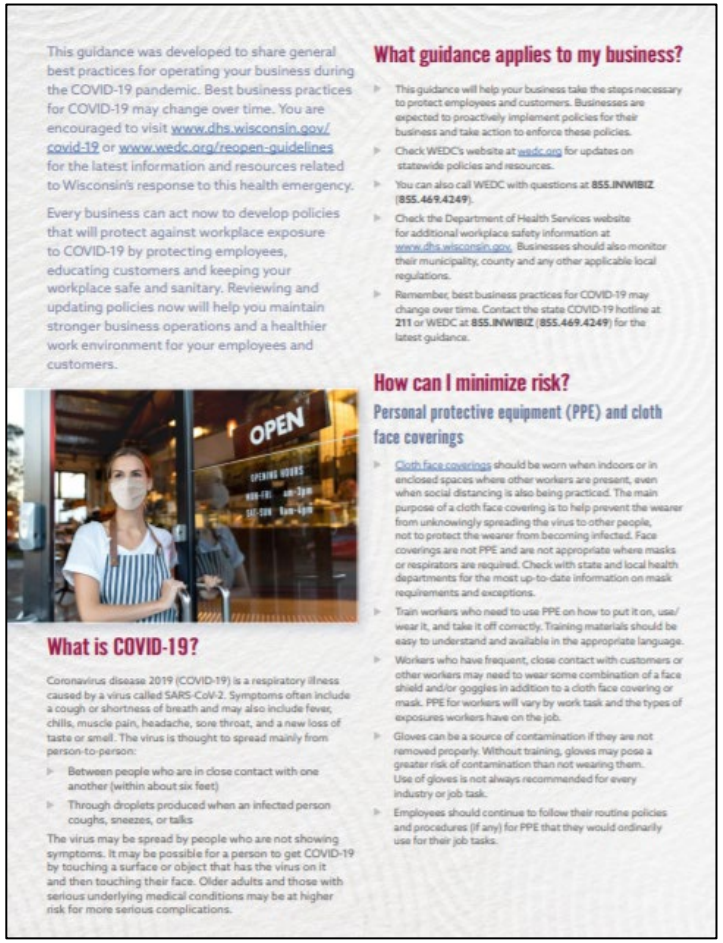
Resources

Family Health La Clinica

Nioccs

WisCon

https://wedc.org/reopen-guidelines/



This guidance was developed to share general best practices for operating your business during the COVID-19 pandemic. Best business practices for COVID-19 may change over time. You are encouraged to visit www.dhs.wisconsin.gov/covid-19 or www.wedc.org/reopen-guidelines for the latest information and resources related to Wisconsin's response to this health emergency.

Every business can act now to develop policies that will protect against workplace exposure to COVID-19 by protecting employees, educating customers and keeping your workplace safe and sanitary. Reviewing and updating policies now will help you maintain stronger business operations and a healthier work environment for your employees and customers.

What guidance applies to my business?

- This guidance will help your business take the steps necessary to protect employees and customers. Businesses are expected to proactively implement policies for their business and take action to enforce these policies.
- Check WEDC's website at wedc.org for updates on statewide policies and resources.
- You can also call WEDC with questions at 855.INVWIBIZ (855.469.4249).
- Check the Department of Health Services website for additional workplace safety information at www.dhs.wisconsin.gov. Businesses should also monitor their municipality, county and any other applicable local regulations.
- Remember, best business practices for COVID-19 may change over time. Contact the state COVID-19 hotline at 211 or WEDC at 855.INVWIBIZ (855.469.4249) for the latest guidance.

How can I minimize risk?

Personal protective equipment (PPE) and cloth face coverings

- Cloth face coverings should be worn when indoors or in enclosed spaces where other workers are present, even when social distancing is also being practiced. The main purpose of a cloth face covering is to help prevent the wearer from unknowingly spreading the virus to other people, not to protect the wearer from becoming infected. Face coverings are not PPE and are not appropriate where masks or respirators are required. Check with state and local health departments for the most up-to-date information on mask requirements and exceptions.
- Train workers who need to use PPE on how to put it on, use/wear it, and take it off correctly. Training materials should be easy to understand and available in the appropriate language.
- Workers who have frequent, close contact with customers or other workers may need to wear some combination of a face shield and/or goggles in addition to a cloth face covering or mask. PPE for workers will vary by work task and the types of exposures workers have on the job.
- Gloves can be a source of contamination if they are not removed properly. Without training, gloves may pose a greater risk of contamination than not wearing them. Use of gloves is not always recommended for every industry or job task.
- Employees should continue to follow their routine policies and procedures (if any) for PPE that they would ordinarily use for their job tasks.

What is COVID-19?

Coronavirus disease 2019 (COVID-19) is a respiratory illness caused by a virus called SARS-CoV-2. Symptoms often include a cough or shortness of breath and may also include fever, chills, muscle pain, headache, sore throat, and a new loss of taste or smell. The virus is thought to spread mainly from person-to-person:

- Between people who are in close contact with one another (within about six feet)
- Through droplets produced when an infected person coughs, sneezes, or talks

The virus may be spread by people who are not showing symptoms. It may be possible for a person to get COVID-19 by touching a surface or object that has the virus on it and then touching their face. Older adults and those with serious underlying medical conditions may be at higher risk for more serious complications.

Preventing and Managing COVID-19 Outbreaks in the Workplace

Employer COVID-19 guidance

Wisconsin Department of Health Services

Bureau of Environmental and Occupational Health

COVID-19 and your workplace

1. How do I keep my business open and keep workers and customers safe?
2. One of my workers has COVID-19. What do I do now?
3. How do I work with the LTHD* to keep my business open?
4. What's the most effective way to use COVID-19 testing in my workplace?
5. When can a worker return?

*LTHD: Local and Tribal Health Departments

How do I keep my business open and keep workers and customers safe?

- Make a COVID-19 plan now
  - WEDC* has workplace and sector-specific recommendations
  - Emergency preparedness template – WisCon
  - Identify your LTHD contact
  - Toolkit: Checklist
- Review your relevant policies
  - Paid leave
  - Paid time off
  - No fault attendance

*WEDC: Wisconsin Economic Development Corporation

How well is my business able to keep employers and visitors safe?

- Get a workplace risk assessment
  - **WisCon safety professionals**
    - ✓Free, no obligation
    - ✓In person or virtual visit
    - ✓Phone consults
- Worker training
  - Health and safety
  - Policies, procedures
  - More information at WEDC, OSHA websites
- Worker symptom screening
  - All workers at beginning of day or shift
  - Toolkit: Screening tool

One of my workers has COVID-19. What do I do now?

- Close off areas used by the worker
- Clean and disinfect (see WEDC Guidance)
- Call your LTHD to report the case(s)
- Work with the LTHD: share information, make a plan
  - Toolkit: Plan checklist
  - Toolkit: Spreadsheet of worker and close contacts

How do I work with the LTHD to keep my business open?

- 1 worker with COVID-19 at your workplace => let the LTHD know

- 2 or more workers with COVID-19 within 28 days: => Outbreak
  - Contact the LTHD as soon as possible
  - LTHD will open an outbreak investigation

- **Whether or not the outbreak is workplace-related does not change how you work with the LTHD to stop COVID-19 in your workplace.**

- Isolation vs. Quarantine: Close contacts **quarantine,** people with COVID-19 **isolate**

How do I work with the LTHD to keep my business open?

- Contact tracing and case investigation are the LTHD's responsibility
- Can I help?

  Fill out Toolkit Checklist and Line List and share with LTHD
- Confidential information will be exchanged and protected as you work with the LTHD to stop COVID-19
- LTHD will determine return-to-work dates for employees under isolation and quarantine

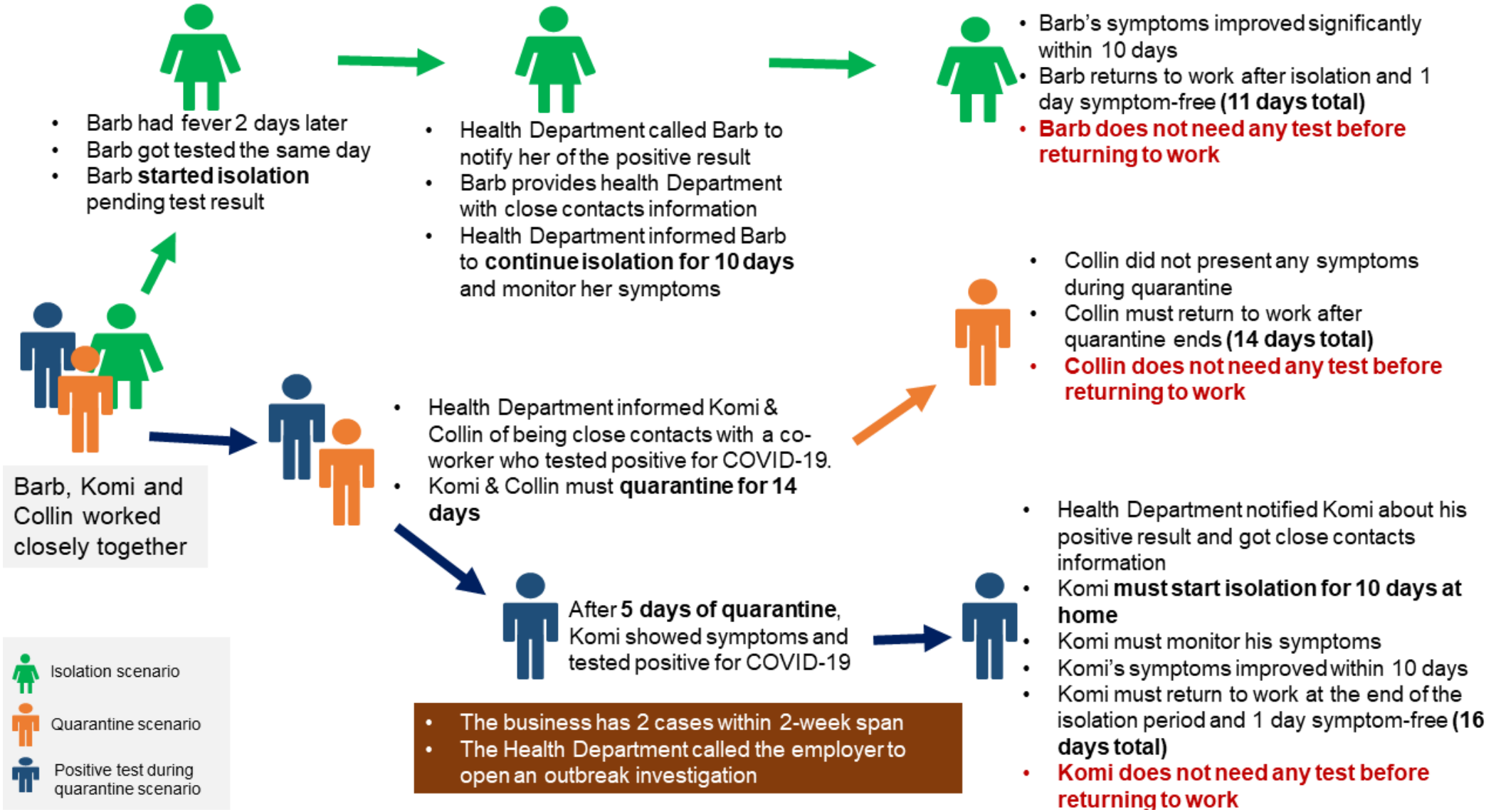
What's the most effective way to use COVID-19 testing in my workplace?

- Testing can be done by a healthcare provider or community test center
- PCR and antigen testing: snapshot of one point in time (negative test may not mean COVID-free)
- LTHD will determine the best testing strategy based on where and how many
- Another option: serial/repeated testing of all exposed workers. Talk to your LTHD to learn more

When can a worker return?

- After completion of isolation (10 days+1 day symptom-free) or quarantine (14 days)
- Return to work should be based on 10 days and no symptoms, NOT a negative test or antibody testing
- Any exceptions must be approved by state or LTHD
- CDC does NOT recommend retesting of persons who test positive for COVID-19 for three months after symptoms onset

When can a worker return?
Isolation, quarantine, and testing positive during quarantine



Resources

- WEDC general and sector specific guidance for businesses: https://wedc.org/reopen-guidelines/
- Map and contact information for LTHDs: https://www.dhs.wisconsin.gov/lh-depts/counties.htm
- Wisconsin Department of Health Services Business and Worker COVID-19 webpage: https://www.dhs.wisconsin.gov/covid-19/employers.htm

Thank you!

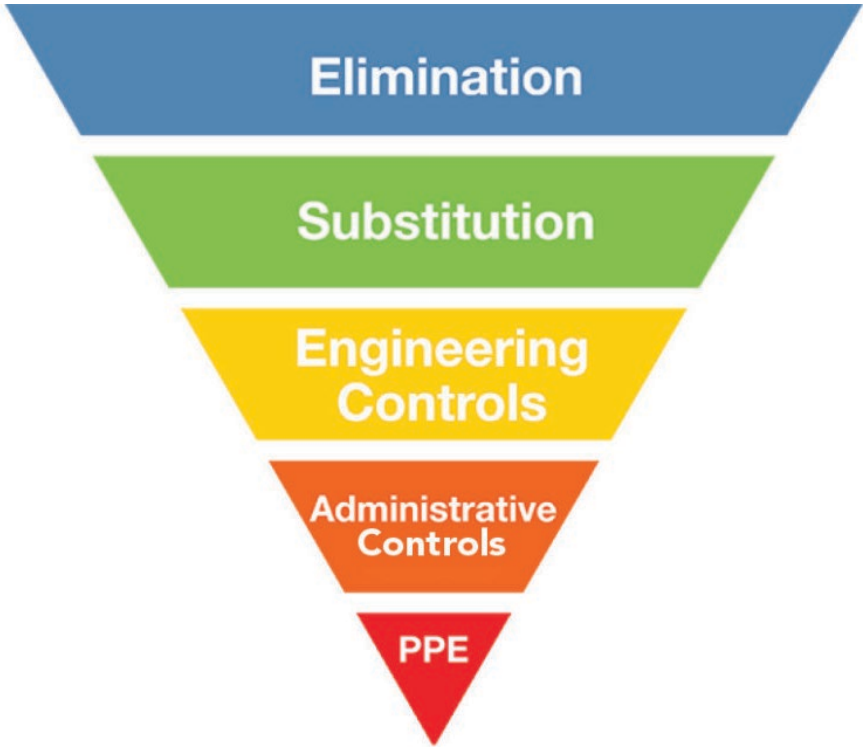
Wisconsin State
Laboratory of Hygiene

New Resource:
Workplace Consultations

COVID Consultation

- **FREE** service for Wisconsin

- How can we help?
  - Assist with COVID-19 exposure prevention, preparedness, and response plans
  - Identify potential COVID-19 controls
  - Conduct job hazard analysis and workplace risk assessment



Process of Requesting Services

ONLINE

Complete the COVID-19 Consulting Service Request Form at http://www.slh.wisc.edu/occupational/wiscon/workplace-covid-19-consulting/

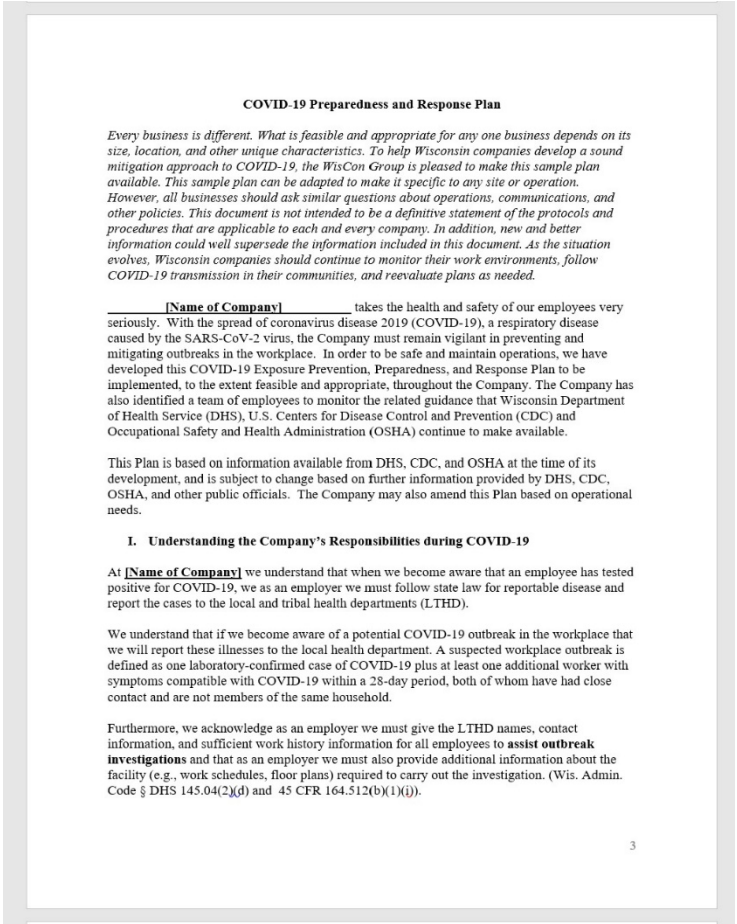
EMAIL

Email covidconsulting@wisc.edu with questions

COVID Consulting Webpage

What to Expect

- Determination of what type of services a business is looking for
- Is onsite or virtual consultation needed?
- Consultant will review any current COVID-19 plans
- Industry specific guidance will be provided



COVID-19 Preparedness and Response Plan

Every business is different. What is feasible and appropriate for any one business depends on its size, location, and other unique characteristics. To help Wisconsin companies develop a sound mitigation approach to COVID-19, the WisCon Group is pleased to make this sample plan available. This sample plan can be adapted to make it specific to any site or operation. However, all businesses should ask similar questions about operations, communications, and other policies. This document is not intended to be a definitive statement of the protocols and procedures that are applicable to each and every company. In addition, new and better information could well supersede the information included in this document. As the situation evolves, Wisconsin companies should continue to monitor their work environments, follow COVID-19 transmission in their communities, and reevaluate plans as needed.

[Name of Company] takes the health and safety of our employees very seriously. With the spread of coronavirus disease 2019 (COVID-19), a respiratory disease caused by the SARS-CoV-2 virus, the Company must remain vigilant in preventing and mitigating outbreaks in the workplace. In order to be safe and maintain operations, we have developed this COVID-19 Exposure Prevention, Preparedness, and Response Plan to be implemented, to the extent feasible and appropriate, throughout the Company. The Company has also identified a team of employees to monitor the related guidance that Wisconsin Department of Health Service (DHS), U.S. Centers for Disease Control and Prevention (CDC) and Occupational Safety and Health Administration (OSHA) continue to make available.

This Plan is based on information available from DHS, CDC, and OSHA at the time of its development, and is subject to change based on further information provided by DHS, CDC, OSHA, and other public officials. The Company may also amend this Plan based on operational needs.

I. Understanding the Company's Responsibilities during COVID-19

At **[Name of Company]** we understand that when we become aware that an employee has tested positive for COVID-19, we as an employer we must follow state law for reportable disease and report the cases to the local and tribal health departments (LTHD).

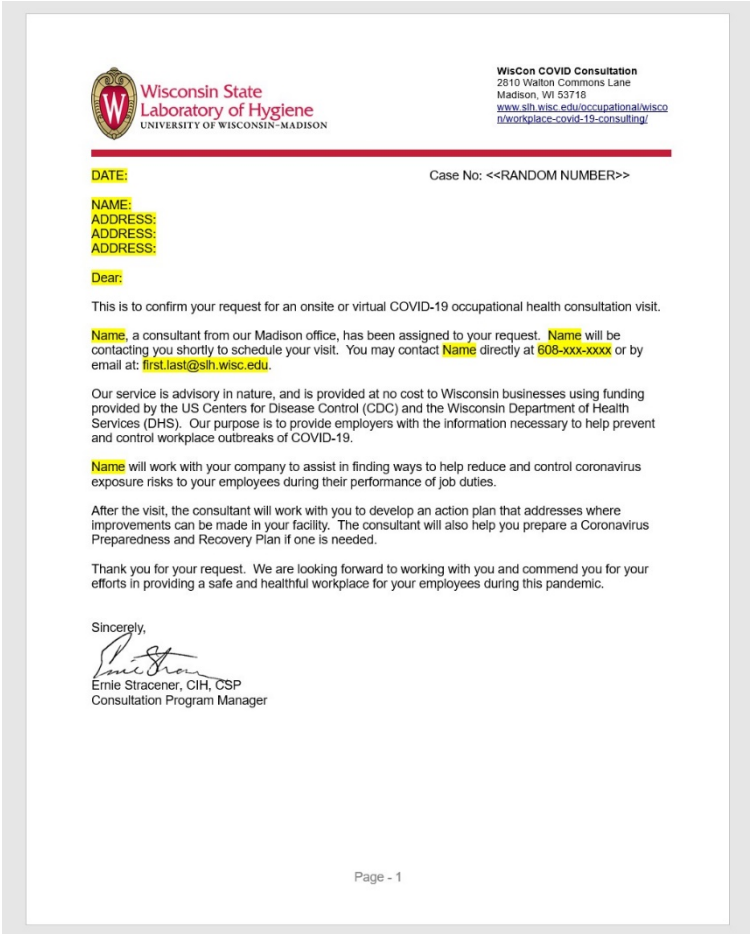
We understand that if we become aware of a potential COVID-19 outbreak in the workplace that we will report these illnesses to the local health department. A suspected workplace outbreak is defined as one laboratory-confirmed case of COVID-19 plus at least one additional worker with symptoms compatible with COVID-19 within a 28-day period, both of whom have had close contact and are not members of the same household.

Furthermore, we acknowledge as an employer we must give the LTHD names, contact information, and sufficient work history information for all employees to **assist outbreak investigations** and that as an employer we must also provide additional information about the facility (e.g., work schedules, floor plans) required to carry out the investigation. (Wis. Admin. Code § DHS 145.04(2)(d) and 45 CFR 164.512(b)(1)(i)).

3

Visit Plan

- Service Terms Agreement outlines expectations
- Businesses scored on COVID-19 Report Card
- Visit Summary Report sent following visit
- Consultants will provide recommendations for improvements



Wisconsin State Laboratory of Hygiene
UNIVERSITY OF WISCONSIN–MADISON

WisCon COVID Consultation
2810 Walton Commons Lane
Madison, WI 53718
www.slh.wisc.edu/occupational/wisconsin/workplace-covid-19-consulting/

DATE: Case No: <<RANDOM NUMBER>>

NAME:
ADDRESS:
ADDRESS:
ADDRESS:

Dear:

This is to confirm your request for an onsite or virtual COVID-19 occupational health consultation visit.

Name, a consultant from our Madison office, has been assigned to your request. Name will be contacting you shortly to schedule your visit. You may contact Name directly at 608-xxx-xxxx or by email at: first.last@slh.wisc.edu.

Our service is advisory in nature, and is provided at no cost to Wisconsin businesses using funding provided by the US Centers for Disease Control (CDC) and the Wisconsin Department of Health Services (DHS). Our purpose is to provide employers with the information necessary to help prevent and control workplace outbreaks of COVID-19.

Name will work with your company to assist in finding ways to help reduce and control coronavirus exposure risks to your employees during their performance of job duties.

After the visit, the consultant will work with you to develop an action plan that addresses where improvements can be made in your facility. The consultant will also help you prepare a Coronavirus Preparedness and Recovery Plan if one is needed.

Thank you for your request. We are looking forward to working with you and commend you for your efforts in providing a safe and healthful workplace for your employees during this pandemic.

Sincerely,

Ernie Stracener, CIH, CSP
Consultation Program Manager

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Questions and Answers

Employer Guidance Q&A

- My plant has employees from two different counties, and their public health officers have provided different directions about the length of quarantine following close contact. Whose advice do I follow?

Employer Guidance Q&A

- Some counties in which our employees work say that the food industry is not considered essential in Wisconsin. In consequence, they say that if a co-worker tests positive then their close contacts have to quarantine for two weeks. Our company follows what we take to be CDC guidance which allows close contacts to go for a test and continue to work while they wait for results.

Employer Guidance Q&A

- Is there any way for me to safely expedite an employee's return to work following a COVID-19 close contact?

Employer Guidance Q&A

- What effect does mask wearing have on the definition of close contact? Without masks, we understand that the definition is six feet for more than 15 minutes per day. What about when everyone wears masks, washes hands and cleans surfaces?

Employer Guidance Q&A

- What is the food safety risk of the virus living on any packaging?

Employer Guidance Q&A

- We're considering installing plexiglass barriers in the plant to offer more separation between workspaces. Are there any financial or consultative resources to help me?

Employer Guidance Q&A

- We've gotten mixed messages about the best type of face mask. What kind do you believe is most effective?

Workplace Consultations Q&A

- Who has access to a COVID-19 consultation report?
  - Can reporters request data via the open records law?
  - Will you share it with county public health officials?

Workplace Consultations Q&A

- What information will you want prepared before an on-site or virtual visit?

Workplace Consultations Q&A

- What information will you want prepared before an on-site or virtual visit?

Workplace Consultations Q&A

- How are others handling employee expectations out of work? They are contracting COVID-19 at a bar, wedding, party, etc… What are the employer rights?

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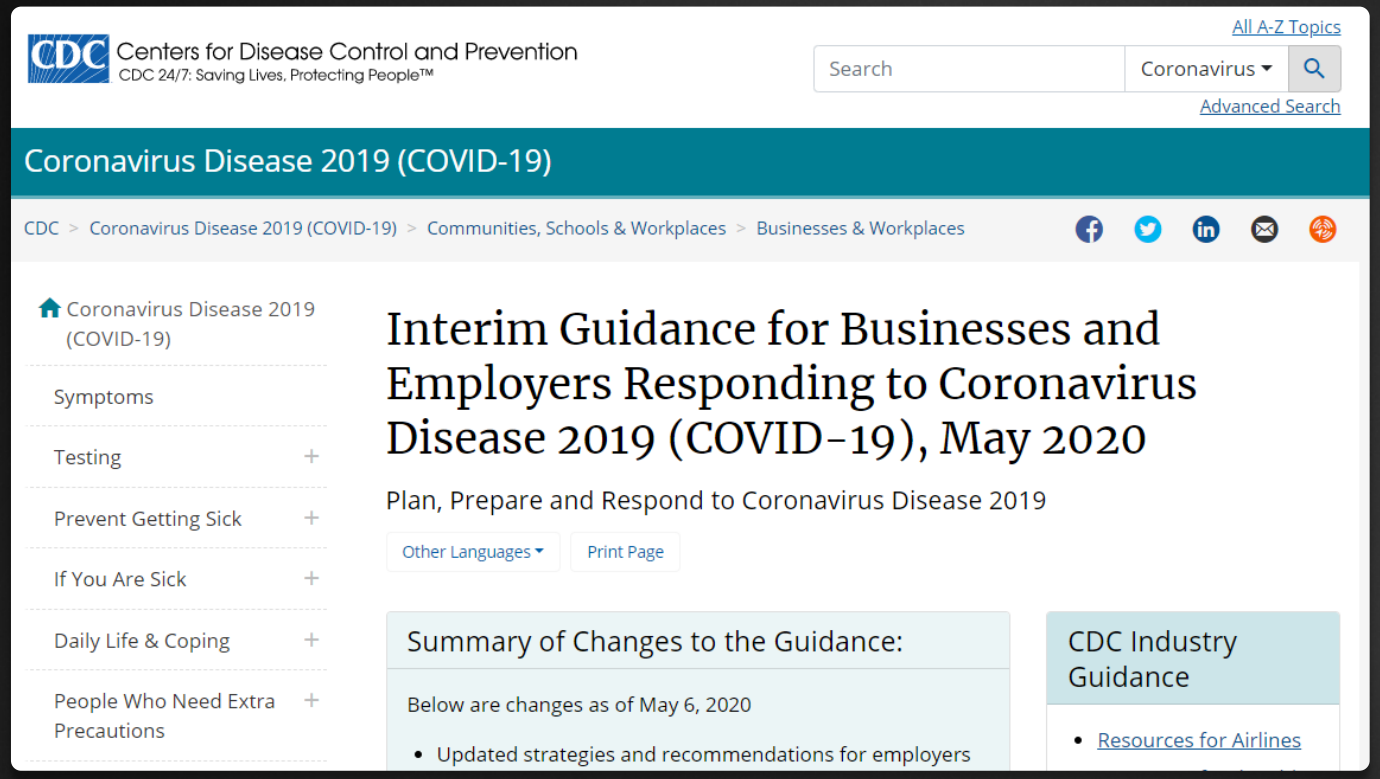
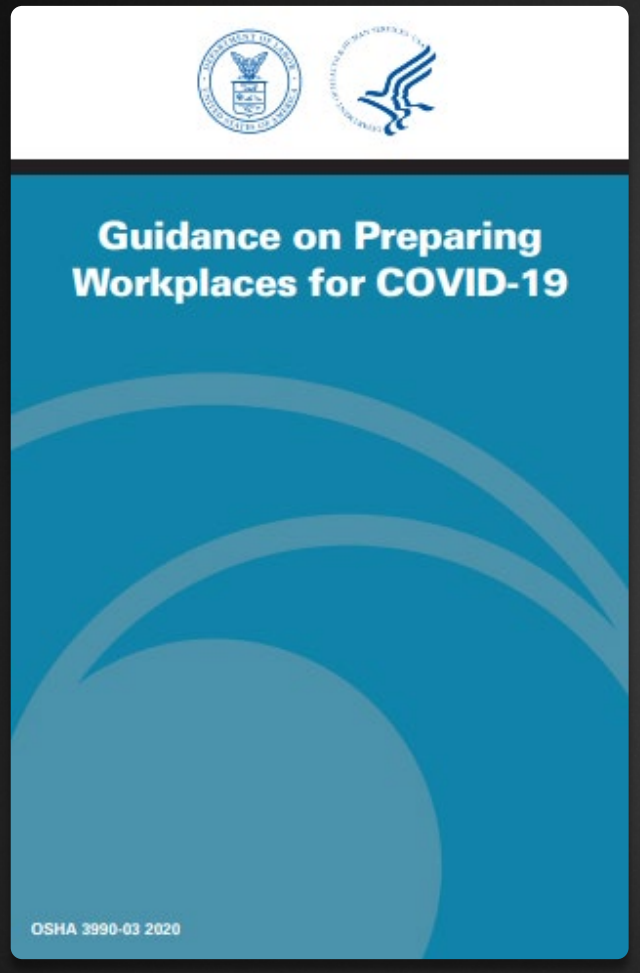
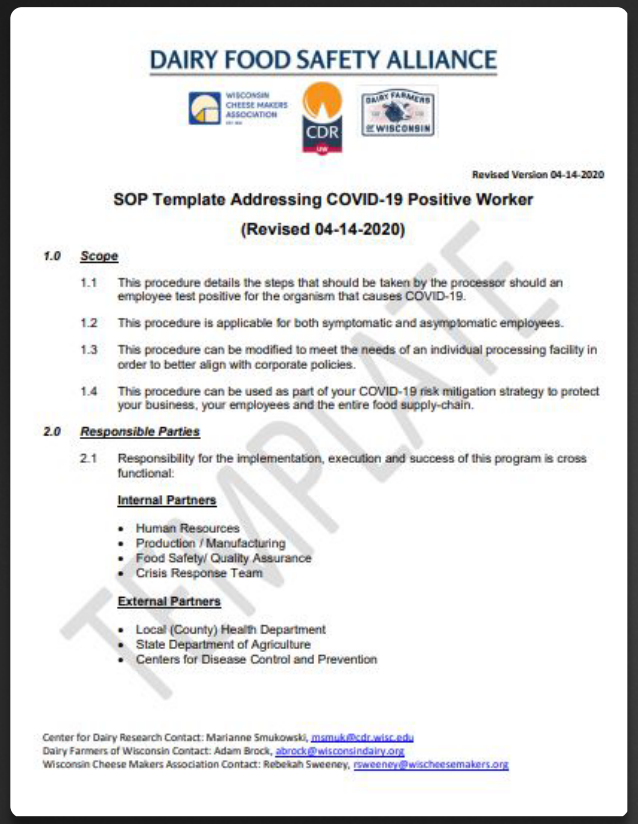
Review of Other Industry Resources



Centers for Disease Control and Prevention Guidance



Occupational Health and Safety Administration Guidance



DAIRY FOOD SAFETY ALLIANCE

Revised Version 04-14-2020

SOP Template Addressing COVID-19 Positive Worker

(Revised 04-14-2020)

1.0 Scope

1.1 This procedure details the steps that should be taken by the processor should an employee test positive for the organism that causes COVID-19.

1.2 This procedure is applicable for both symptomatic and asymptomatic employees.

1.3 This procedure can be modified to meet the needs of an individual processing facility in order to better align with corporate policies.

1.4 This procedure can be used as part of your COVID-19 risk mitigation strategy to protect your business, your employees and the entire food supply-chain.

2.0 Responsible Parties

2.1 Responsibility for the implementation, execution and success of this program is cross functional:

Internal Partners

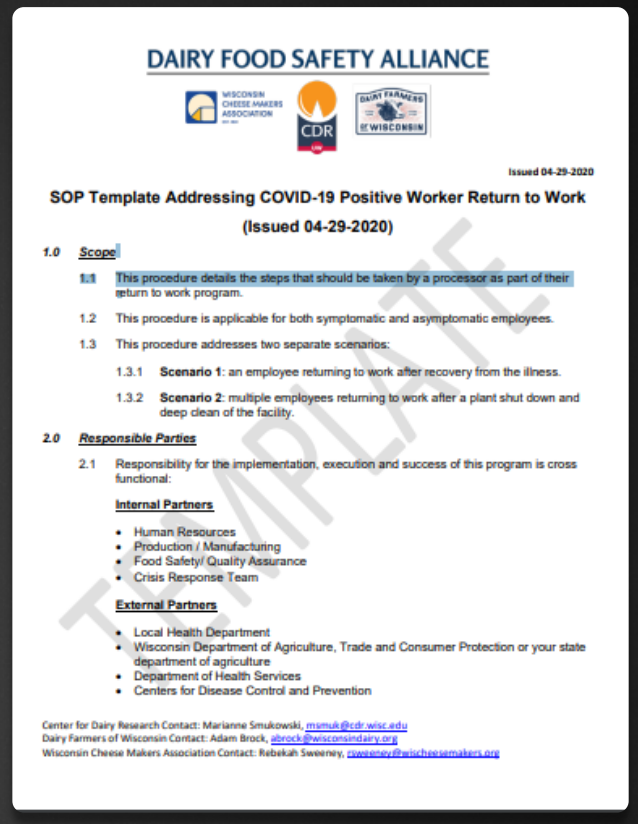
- Human Resources
- Production / Manufacturing
- Food Safety/ Quality Assurance
- Crisis Response Team

External Partners

- Local (County) Health Department
- State Department of Agriculture
- Centers for Disease Control and Prevention

TEMPLATE

Center for Dairy Research Contact: Marianne Smukowski, msmuk@cdr.wisc.edu
Dairy Farmers of Wisconsin Contact: Adam Brock, abrock@wisconsindairy.org
Wisconsin Cheese Makers Association Contact: Rebekah Sweeney, rsweeney@wischeesemakers.org



DAIRY FOOD SAFETY ALLIANCE

Issued 04-29-2020

SOP Template Addressing COVID-19 Positive Worker Return to Work

(Issued 04-29-2020)

1.0 Scope

1.1 This procedure details the steps that should be taken by a processor as part of their return to work program.

1.2 This procedure is applicable for both symptomatic and asymptomatic employees.

1.3 This procedure addresses two separate scenarios:

1.3.1 **Scenario 1**: an employee returning to work after recovery from the illness.

1.3.2 **Scenario 2**: multiple employees returning to work after a plant shut down and deep clean of the facility.

2.0 Responsible Parties

2.1 Responsibility for the implementation, execution and success of this program is cross functional:

Internal Partners

- Human Resources
- Production / Manufacturing
- Food Safety/ Quality Assurance
- Crisis Response Team

External Partners

- Local Health Department
- Wisconsin Department of Agriculture, Trade and Consumer Protection or your state department of agriculture
- Department of Health Services
- Centers for Disease Control and Prevention

TEMPLATE

Center for Dairy Research Contact: Marianne Smukowski, msmuk@cdr.wisc.edu
Dairy Farmers of Wisconsin Contact: Adam Brock, abrock@wisconsindairy.org
Wisconsin Cheese Makers Association Contact: Rebekah Sweeney, rsweeney@wischeesemakers.org

Dairy Food Safety Alliance SOPs

More Industry Resources

- DHS Website: https://www.dhs.wisconsin.gov/
- Center for Dairy Research Website: https://www.cdr.wisc.edu/about/coronavirus
- Dairy Farmers of Wisconsin Website: https://www.wisconsindairy.org/Dairy-Companies/covid-19/covid-19-processors
- WCMA Website: https://www.wischeesemakersassn.org/news/covid-19-resources

WISCONSIN CHEESE MAKERS ASSOCIATION

Webinar: New COVID-19 Employer Guidance and Workplace Consultations

OCTOBER 1, 2020