

OSHA COVID-19 EMERGENCY TEMPORARY STANDARD
OUTLINE OF REQUIREMENTS FOR ALL HEALTH CARE EMPLOYERS
Enforced beginning July 5, 2021, except as noted

OSHA Requirement	Components (OSHA resources hyperlinked)	CDC Guidance for SNFs (may be used by other residential providers)*
COVID-19 plan	<ul style="list-style-type: none"> Written plan (plan template) Designated safety coordinator Workplace-specific hazard assessment (worksite checklist/job hazard analysis) Involve non-managerial employees in hazard assessment, plan development/implementation Policies/procedures to minimize risk of transmission to employees 	<ul style="list-style-type: none"> Assign One or More Individuals with Training in Infection Control to Provide On-Site Management of the IPC Program
Patient screening/management	<ul style="list-style-type: none"> Limit and monitor points of entry to care settings Screen and triage patients, clients, other visitors, non-employees Implement patient management strategies 	<ul style="list-style-type: none"> Have a Plan for Visitation Create a Plan for Managing New Admissions and Readmissions Evaluate Residents at least Daily Manage Residents with Suspected or Confirmed COVID-19 Manage Residents who had Close Contact with COVID-19 Updated Healthcare Infection Prevention and Control Recommendations in Response to COVID-19 Vaccination
Standard and Transmission-Based Precautions	<ul style="list-style-type: none"> Use CDC guidelines 	<ul style="list-style-type: none"> Standard Precautions Transmission-Based Precautions
Personal protective equipment	<ul style="list-style-type: none"> Provide/ensure employees wear facemasks indoors and when occupying vehicle with others for work Provide/ensure employees use respirators/other PPE for exposure to suspected/confirmed COVID-19, aerosol-generating procedures 	<ul style="list-style-type: none"> Provide Supplies Necessary to Adhere to Recommended IPC Practices Implement Source Control Measures Ensure Proper Use and Handling of PPE Implement Universal Use of Personal Protective Equipment
Aerosol-generating procedures on person with suspected or confirmed COVID-19	<ul style="list-style-type: none"> Only essential employees present Use airborne infection isolation room if available Clean/disinfect surfaces/equipment afterward 	<ul style="list-style-type: none"> Implement Universal Use of PPE
Physical distancing	<ul style="list-style-type: none"> Keep people at least 6 feet apart when indoors 	<ul style="list-style-type: none"> Implement Physical Distancing Measures
Physical barriers	<ul style="list-style-type: none"> Cleanable/disposable barriers at each fixed work location in non-patient care areas if employees not separated from other people by 6 feet 	
Cleaning and disinfection	<ul style="list-style-type: none"> Follow CDC guidelines in patient care areas In all other areas, clean high-touch surfaces and equipment at least once a day Provide alcohol-based hand rub (at least 60% alcohol) or readily accessible handwashing 	<ul style="list-style-type: none"> Provide Supplies Necessary to Adhere to Recommended IPC Practices

Ventilation**	<ul style="list-style-type: none"> • Ensure HVAC systems used per manufacturer's instructions/design specifications • Use MERV 13 or higher filters if system allows it 	
Health screening and medical management	<ul style="list-style-type: none"> • Screen employees before each workday and shift (screening questionnaire in English/Spanish) • Notify employer promptly when positive, suspected, or experiencing certain symptoms • Notify certain employees within 24 hours when person in workplace is positive (employer notification tool) • Remove employees from workplace as required (notification/removal/leave flow charts for employers and employees) • Provide medical removal benefits to workers who must isolate or quarantine • Coordination and communication between employers 	<ul style="list-style-type: none"> • Evaluate and Manage Healthcare Personnel • Notify HCP/residents/families about outbreaks, and report COVID-19, facility staffing, testing, and supply information to public health • Updated Healthcare Infection Prevention and Control Recommendations in Response to COVID-19 Vaccination
Vaccination	<ul style="list-style-type: none"> • Provide reasonable time/paid leave for vaccinations and vaccine side effects 	<ul style="list-style-type: none"> • Vaccinate Residents and HCP
Training**	<ul style="list-style-type: none"> • COVID-19 transmission • Tasks/situations in workplace that could result in infection • Relevant policies/procedures • Training presentation - ETS • Training presentation – mini respiratory protection program 	<ul style="list-style-type: none"> • Educate Residents, Healthcare Personnel, and Visitors about SARS-CoV-2, Current Precautions Being Taken in the Facility, and Actions They Should Take to Protect Themselves • CDC training resources
Anti-retaliation	<ul style="list-style-type: none"> • Inform employees of rights to protection under standard • Do not discharge or discriminate for exercising rights under ETS or engaging in required actions 	
Requirements must be implemented at no cost to employees		
Recordkeeping	<ul style="list-style-type: none"> • Establish employee COVID-19 without regard to occupational exposure (sample log) • Make records available to employees/representatives 	
Report work-related COVID-19 fatalities and inpatient hospitalizations	<ul style="list-style-type: none"> • Reporting requirements to OSHA 	<ul style="list-style-type: none"> • Already applicable to employers

* Except as noted, these items refer to sections in [Interim Infection Prevention and Control Recommendations to Prevent SARS-CoV-2 Spread in Nursing Homes](#) that address the same topic. CDC comments that while these guidelines are specific to SNFs, they “may also be applicable to other long-term care and residential settings.” To the extent assisted living, ICF/IID, and other residential providers currently may be using the guidelines, they may already be in compliance with some of the OSHA requirements. The CDC guidelines are not relevant for providers of in-home services and supports.

** Enforced effective July 21, 2021