

Enhancing Workplace Protections

OSHA in the Biden Administration

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Executive Order on Protecting the Federal Workforce and Requiring Mask-Wearing

- Executive Order 13991: Protecting the Federal Workforce and Requiring Mask-Wearing (January 21, 2021) instructing agencies to immediately require masks and physical distancing measures in all Federal buildings.
 - Protects the Federal workforce and individuals interacting with the Federal workforce.
 - Establishes the Safer Federal Workforce Task Force.

DOL COVID-19 Workplace Safety Plan

- Provides minimum mandatory safety guidance for DOL workforce and facilities
- DOL employee safety and health, and individuals interacting with DOL, is the highest priority.

Increased Protections for Workers

Executive Order on Protecting Worker Health and Safety

- Revised Guidance on January 29.
- National Emphasis Plan/Updated Interim Enforcement Response Plan issued on March 12.
- Considering Emergency Temporary Standard for COVID19.
- Multilingual outreach campaign.
 - Emphasis on most vulnerable/impacted workers.
 - Worker Education and Training materials.
 - Compliance Assistance for large and small employers.

Revised OSHA Guidance

- Implement COVID-19 Prevention Programs tailored to each workplace.
- Engage workers and their representatives in program development.
- Programs should include:
 - a hazard assessment;
 - a combination of measures to limit the spread of COVID-19 in the workplace;
 - measures to ensure infected or potentially infected workers are excluded from the workplace;
 - protections from retaliation for workers who raise COVID-related concerns; and
 - educating and training workers of COVID-19 policies and procedures in a language they understand.

Revised OSHA Guidance on COVID19 Worker Protection

- Guidance provides additional details on:
 - separating and sending home infected or potentially infected people from the workplace;
 - implementing physical distancing;
 - suppressing the spread by using surgical masks or cloth face coverings; and
 - use of personal protective equipment.
- Guidance will be updated as needed to reflect latest developments in science, best practices, and standards.
 - Changes will be tracked to ensure transparency.

OSHA guidance

- Train all workers about their risk of occupational exposure to COVID-19, as well as on what to do if they have traveled to high-risk areas or been exposed to possible cases.
- For workers at particular risk of exposure (e.g., in healthcare, others), discuss:
 - Sources of exposure to the virus and hazards associated with that exposure.
 - Appropriate ways to prevent or reduce the likelihood of exposure, including use of engineering and administrative controls, safe work practices, and PPE.
- Some OSHA standards (e.g., BBP, PPE) require worker training.

OSHA guidance

- OSHA guidance helps employers comply with OSHA standards.
- Guidance is based on anticipated hazards and risks, and incorporates standard, contact, and airborne precautions, and use of face/eye protection.
- Guidance should be adapted based on employer's hazard assessment and workers' tasks.

Clockwise from L: public domain; WikimediaCommons;
CDC/Kimberly Smith & Christine Ford



www.osha.gov/coronavirus

NEP to Prevent Worker Exposure to COVID-19

- **Goal:** Substantially reduce or eliminate worker exposures
 - Combination of inspection targeting, outreach to employers, and compliance assistance.
- **Focus:**
 - Establishments that put the largest number of workers at serious risk of contracting the coronavirus.
 - To prevent retaliation against workers who complain about unsafe or unhealthful conditions or exercise other rights.

NEP to Prevent Worker Exposure to COVID-19

■ Focused Enforcement

- Inspections will focus on industries and worksites with tasks that have high frequency close contact exposures with increased potential exposure.
- Inspections will follow current priorities:
 - Unprogrammed
 - Follow Up
 - Programmed

NEP to Prevent Worker Exposure to COVID-19

■ Interim Enforcement Guidance

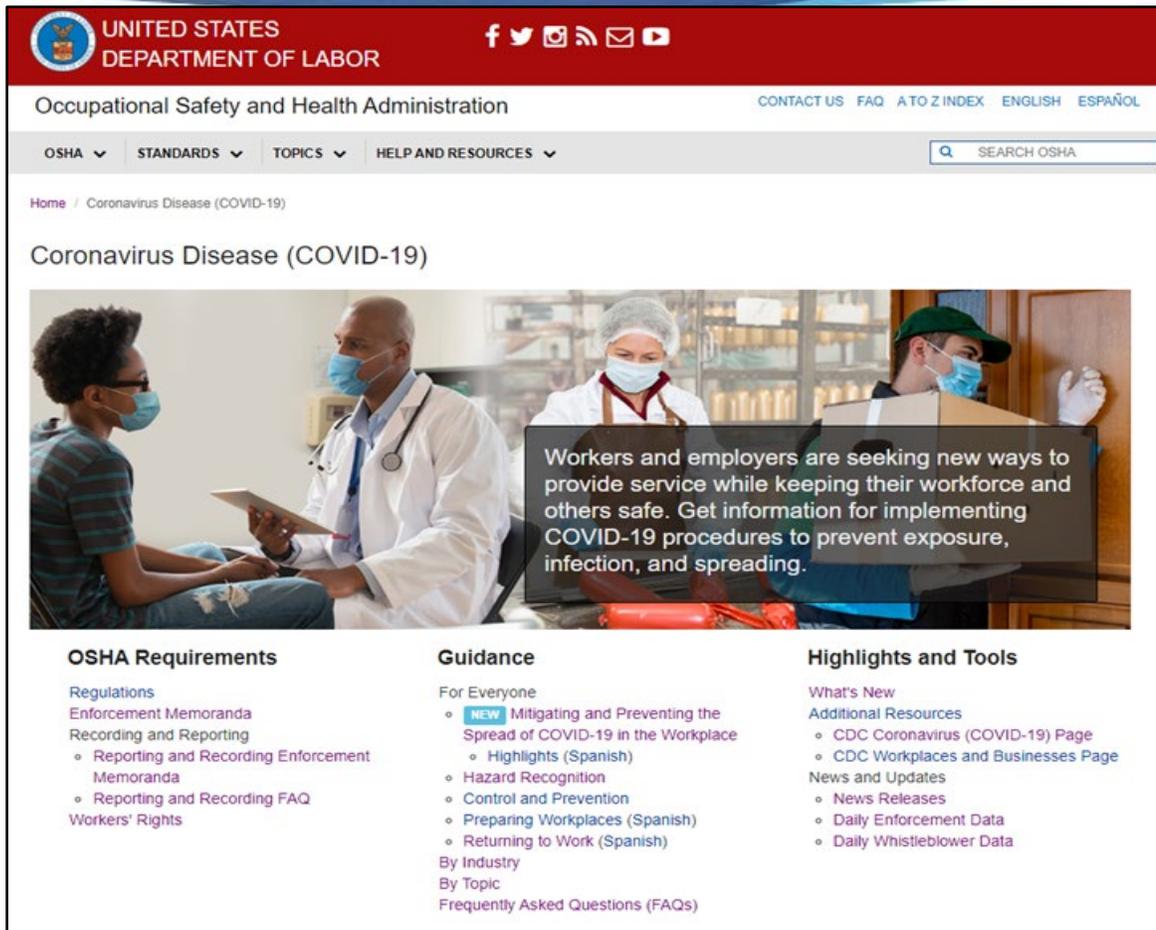
○ Prioritizes

- On-site workplace inspections where practical, or a combination of on-site and remote methods.
- COVID-19-related inspections involving deaths or multiple hospitalizations and complaints/referrals alleging potential exposure to COVID-19-related hazards.
- Use of remote methods for employee interviews and collection of documentation to minimize person-to-person contact

NEP to Prevent Worker Exposure to COVID-19

- **Outreach and Compliance Assistance**
 - Nationwide outreach with industry, labor, and alliances.
 - Continued outreach using products and activities:
 - New information shared through letters, news releases, social media, and QuickTakes.
 - Seminars tailored to specific audiences.
 - Working with national and regional offices of federal agencies.

OSHA COVID-19 Resources



The screenshot shows the OSHA website's COVID-19 resources page. At the top, there is a red header with the United States Department of Labor logo and social media icons. Below the header, the page title is "Occupational Safety and Health Administration". A navigation bar includes "OSHA", "STANDARDS", "TOPICS", and "HELP AND RESOURCES", along with a search bar. The main content area features a large image of healthcare workers and a text overlay: "Workers and employers are seeking new ways to provide service while keeping their workforce and others safe. Get information for implementing COVID-19 procedures to prevent exposure, infection, and spreading." Below the image, there are three columns of links: "OSHA Requirements" (Regulations, Enforcement Memoranda, Recording and Reporting, Workers' Rights), "Guidance" (For Everyone, By Industry, By Topic, FAQs), and "Highlights and Tools" (What's New, Additional Resources, News and Updates).

- [OSHA.gov/coronavirus](https://www.osha-slc.gov/coronavirus) includes latest information and resources on protecting workers from exposure to COVID-19.

OSHA Guidance: Frequently Asked Questions (FAQs)

FAQ topics include:

- General Information
- Cleaning and Disinfection
- Cloth Face Coverings
- Employer Requirements
- Healthcare
- Personal Protective Equipment
- Restrooms and Handwashing Facilities
- Retaliation
- Return to Work
- Testing for COVID-19
- Training
- Worker Protection Concerns
- Industry-Specific
 - Construction
 - Health Care

Workers' Memorial Day



- April 28 is Workers' Memorial Day
- A day to remember and honor workers who have died on the job
- Workplace tragedies impact everyone
 - families, coworkers, communities

OSHA at 50: Progress, But Work to Do

- Half a century of progress has made workplaces safer, more healthful
- Too many workers continue to get hurt, sickened or killed on the job
- We must keep fighting to make sure every worker can go home safe and healthy



50 OSHA

Protecting the American Workforce

Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

Executive Order 13985 (January 20, 2021):

- Affirmed that “[e]qual opportunity is the bedrock of American democracy, and our diversity in one of our country’s greatest strengths.”
- Directs federal agencies to assess whether underserved communities and their members face systemic barriers in accessing benefits and opportunities created by our programs.

OSHA Priorities in the Biden Administration

- Equity, diversity, and inclusion.
- Reinvigorate OSHA; Build Back Better.
- Improve compliance with OSHA Act – better protect workers.
- Enhance support for frontline vulnerable workers and essential industries.



www.osha.gov

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