



COVID-19 HEALTHCARE EMERGENCY TEMPORARY STANDARD (ETS) OVERVIEW

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OVERVIEW

- Introduction
- Important Definitions
- Scope & Application
- Exemptions
- Key Elements
- Respiratory Protection Program
- Mini Respiratory Protection Program
- State Emphasis Program
- Resources

*Note: This is an overview of the standard and does not cover every requirement

COVID-19 HEALTHCARE ETS

EMERGENCY TEMPORARY STANDARD

COVID-19 Healthcare ETS



- Posted Jun 11, 2021
- Effective June 21, 2021
- Compliance required by July 6, 2021

IMPORTANT DEFINITIONS

- Healthcare Services
 - Services that are provided to individuals by a professional healthcare practitioners (e.g. doctors, nurses, emergency medical personnel, oral health professionals)
- Healthcare Support Services
 - Services that facilitate the provision of healthcare services. Services include patient intake, patient food services, equipment & facility maintenance, housekeeping services, healthcare laundry services, medical waste handling services & medical equipment cleaning/reprocessing services
- Facemask
 - A surgical, medical procedure, dental, or isolation mask that is FDA-cleared, authorized by an FDA EUA, or offered or distributed as described in an FDA enforcement policy

COVID-19 ETS SCOPE & APPLICATION

Applies to ALL settings where ANY employee provides healthcare services or health care support services

COVID-19 ETS SCOPE & APPLICATION

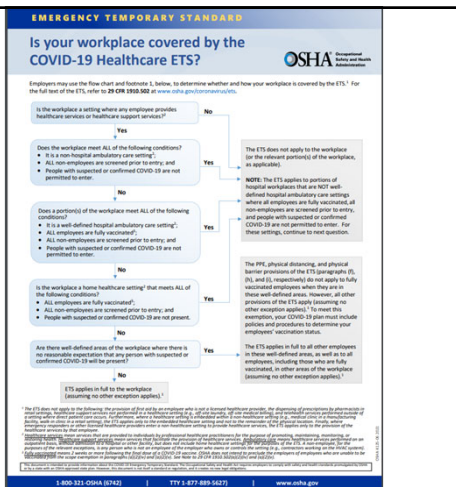
Exemptions:

1. First aid provided by an employee who is not a licensed healthcare provider
2. Dispensing prescriptions by pharmacists in retail settings
3. Non-hospital ambulatory care settings where all non-employees are screened prior to entry & people with suspected/confirmed COVID-19 are not permitted to enter
4. Well-defined hospital ambulatory care settings where all employees are fully vaccinated & all non-employees are screened prior to entry & people with suspected/confirmed COVID-19 are not permitted to enter
5. Home healthcare settings where all employees are fully vaccinated & all non-employees are screened prior to entry & people with suspected/confirmed COVID-19 are not permitted to enter
6. Healthcare support services not performed in a healthcare setting (e.g., off-site laundry, off-site medical billing)
7. Telehealth services performed outside of a setting where direct patient care occurs

IS YOUR WORKPLACE COVERED?

Self Assessment Tool

- OSHA Flowchart – [“Is your workplace covered by the COVID-19 Healthcare ETS?”](#)



IS YOUR WORKPLACE COVERED?

- Is the workplace a setting where any employee provides healthcare services or healthcare support services?
- If no – the ETS does not apply to your workplace
- If yes – continue on the flow chart

IS YOUR WORKPLACE COVERED?

- Does the workplace meet ALL of the following conditions?
 - It is a non-hospital ambulatory care setting;
 - ALL non-employees are screened prior to entry; AND
 - People with suspected or confirmed COVID-19 are not permitted to enter
- If yes to all of the above – the ETS does not apply to the workplace
- If no – continue on the flowchart

IS YOUR WORKPLACE COVERED?

- Does a portion(s) of the workplace meet ALL of the following conditions?
 - It is a well-defined hospital ambulatory care setting;
 - ALL employees are fully vaccinated;
 - ALL non-employees are screened prior to entry; AND
 - People with suspected or confirmed COVID-19 are not permitted to enter
- If yes to all of the above – the ETS does not apply to the workplace
- If no – continue on the flowchart

IS YOUR WORKPLACE COVERED?

- Is the workplace a home healthcare setting that meets ALL of the following conditions?
 - ALL employees are fully vaccinated;
 - ALL non-employees are screened prior to entry; AND
 - People with suspected or confirmed COVID-19 are not present
- If yes to all of the above – The ETS does not apply to the workplace
- If no – continue on the flowchart

IS YOUR WORKPLACE COVERED?

- Are there well-defined areas of the workplace where there is no reasonable expectation that any person with suspected or confirmed COVID-19 will be present?
- If no – The ETS applies to the entire workplace
- If yes – The ETS applies only partially in the well defined area if there are employees who are fully vaccinated. The ETS applies fully to non-vaccinated employees in these well defined areas, as well as all employees in other areas of the workplace

EMPLOYEE VACCINATIONS

Note to paragraph (a)(2) Exemptions to ETS Scope & Application

- OSHA does not intend to preclude the employers of employees who are unable to be vaccinated from the scope exemption in paragraphs (a)(2)(iv) and (v) of this section. Under various anti-discrimination laws, workers who cannot be vaccinated because of medical conditions, such as allergies to vaccine ingredients, or certain religious beliefs may ask for a reasonable accommodation from their employer. Accordingly, where an employer reasonably accommodates an employee who is unable to be vaccinated in a manner that does not expose the employee to COVID-19 hazards (e.g., telework, working in isolation), that employer may be within the scope exemption in paragraphs (a)(2)(iv) and (v) of this section

COVID-19 ETS KEY ELEMENTS

- COVID-19 Plan
- Patient Screening & Management
- Standard & Transmission-Based Precautions
- Personal Protective Equipment
- Aerosol-Generating Procedures Protection Measures
- Physical Distancing
- Physical Barriers
- Cleaning & Disinfection
- Ventilation
- Employee Health Screening & Management
- Vaccinations
- Training
- Anti-Retaliation
- Recordkeeping

COVID-19 ETS KEY ELEMENTS

- COVID-19 Plan
 - Conduct a workplace-specific hazard assessment to identify potential workplace hazards related to COVID-19
 - In order for an employer to be exempt from providing controls in a well-defined area based on employees' fully vaccinated status, the COVID-19 plan must include policies/procedures to determine employees' vaccination status
 - Include policies/procedures to protect employees who enter into private residences or physical locations controlled by a person not covered by the OSHAct (e.g. homeowners, sole proprietors). This MUST include procedures for employee withdrawal from that location if those protections are inadequate
- Screening for non-employees prior to entering the setting. Includes patients, clients, residents, delivery people and other visitors.
- Vaccination: Provide reasonable time & paid leave for vaccinations & vaccination side effects
- Train employees on COVID-19 & workplace specific policies & procedures

[OSHA Guidance to Protect Employees from COVID-19](#)

[MDHHS Facemask Recommendations \(rev 8/10/21\)](#)

[CDC COVID-19 Guidance for Community Work & School](#)

[CDC COVID-19 Guidance for Shared & Congregate Housing](#)

IF YOUR WORKPLACE ISN'T COVERED BY THE COVID-19 ETS

PERSONAL PROTECTIVE EQUIPMENT

Facemasks

- Employer must provide and ensure each employee wear a facemask
- Exceptions:
 - When employee is alone in a room
 - While employee is eating/drinking in the workplace – provided employees are separated by 6ft, or separated from others by physical barrier
 - When it is important to see a person's mouth (e.g. communicating with an individual who is deaf or hard of hearing)*
 - When employee cannot wear facemasks due to medical necessity, medical condition, or disability as defined in the ADA, or due to a religious belief*
 - When the employer can demonstrate that the use of a facemask presents a hazard to an employee of serious injury or death (e.g. arc flash, heat stress, interfering with the safe operation of equipment)
- Where face shields are required* as an alternative by this standard, the employer must ensure the face shields are cleaned at least daily and are not damaged

PERSONAL PROTECTIVE EQUIPMENT

- When employees have exposure to a person with suspected for confirmed COVID-19 the employer must provide:
 - A respirator to each employee (in accordance with Part 451 Respiratory Protection)
 - Gloves
 - Isolation gown or protective clothing,
 - Eye protection
- Note for aerosol generating procedures on a person suspected or confirmed with COVID-19 – Employers are encouraged to select elastomeric respirators or PAPRs instead of filtering facepiece respirators

AEROSOL GENERATING PROCEDURES

Only the following medical procedures are considered aerosol generating procedures:

- Opening suction of airways;
- Sputum induction;
- Cardiopulmonary resuscitation;
- Endotracheal intubation and extubation;
- Non-invasive ventilation (BiPAP, CPAP);
- Bronchoscopy;
- Manual ventilation;
- Medical/surgical/postmortem procedures using oscillating bone saws; and
- Dental procedures involving: ultrasonic scalers, high-speed dental handpieces, air/water syringes, air polishing and air abrasion

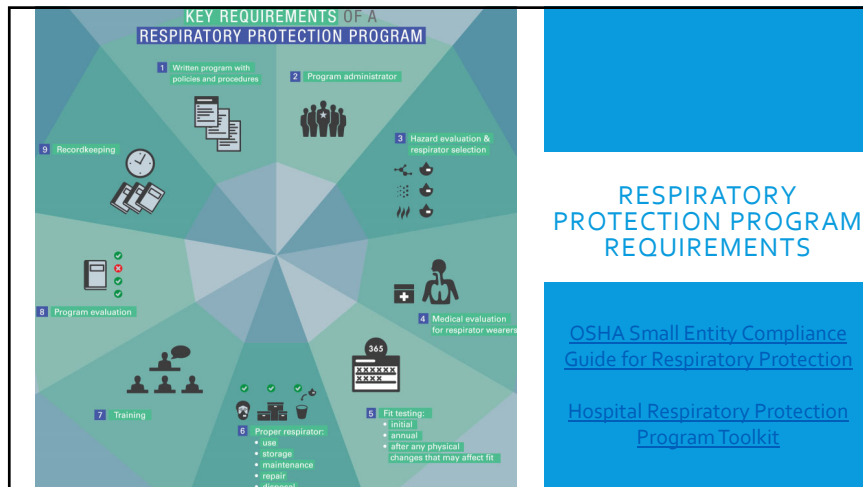
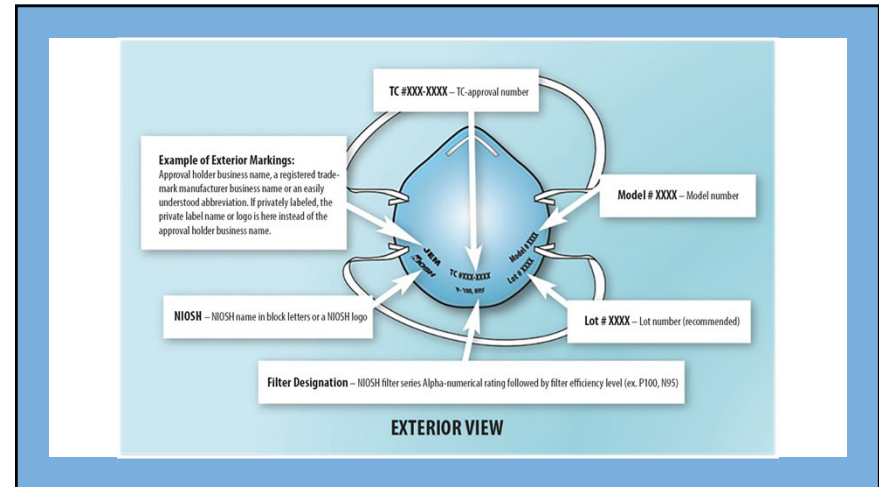
AEROSOL GENERATING PROCEDURES

When AGPs are done on a person with suspected or confirmed COVID-19 the employer must:

- Provide PPE based on Standard and Transmission Based Precautions
- Limit the number of employees present during the procedure to those essential for patient care and procedure support
- Perform procedure in an existing AIIR, if available
- Clean & disinfect the surfaces & equipment in the room/area where the procedure was performed

PART 451: RESPIRATORY PROTECTION

- Required for ALL required use respirators
- Includes:
 - Filtering Facepiece Respirators (e.g. N95)
 - Elastomeric Respirators (half- or full- face)
 - Loose Fitting PAPRs
- Respirators must be NIOSH Certified
 - [NIOSH Respiratory Protection Information Trusted Source](#)
 - [NIOSH Certified Equipment List](#)



RESPIRATORY PROTECTION PROGRAM REQUIREMENTS

[OSHA Small Entity Compliance Guide for Respiratory Protection](#)

[Hospital Respiratory Protection Program Toolkit](#)

TRAINING REQUIREMENTS

- Why the respirator is necessary
- How improper fit, usage, or maintenance can compromise the protective effect of the respirator
- Limitations of the respirator
- How to inspect, put on/remove, use & check the seals of the respirator
- Procedures for maintenance & storage of the respirator
- Training is done prior to using the respirator in the workplace
- Employees can demonstrate training was effective

COVID-19 Emergency
Temporary Standard
1910.504

MINI RESPIRATORY PROTECTION PROGRAM

SCOPE & APPLICATION

- Mini respiratory protection program applies only to use of respirators in healthcare settings when not required
- Voluntary use for COVID-19 in healthcare

VOLUNTARY RESPIRATOR USE IN HEALTHCARE

- Employers must permit employees to wear their own respirator instead of a facemask
- If respirators are voluntary used for COVID-19 comply with 1910.504

RESPIRATORS PROVIDED BY EMPLOYEES

Employer must provide each employee with the following notice:

- Respirators can be an effective method of protection against COVID-19 hazards when properly selected and worn. If your employer allows you to provide and use your own respirator, you need to take certain precautions to be sure that the respirator itself does not present a hazard. You should do the following:
 - Read & follow manufacturer instructions
 - Keep track of your respirator
 - Do not wear your respirator where other workplace hazards require the use of a respirator

RESPIRATORS PROVIDED BY THE EMPLOYER

Program requirements:

- Training
- User Seal Check
- Reuse of Respirators
- Discontinuing Use of Respirators

RESPIRATORS PROVIDED BY THE EMPLOYER

Training Requirements

- Prior to first use and if they change the type of respirator
- How to inspect, put on/remove, and use respirator
- Limitations and capabilities of the respirator
- Procedures for storing, maintaining, and inspecting respirators

RESPIRATORS PROVIDED BY THE EMPLOYER

User Seal Check

- Ensure that each employee who uses tight-fitting respirator performs a seal check each time the respirator is put on
- Employer must ensure each employee corrects any problems discovered during the user seal check

USER SEAL CHECKS

- Positive Seal Check
 - Cover as much surface area of the filter surface as possible
 - Exhale gently into the facepiece
 - Feel for any leakage along the seal of the respirator
- Negative Seal Check
 - Cover as much surface area of the filter surface as possible
 - Take a quick breath in
 - Check if respirator seals to your face



[OSHA TRAINING VIDEO: PUTTING ON AND TAKING OFF A MASK](#)

[OSHA RESPIRATORY PROTECTION TRAINING VIDEOS](#)

RESPIRATORS PROVIDED BY THE EMPLOYER

Reuse of Respirators

- Employer must ensure that a filtering facepiece respirator is used and reused only by a particular employee
- Respirators can be reused only when:
 - Not visibly soiled or damaged
 - Stored in a breathable storage container for at least five calendar days between use
 - Employee does a visual check for damage
 - Employee successfully completes a user seal check
 - Respirator has not been worn more than five days total
- Reuse of single-use respirators is discouraged

RESPIRATORS PROVIDED BY THE EMPLOYER

Reuse of Respirators (cont.)

- Reuse of elastomeric respirator or PAPR is allowed when:
 - Respirator is not damaged
 - Respirator is clean & disinfected as often as necessary to be maintained in a sanitary condition
- A change schedule is implemented for cartridges, canisters, or filters

DISCONTINUING USE OF RESPIRATORS

- Employers must discontinue use of a respirator when medical signs or symptoms related to ability to use the respirator are reported
- Any employee who previously was determined not medically fit to wear a respirator must not be provided with a respirator under this standard, unless re-evaluated and cleared to use a respirator

STATE EMPHASIS PROGRAM (SEP) – COVID-19 HEALTHCARE SETTING

- Currently Active through December 2021
- SEP to ensure healthcare workers are protected from occupational exposures to SARS-CoV-2 and COVID-19
- Targeting healthcare settings
 - 80% Freestanding Ambulatory Surgical & Emergency Centers (NAICS 621493)
 - 20% General Medical & Surgical Hospitals (NAICS 622110)
- Increased Enforcement Programmed Inspection Assignments
- Emphasis on the COVID-19 ETS for Healthcare
- Available online to view: [MIOSHA COVID-19 Healthcare Setting SEP](#)

MIOSHA ASSISTANCE

- [MIOSHA Consultation, Education, & Training Division](#)
- Request Consultative Assistance – [RCA Form](#)
- Ask MIOSHA – [Question Form](#)
- Main Phone Number – 517-284-7720
- [MIOSHA Homepage](#)
- Sign Up for MIOSHA Emails
- See Recent Updates to COVID-19 Rules
- [Michigan COVID-19 Workplace Safety Resources](#)
- MIOSHA COVID-19 Hotline – 1-855-723-3219

RESOURCES

- ["Is your workplace covered by the COVID-19 Healthcare ETS?"](#)
- [OSHA FAQs for COVID-19 ETS](#)
- [COVID-19 Template Plan](#)
- [COVID-19 Healthcare Worksite Checklist & Employee Job Hazard Analysis](#)
- [Employee Training Presentation – Healthcare ETS](#)
- [COVID-19 Healthcare ETS Factsheet](#)
- [COVID-19 Guidelines for All Employers](#)
- [Small Entity Compliance Guide for Respiratory Protection](#)
- [OSHA Understanding Compliance with Respiratory Protection during the COVID-19 Pandemic](#)
- [Hospital Respiratory Protection Program Toolkit](#)

QUESTIONS?

CONTACT MIOSHA

Michigan Occupational Safety and Health Administration (MIOSHA)
530 W. Allegan Street, P.O. Box 30643
Lansing, Michigan 48909-8143

If you need further information regarding COVID-19
Call 855-SAFEC19 (855-723-3219).

To request consultation, education and training services, call 517-284-7720
or visit our website at:

www.michigan.gov/miosha

