



Public Health
Prevent. Promote. Protect.

Workplace COVID-19 Prevention & Response Toolkit

Includes Guidance for Employers
When an Employee

Tests Positive for COVID-19

Columbia County Public Health

Disease Control and Prevention 230 Strand
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Phone: 503-397-7247 (24/7)

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www.columbiacountyor.gov/CoronavirusDisease2019COVID19

Purpose of this toolkit

This guide helps employers know what to do when there are cases of COVID-19 in the workplace. Some workplaces may have specific industry guidance beyond what is noted in this document, including food processing, healthcare, or educational institutions. Please refer to any available [industry specific guidance](#) in addition to this document.

Below you will find all the information to gather and send to Public Health, along with employee sick leave information and protocols on employee testing and when an employee can return to work. We have also included materials and resources for communicating with employees, educating staff around COVID-19 prevention, as well as a list of resources.

In most cases, you do not need to shut down your facility. Communication and cooperation with public health officials is very important. The more health officials understand about your operation, the more they will be able to help you work through solutions to find the option that will be least disruptive to your business operations.

Reminders

- It is important to make every effort to protect an employee's private health information, even in smaller work environments.
- Employers are required to share protected health information with the health department in accordance with [Oregon Administrative Rule 333-019-0003](#).

Symptoms of COVID-19 and how it spreads

People with COVID-19 have reported a wide range of symptoms — from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. People with these symptoms may have COVID-19:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

The virus that causes COVID-19 (SARS-CoV-2) spreads mainly between people in close contact or through respiratory droplets produced by coughs and sneezes. Employers can reduce the risk of spread by asking employees to stay home when ill, cover their coughs and sneezes, practice physical distancing, and wear face coverings or other appropriate personal protective equipment (PPE).

The virus can survive on surfaces and may spread through touching contaminated surfaces (e.g. counter tops, handrails, telephones or doorknobs). Frequent and effective cleaning and disinfection of high-touch surfaces, avoiding touching one's face, and frequent hand washing can reduce the risk of transmission.

Stigma and Discrimination

Some Oregon employees have reported experiencing discrimination because of fears of coronavirus, particularly around race and national origin.

A business cannot turn away or ask an employee to leave work simply because they think race or national origin make a person more likely to have or spread coronavirus. A person's ethnicity, language or association with a country or region are not risk factors for COVID-19.

Discrimination based on race, national origin, age, sex, religion, sexual orientation, disability and other characteristics is illegal.

Definitions

QUARANTINE separates and restricts the movement of people who were exposed to a contagious disease to see if they become sick. These people may have been exposed to a disease and do not know it, or they may have the disease but do not show symptoms.

Quarantine keeps someone who has been exposed to COVID-19 away from others. It helps keep people from spreading the virus before they know they are sick or in case they have COVID-19, but have no symptoms.

ISOLATION separates sick people with a contagious disease from people who are not sick

Isolation keeps someone who is infected with COVID-19 away from others even in their own home. You need to isolate if you have symptoms or have tested positive for COVID-19.

CLOSE CONTACT is someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to test specimen collection) until the time the patient is isolated.

What employers can do to prevent the spread of COVID-19 and support their employees

Review Oregon Health Authority Guidance for Employers:
[Sector Specific Guidance Based on County Risk Level](#)

Exclude employees from work when required by CCPH

- If an employee tests positive for COVID-19, they must not return to work until they have recovered. COVID-19 positive employees need to closely monitor their symptoms and instructed to isolate themselves from others to prevent transmission. CCPH will provide direction on when it is safe to return to work.
- Employees who are identified as close contacts (within six feet for a total of 15 minutes over a 24-hour period) of a COVID-19 positive case must stay home (quarantine) to help prevent the spread of the virus, even if they report no symptoms. CCPH will monitor symptoms of close contacts and provide direction on when it is safe to return to work.
- If an employee needs help to be able to stay at home and does not have resources or other supports, CCPH can work with them to get groceries and other resources so they can stay home safely.
- COVID-19 After You Get Tested: [After Testing Guide](#)

Complete the Employer's Assessment of COVID-19 Prevention and Infection (below)

- Know the signs and symptoms of COVID-19 and what to do if staff become symptomatic at work. Exclude from work any employee who develops symptoms. Encourage employee to seek COVID-19 testing.
- Implement physical distancing measures in the workplace.
- Follow relevant policies for face coverings.
- Request assistance from OSHA, which provides [free consultations](#) for workplaces.

What employers can expect if notified of a COVID-19 positive employee

When an individual has tested positive for COVID-19, they are contacted by Columbia County Public Health (CCPH). The CCPH department collects information from the individual regarding exposures and close contacts the individual had while ill and within 48 hours before their symptoms began. If workplace exposures have occurred, CCPH will contact the individual's employer as part of the contact tracing and case interview process.

Columbia County Public Health will work with an employer to:

- Collect contact information for individuals the affected employee(s) had close contact with (within six feet, for a total of 15 minutes or longer within a 24 hour period, with or without a face covering). Employers can use the COVID-19 Employee Exposure Contact Log to help collect this information. These employees will be contacted by CCPH with follow-up instructions.
- Make sure infection control measures are in place to prevent the spread of COVID-19. Use the *Employer's Assessment of COVID-19 Prevention and Infection Control* (below)

Communications with general staff

Though employers may inform employees of their exposure to COVID-19 in the workplace, they must maintain confidentiality and not reveal an employee's personal information as required by the [Americans with Disabilities Act \(ADA\)](#).

Note: Employers are required to share protected health information with the health department in accordance with [Oregon Administrative Rule 333-019-0003](#).

Proactive communication about what to expect if someone does test positive will help avoid rumor, stigma and anxiety. Include the following in your communication:

- Prevention measures (mask, distance, handwashing, etc.) help people stay safe.
- Reminders of any behavioral and emotional support services offered by your company.
- Public health [contact tracers](#) will contact individuals directly if they have been identified as a close contact of someone who tested positive for COVID-19.
- Not every instance of a positive result will warrant disclosure to an entire workplace. Public health officials will work with employers to determine the extent of information to communicate to employees.
- Disclosure of positive results is a balance between protecting private health information and protecting others' health.
- Columbia County does not publicize outbreak information, but the Oregon Health Authority (OHA) puts out a weekly report of workplace COVID-19 outbreaks with 5 or more cases and 30 or more employees.

What if an employee notifies their employer they tested positive for COVID-19?

If an employer learns *from* an employee, they have tested positive for COVID-19. The employer does NOT need to contact CCPH unless they represent the following organizations:

- Healthcare
- Long term or residential care
- Corrections
- Behavioral Health
- School
- Daycare
- Foster care
- Developmental Disabilities
- Shelter or transitional housing
- Homelessness
- Migrant or seasonal farm workers
- Food chain facility
- Other vulnerable populations

The County receives all results from the testing labs and will contact the employee, their employer and close contacts of the employee.

Columbia County Public Health 24/7 line: 503-397-7247

What if an employee is identified as a close contact to a confirmed case?

We consider someone a close contact if they spent more than a total of 15 minutes within 6 feet of a person with COVID-19 within a 24 hour period. Please provide a list of all people that would be considered a close contact with the employee(s). These employees will be asked to quarantine.

Note: Even if you have already notified the exposed employees, public health still needs a list of those employees so we can do our education and confirm details with each employee.

Name

Date of birth

Address

Phone number

Preferred language

Date last in contact with the case

What employers can do to prevent the spread of COVID-19 and support their employees

Exclude employees from work when required by CCPH

- If an employee tests positive for COVID-19, they must not return to work until they have recovered (see page 7). COVID-19 positive employees need to closely monitor their symptoms and instructed to isolate themselves from others to prevent transmission. CCPH will provide direction on when it is safe to return to work.
- Employees who are identified as close contacts (within six feet for at least 15 minutes) of a COVID-19 positive case must stay home (quarantine) to help prevent the spread of the virus, even if they report no symptoms. CCPH will monitor symptoms of close contacts and provide direction on when it is safe to return to work.
- If an employee needs help to be able to stay at home and does not have resources or other supports, CCPH can work with them to get groceries and other resources so they can stay home safely.

Complete the Employer's Assessment of COVID-19 Prevention and Infection (below)

- Know the signs and symptoms of COVID-19 and what to do if staff become symptomatic at work. Exclude from work any employee who develops symptoms. Encourage employee to seek COVID-19 testing.
- Implement physical distancing measures in the workplace.
- Follow relevant policies for face coverings.
- Request assistance from OSHA, which provides free consultations for workplaces.

Review employer paid leave requirements for COVID-19 circumstances

The *Families First Coronavirus Response Act* requires certain employers to provide paid sick leave or expanded family and medical leave for specific reasons related to COVID-19. The [U.S. Department of Labor](#) enforces the law's paid leave requirements. These provisions will apply through December 31, 2020.

- Two weeks (up to 80 hours) of full pay where the employee is unable to work because the employee is quarantined (pursuant to federal, state or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis;
OR

- Two weeks (up to 80 hours) at two-thirds pay to care for an individual subject to quarantine (pursuant to federal, state or local government order or advice of a health care provider), or to care for a child under 18 years of age whose school or child care provider is closed or unavailable for reasons related to COVID-19.
- Expanded FMLA for employees employed for at least 30 days. Up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's pay as leave to care for a child whose school or childcare provider is closed or unavailable for reasons related to COVID-19.
- [Click here for detailed requirements](#)

Know when employees can return to work*

People who test positive for COVID-19 are directed to stay home until the following things have happened:

- They have had no fever for at least 24 hours without the use of fever-reducing medicine; and
- Other symptoms have improved; and
- At least 10 days have passed since symptoms first appeared. **If employee has been hospitalized with COVID-19, had severe illness or a weakened immune system:** They may require longer isolation as the virus may stay active in the body for up to 20 days after symptoms first appeared. Employees to check with their health provider about when it is safe to return to normal activities and work. People who DID NOT have COVID-19 symptoms, but tested positive and have stayed home may leave home under the following conditions:
 - At least 10 days have passed since the date of their first positive test for COVID-19, and
 - They continue to have no symptoms since the test.

**The decision to stop home isolation or return to work should be made in consultation with the local public health department or a health care provider.*

Message to employees screening for COVID-19

We have received increasing reports of employers asking employees without symptoms to undergo testing for COVID-19 as a condition of employment. While not prohibited, the Oregon Health Authority does not generally recommend requiring employees without symptoms for COVID-19 to be tested. Testing of individuals with no COVID-19 like symptoms is very unlikely to detect cases of COVID-19 and does not provide any guarantee that COVID-19 will not enter the workplace.

The actions below are a better way to protect your workplace from COVID-19 infection:

- Screen employees for symptoms of COVID-19 at the beginning of each shift (e.g., asking if an employee has had cough, fever, shortness of breath, or is otherwise feeling unwell). If an employee has any COVID-19 like symptoms or does not feel well, they should be asked to go home.
- Encourage employees to stay home when ill and provide sick leave
- Require employees to wear masks, face shields or face coverings consistent with OHA guidance
- Ensure that employees maintain 6 feet of physical distance from others
- Encourage frequent handwashing
- Disinfect the workplace frequently

Requiring employees without symptoms for COVID-19 to be tested places an unnecessary burden on employees and uses valuable testing resources. If you do require testing as a condition of employment, you must pay for that expense. You should review the Equal Employment Opportunity Commission's guidance.

Outbreak in a workplace

What information do employers need to document if they experience two or more positive cases in the workplace.

Take action if an employee is suspected or confirmed to have COVID-19 infection:

In most cases, you do not need to shut down your facility. If it has been less than 7 days since the sick employee has been in the facility, close off any areas used for prolonged periods of time by the sick person:

- Wait 24 hours before cleaning and disinfecting to minimize potential for other employees being exposed to respiratory droplets. If waiting 24 hours is not feasible, wait as long as possible.
- During this waiting period, open outside doors and windows to increase air circulation in these areas.

If it has been 7 days or more since the sick employee used the facility, additional cleaning and disinfection is not necessary. Continue routinely cleaning and disinfecting all high-touch surfaces in the facility.

Follow the CDC [cleaning and disinfection recommendations](#):

- Clean dirty surfaces with soap and water before disinfecting them.
- To disinfect surfaces, use [products that meet EPA criteria for use against SARS-Cov-2external icon](#), the virus that causes COVID-19, and are appropriate for the surface.
- Always wear gloves and gowns appropriate for the chemicals being used when you are cleaning and disinfecting.
- You may need to wear additional PPE depending on the setting and disinfectant product you are using. For each product you use, consult and follow the manufacturer's instructions for use.

Determine which employees may have been exposed to the virus and may need to take additional precautions:

- Inform employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the [Americans with Disabilities Act \(ADA\)](#).
- Most workplaces should follow the [Public Health Recommendations for Community-Related Exposure](#) and instruct potentially exposed employees to stay home for 14 days, telework if possible, and self-monitor for [symptoms](#).
- [Critical infrastructure](#) workplaces should follow the guidance on [Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19](#). Employers in critical infrastructure also have an obligation to manage potentially exposed workers' return to work in ways that best protect the health of those workers, their co-workers, and the general public.

Employer's Assessment of COVID-19 Prevention and Infection Control

Planning for Ill Employees		
Areas to be Assessed	Assessment	Notes/Areas for Improvement
Do you have updated contact numbers for each of your employees, including emergency contacts?		
Do you have a way to identify exposed coworkers if someone becomes sick? (For example, work schedules, lists of carpools.)		
Have you identified a point of contact who will work with the health department to investigate illness and control spread of illness?		
Do you have a plan to monitor and track employees for illness symptoms? <ul style="list-style-type: none"> This could include temperature and symptom checks. 		
Do you have a plan for what to do if many workers are sick at the same time? <ul style="list-style-type: none"> This should include all the considerations above, as well as how you will address work operations if staffing is low due to illness. 		
Do you have a plan for assessing symptoms and excluding ill customers, visitors or contractors?		
Do you have a plan for restricting or removing customers,		

visitors or contractors who exhibit symptoms?		
Do you have an updated sick leave policy and do employees know how to follow it?		
Does your sick leave policy include provisions for exposures to COVID-19?		

Educating Your Employees

Areas to be Assessed	Assessment	Notes/Areas for Improvement
<p>Do you conduct routine communication with employees to review:</p> <ul style="list-style-type: none">• COVID-19 status in the state and county as well as changes in guidance and regulations• Guidelines for workplaces• Reminder to stay home if feverish or ill• Reminder that if employees become feverish or ill while at work, they should immediately put on a mask, notify their supervisor and return home• Importance of proper and frequent handwashing• The importance of physical distancing• Cleaning and disinfection practices, including frequent disinfection of frequently touched surfaces. Visit this site for list of approved products: https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2• Any changes to usual policies or procedures in response to personal protective equipment (PPE) or staffing shortages• How to use PPE and face coverings properly		

<p>Do you have signage in appropriate language(s) and literacy levels for your employees? Do you make this signage available to customers? Information should include handwashing, covering coughs/sneezes, physical distancing, wearing face coverings, and signs and symptoms of COVID-19.</p>		
<p>Do employees know who to report to and what to do if they are ill?</p>		
<p>Do your employees know how to get PPE, cleaning and hygiene supplies?</p>		

Physical Distancing at the Workplace

Areas to be Assessed	Assessment	Notes/Areas for Improvement
<p>Do you have a person designated for enforcing physical distancing? How will they educate employees on physical distancing and ensure it is being followed? Do employees know how to report violations?</p> <ul style="list-style-type: none"> • Distance needs to be maintained during breaks and lunch. • Distance needs to be maintained with customers. 		
<p>Do you have a plan to increase physical distancing in shared areas? This can include rearranging seating areas, staggering mealtimes and breaks or limiting the number of individuals allowed at any one time.</p>		
<p>Have you made any modifications such as markings on the floor demonstrating appropriate spacing, or installing plexiglass shields, tables or other barriers to block respiratory droplets and maintain distances?</p>		
<p>How do employees get to work? Do they use public transportation, carpool, etc.?</p>		
<p>Have you identified positions appropriate for telework or partial telework, including consideration of telework for employees who are at higher risk for severe COVID-19 complications due to underlying medical conditions as identified by the CDC?</p>		
<p>For employers with multiple worksites, how do employees</p>		

travel around the worksite or between worksites?		
Do you have a plan to restrict non-essential people from the facility?		
Are you able to limit shared equipment? If not, is equipment disinfected between uses?		

Disinfection Practices & Personal Protective Equipment (PPE)

Areas to be Assessed	Assessment	Notes/Areas for Improvement
<p>Do you have a schedule and assigned people to regularly clean and disinfect high touch surfaces (door handles, tabletops, counters, bathrooms)?</p> <ul style="list-style-type: none"> This should occur after each customer's use. Routine cleaning should occur every two hours, or at least three times daily. Toilets and handwashing stations should be disinfected at least three times daily. 		
<p>Is there a schedule and assigned person to check that cleaning, disinfection and hygiene supplies are adequately stocked?</p>		
<p>Have you assessed current supply of PPE and other critical materials (e.g., face masks, alcohol-based hand rub, EPA-registered disinfectants, soap)?</p>		
<p>Are hand-hygiene supplies available throughout the facility and especially:</p> <ul style="list-style-type: none"> 60%–95% alcohol is available Sinks are stocked with soap and paper towels, have a supply of warm water, and are accessible to employees and customers 		

What disinfectant are you using? Products for cleaning and disinfecting must be Environmental Protection Agency (EPA) registered with a claim for human coronavirus. Visit this site for list of approved products:

<https://www.epa.gov/pesticide->

[registration/list-n-disinfectants-use-against-sars-cov-2](https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2) .

Follow the manufacturer's instructions for:

- Proper concentration for disinfection
- Required wet contact time

Nonexpired household bleach can be used when diluted with water. Use five tablespoons (1/3 cup) bleach per gallon of water or four teaspoons bleach per quart of water. Solution

<p>should be made fresh daily to be effective. Alcohol solutions with at least 70% alcohol are also effective.</p>		
<p>Do you have a plan for cleaning a worksite if an employee becomes ill? Cleaning and disinfection practices post-exposure:</p> <p>https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html</p>		
<p>Is signage available in common areas for respiratory hygiene, hand hygiene, physical distancing and face coverings?</p>		
<p>Face Coverings (Required statewide in all indoor public spaces as of July 1, 2020)</p> <ul style="list-style-type: none"> • Employers must require employees, contractors and volunteers to wear a mask, face shield or face covering unless an accommodation for people with disabilities or other exemption applies. See Oregon’s Mask and Face Covering Guidance for Business, Transit and the Public for the guidelines. • Educate employees on proper use of face coverings. • Though not required to do so, businesses should provide, at no cost, disposable face coverings for customers or visitors who do not have one. 		

Refer to the list below if you have facility locations or employees who reside in other counties.



LOCAL PUBLIC HEALTH AUTHORITY NUMBERS IN OREGON

(updated Feb 2020)

County	General	CD Nurse	CD Fax	Env Health	Animal Bites	After Hours CD
Baker	541-523-8211	General	541-523-8242	General	General	541-523-6415
Benton	541-766-6835	General	541-766-6197	541-766-6841	EH	541-766-6835
Clackamas	503-655-8411	503-655-8411	503-742-5389	503-655-8411	CD	503-655-8411
Clatsop	503-325-8500	General	503-325-8678	General	General	503-791-6646
Columbia	503-397-7247	971-757-4003	503-893-3121	503-397-7247	EH	503-397-7247
				Env Health & Animal Bite Fax 888-204-8568		
Coos	541-266-6700	541-266-6700	541-888-8726	541-266-6720	541-266-6720	541-266-6700
Crook	541-447-5165	General	541-447-3093	541-447-8155	General	541-447-5165
Curry	541-425-7545	541-373-8118	541-425-5557	541-251-7074	EH	541-425-7545
Deschutes	541-322-7400	541-322-7418	541-322-7618	541-388-6566	EH	541-322-7400
Douglas	541-440-3571	541-440-3684	541-464-3914	541-317-3114	EH	541-440-3571
Gilliam*	541-506-2600	General	541-506-2601	541-506-2603	General	541-506-2600
Grant	541-575-0429	General	541-575-3604	General	General	541-575-0429
Harney	541-573-2271	541-573-2271	541-573-8388	541-575-0429	EH	541-573-2271
Hood River	541-386-1115	541-387-7110	541-386-9181	541-387-6885	541-387-7110	541-386-1115
Jackson	541-774-8209	General	541-774-7954	541-774-8206	General	541-774-8209
Jefferson	541-475-4456	General	541-475-0132	General	General	541-475-4456
Josephine	541-474-5325	General	541-474-5353	General	General	541-474-5325
Klamath	541-882-8846	541-882-8846	541-850-5392	541-882-8846	General	541-891-2015
Lake	541-947-6045	General	541-947-4563	General	General	541-947-6045
Lane	541-682-4041	General	541-682-2455	541-682-4480	EH	541-682-4041
Lincoln	541-265-4112	General	541-265-4191	541-265-4127	EH	541-265-4112
Linn	541-967-3888	541-967-3888 x2488	541-924-6911	541-967-3821	EH	541-967-3888
Malheur	541-889-7279	541-889-7279	541-889-8468	541-473-5186	EH	541-889-7279
Marion	503-588-5342	503-588-5621	503-566-2920	503-588-5346	EH	503-588-5342
Morrow	541-676-5421	General	541-676-5652	541-278-6394	General	541-676-5421
Multnomah	503-988-3674	503-988-3406	503-988-3407	503-988-3400	CD	503-988-3406
Polk	503-623-8175	General	503-831-3499	503-623-9237 x1442	EH	503-932-4686
Sherman*	541-506-2600	General	541-506-2601	541-506-2603	General	541-506-2600
Tillamook	503-842-3900	503-842-3912	503-842-3983	503-842-3902	EH	503-842-3900
Umatilla	541-278-5432	General	541-278-5433	General	General	541-314-1634
Union	541-962-8800	541-910-7209	541-963-0520	General	541-910-7209	541-962-8800
Wallowa	971-673-1111	971-673-1111	971-673-1100	971-673-0440	541-426-3131	971-673-1111
Wasco*	541-506-2600	General	541-506-2601	971-673-0440	General	541-506-2600
Washington	503-846-3594	503-846-3594	503-846-3644	503-846-8722	503-846-3594	503-412-2442
Wheeler	541-763-2725	General	541-763-2850	General	General	541-763-2725
Yamhill	503-434-7525	503-434-4715	503-434-7549	General	CD	503-434-7525

*operated jointly as North Central Public Health District

Resources

Resources from the Centers for Disease Control and Prevention

- General workplace guidance: <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html>
- Face covering information: <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html>

Resources from the Oregon Health Authority

- Novel Coronavirus Updates (COVID-19): <https://govstatus.egov.com/OR-OHA-COVID-19>
- Guidance for Employers (General and by Sector): <https://govstatus.egov.com/OR-OHA-COVID-19#collapseOHAGuidance>
- Oregon's Mask and Face Covering Guidance for Business, Transit and the Public: <https://sharedsystems.dhsoha.state.or.us/DHSForms/Served/le2288K.pdf>

Resources from Columbia County

- Columbia County Public Health (includes links to testing locations): <https://www.columbiacountyor.gov/CoronavirusDisease2019COVID19>
- Columbia County Workplace Guidance: <https://www.columbiacountyor.gov/departments/PublicHealth/WorkplaceGuidance>

From Occupational Safety and Health Administration

- Oregon OSHA: <https://osha.oregon.gov/Pages/re/covid-19.aspx>
Offers no-cost consultations for the workplace: <https://osha.oregon.gov/Documents/COVID19-Consultation-flyer.pdf>
- Federal OSHA: <https://www.osha.gov/SLTC/covid-19/>
- [OSHA Guidance on Returning to Work](#)

From Oregon Bureau of Labor and Industries

- Coronavirus and Workplace Laws: <https://www.oregon.gov/boli/employers/Pages/COVID-19-resources.aspx>

From Department of Labor

- Employer Paid Leave Requirements for COVID-19 Related Circumstances: <https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>

From U.S. Equal Employment Opportunity Commission

- COVID -19, ADA, Rehabilitation Act, and other EEO Laws: <https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>

Resources from EPA: List of sanitizers approved to kill COVID-19: <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>