

COVID-19 SYMPTOM CHECKING POLICY

(Employer) is instituting the following COVID-19 Policy as part of the Injury and Illness Prevention Plan required by Title 8, CCR Section 3203 .

Prior to the COVID-19 pandemic, employers did not routinely measure temperatures as part of the health and safety policy. However the EEOC, DFEH and CDC have each provided guidance allowing employers to measure temperatures as a method of checking symptoms for the protection of the employees in the workplace. Further, in an attempt to protect workers the company may ask the employee questions about symptoms prior to entering a worksite.

If measuring temperatures is required, the Company will use Self Screening Procedures. Depending on the temperature and/or presence of other symptoms, the employee will be allowed to work. The self-screening will take place at the entrance to the jobsite. The screening will take place in a segregated and/or separated area to maintain privacy of the worker.

1. The employee will measure their temperature using a non-contact thermometer following this procedure:
 - a. Use hand sanitizer to clean hands.
 - b. Use non-contact and/or temporal thermometer to take temperature
 - c. Wipe thermometer down with alcohol wipe.
 - d. If your fever is more than 100.4F you will not be allowed to work that day.
 - e. Complete health screening questionnaire.
 - f. If you are experiencing one or more of the following signs or symptoms, you are not allowed to work:
 - i. Uncontrollable secretions/excretions resulting in sneezing or blowing nose.
 - ii. Prolonged sore throat and/or cough
 - iii. Influenza or Covid-19 like illness, fever and cough, shortness of breath

(employer) maintains an environment where safety and health issues may be discussed openly without fear of reprisal. Communication from an employee to a supervisor may be verbal or in writing. Management (including supervisors and/or foremen) will keep employees updated on the coronavirus at periodic safety meetings and/or tailgate meetings.

Employees must report all COVID-19 injuries to their supervisor immediately. Supervisors will notify the IIPP Facilitator and management will investigate any incident and take necessary actions which include:

- a. Reminding sick employees to stay home.
- b. Ensuring that employees with acute respiratory illness symptoms are sent home immediately. Any employee who is sick at the worksite will be isolated from other workers until departing from the worksite.
- c. Potentially infected employees exhibiting symptoms will be isolated until departing from the worksite.
- c. Supervisors will notify employees if any worker has tested positive for COVID-19. Areas where the employee worked will be cleaned and disinfected as necessary. Any workers who worked in close proximity to any employee who tested positive or has exhibited any symptoms will be monitored for signs of illness.
- d. Other actions as may dictated by the situation such as cleaning and disinfecting, use of personal protective equipment, etc
- e. Management will correct unsafe conditions and/or workplace practices as soon as practicable implementing engineering controls, administrative controls and personal protective equipment where practicable.

If employer keeps records of the temperatures then records will be maintained in the employee's confidential medical personnel file and the information will only be disclosed as required by law. Employees will be required to execute the attached California Consumer Protection Act notice as part of this policy.