

COVID-19 Prevention Program (CPP) for Barstow Community College

This CPP is designed to control employees' exposures to the SARS-CoV-2 virus (severe acute respiratory syndrome coronavirus 2) that causes COVID-19 (Coronavirus Disease 2019) that may occur in our workplace.

Date: 4/19/2022

Authority and Responsibility

All managers and supervisors are responsible for implementing and maintaining the CPP in their assigned work areas and for ensuring employees receive answers to questions about the program in a language they understand.

All employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment.

Identification and Evaluation of COVID-19 Hazards

We implement the following in our workplace:

- Conduct workplace-specific evaluations using the **Human Resources COVID-19 Pandemic Resources Page, for the COVID-19 Appendix A: [Hazard Reporting Form](#)**.
- Document the vaccination status of our employees by using the [BCC COVID-19 Vaccination Record](#), which is maintained as a confidential medical record.
- Evaluate employees' potential workplace exposures to all persons at, or who may enter, our workplace.
- Develop COVID-19 policies and procedures to respond effectively and immediately to individuals at the workplace who are a COVID-19 case to prevent or reduce the risk of transmission in the workplace
- Any non-benefited employee is referred to free testing through:
 - Self-test kits are available from HR or the Visitor Center while supplies last.
 - Additional resources are found on the Barstow Community College website under COVID-19 Resources for Faculty & Staff : [COVID-19 Pandemic Resources](#)
 - Rite Aid. [COVID-19 Testing Program/ Baseline by Verily \(projectbaseline.com\)](#)
 - The County of San Bernardino list of testing services. [Testing Sites- SBCOVID-19](#)
- All benefit eligible employees:
 - Self-test kits are available through HR and the Visitors Center while supplies last.
 - Receive testing through their health benefits provided through California Valued Trust (CVT)
 - When a work-related exposure occurs, employees are allowed to seek testing during work time.
 - In cases where causation exists, testing may also be provided under worker's compensation.
- Review applicable orders and general and industry-specific guidance from the State of California, Cal/ OSHA, and the local health department related to COVID-19 hazards and prevention.
- Evaluate existing COVID-19 prevention controls in our workplace and the need for different or additional controls.

Employee participation

Employees and their authorized employees' representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards by:

- **Shared governance: Safety Committee**
- **Reporting via supervisor**
- **Reporting via Safety Manager**
- **Reporting via the COVID-19 Hazard Reporting Form**

Employee screening

We screen our employees and respond to those with COVID-19 symptoms by:

Employees complete the: [Daily Self-Health Check](#)

Correction of COVID-19 Hazards

Unsafe or unhealthy work conditions, practices or procedures are documented on the **Appendix A: [Hazard Reporting Form](#)**, and corrected in a timely manner based on the severity of the hazards, as follows:

Human Resources has a procedure for working with employees who report that they have been exposed to COVID-19, have symptoms related to COVID-19, or have been tested/diagnosed with COVID-19. Employees who have these types of reports complete the HR Questionnaire of Pandemic Exposure, so that timelines and possible other exposures can be identified.

Any hazards identified through this process are jointly addressed by Maintenance and Operations (M&O), Human Resources and district administration. Hazards are assigned for resolve depending on the appropriate area of responsibility, i.e. M&O for disinfection/facilities, HR employee issues and reporting, etc.

The severity of the hazard will be assessed and correction time frames assigned accordingly.

Control of COVID-19 Hazards

Face Coverings

We provide clean, undamaged face coverings and ensure they are properly worn by employees that are not fully vaccinated when they are indoors or in vehicles, and where required by orders from the California Department of Public Health (CDPH). We utilize resources from the CDC and CDPH websites for additional guidance on how to properly wear a mask. Visit the [California Department of Public Health](#)

CDPH regulation allows for accommodations to be made related to face coverings for certain health conditions. Please contact Human Resources if you have a medical condition that may require an.

On February 18, 2022 an email was sent by Dr. Eva M. Bagg on the following mask guidelines:

On February 7, 2022, the California Department of Public Health (CDPH) issued revised guidance for the use of face coverings modifying its universal indoor masking requirement.

Accordingly, the Barstow Community College District Board of Trustees directed the college to implement the new [Mask Guidelines](#) in accordance with the revised state notification as summarized below beginning Tuesday, February 22, 2022, until such time as this statewide mandate is amended or terminated.

1. General Public:

- a. Masks are not required indoors for fully vaccinated individuals as of February 22, 2022.
- b. Masks continue to be required indoors for all unvaccinated individuals at the District.
- c. Visitors coming to the College Campus for an appointment or meeting with College staff must first stop by the Visitors Center to complete the [Daily Self-Health Check](#). This does not apply to special event gatherings of the public.

2. Employees:

- a. Per [Cal/OSHA Order](#) the District is required to maintain a confidential record of the vaccination status for any employee not wearing a face covering indoors.
- b. Cal/OSHA has updated its definition of “fully vaccinated” to mean a person has received either the second dose in a two-dose COVID-19 vaccine series or a single-dose COVID-19 vaccine at least fourteen (14) days prior.
- c. Employees who wish not to wear a face covering indoors should ensure their confidential vaccine record in Human Resources is updated with evidence of “fully vaccinated” status as defined above.
- d. Prior to coming on campus, employees are required to fill out the Daily Self-Health Check found on the BCC Mobile Application or on the [BCC Website](#).

3. **Students:**

- a. The District will continue to require that students complete the Daily Self-Health Check prior to coming on campus.
- b. As permitted by the California Department of Public Health and for the safety of both students and faculty who are exposed to prolonged, close interpersonal contact, the District will continue to require all students to wear masks inside classrooms, faculty offices, learning spaces, and other student service areas regardless of vaccination status.
- c. This updated mask mandate for classroom and student service areas is expected to expire at the end of Spring term 2022, or until such time as the current statewide mandate is amended or terminated.

4. **Exemptions to mask requirements:**

The following individuals are exempt from wearing masks provided they submit proper verification to Human Resources.

- a. Persons younger than two years old. Very young children must not wear a mask because of the risk of suffocation.
- b. Persons with a medical condition, mental health condition, or disability that prevents wearing a mask. This includes persons with a medical condition for whom wearing a mask could obstruct breathing or who are unconscious, incapacitated, or otherwise unable to remove a mask without assistance. (Medical certification will be required)
- c. Persons who are hearing impaired, or communicating with a person who is hearing impaired, where the ability to see the mouth is essential for communication. (Medical certification will be required)
- d. Persons for whom wearing a mask would create a risk to the person related to their work, as determined by local, state, or federal regulators or workplace safety guidelines.

Please know that the College is committed not only to the safety, but also the fair and equal treatment of all students, faculty, and staff. We will continue to maintain and implement an effective COVID-19 Prevention Program that includes identifying and evaluating exposures to COVID-19 health hazards; implementing effective policies and procedures to correct any unsafe or unhealthy conditions; and following specific procedures for cleaning and disinfecting the workplace.

We continue to recognize that we must navigate a constantly evolving situation, and we remain committed to re-evaluation of practices as needed to ensure the safety of our college community.

Employees required to wear face coverings in our workplace may remove them under the following conditions. For additional guidance on the use of masks, visit the California Public Health site and see memo on the Guidance for Use of Face Masks:

- Effective March 1, 2022, the requirement that unvaccinated individuals mask in indoor public settings will move to a strong recommendation that all persons, regardless of vaccine status, continue indoor masking.
- Universal masking shall remain required in specified high-risk settings.

- After March 11, 2022, the universal masking requirement for K-12 and Childcare settings will terminate. CDPH strongly recommends that individuals in these settings continue to mask in indoor settings when the universal masking requirement lifts.

Engineering controls

For indoor locations,

We maximize, to the extent feasible, the quantity of outside air for our buildings with mechanical or natural ventilation systems by:

- Barstow Community College added Bi-Polar Ionization units to each building.
- Adjusting the economizer dampers to maximize outside air input to the buildings.
- Adjusting settings in the Emergency Management System (EMS) to maximize outside air input to the buildings.
- Increasing filtration to MERV 13 & 14 where possible.
- Changing filters quarterly, more often if warranted.
- Outside air may be adjusted depending on the severity of other hazards such as heat and wildfire smoke.
- Adjust work schedules to control occupancy of a room. This may include rotational schedules and remote work.
- Clean and disinfect coils every 6 months or at least 2x/year.

Cleaning and disinfecting

We implement the following cleaning and disinfection measures for frequently touched surfaces and objects, such as doorknobs, elevator buttons, equipment, tools, handrails, handles, controls, phones, headsets, bathroom surfaces, and steering wheels:

For additional information see the Barstow Community College resource:

[Barstow Community College District Facilities Cleaning and Disinfection Plan.](#)

- Day time custodian to assist in cleaning between classes.
- Barstow Community College has added Protexus Electrostatic Sprayers when there is a COVID-19 case

Hand sanitizing

To implement effective hand sanitizing procedures, we:

In order to implement effective hand sanitizing procedures, we emphasize CDC guidelines

Wet your hands with clean, running water (warm or cold), turn off the tap, and apply soap.

- Lather your hands by rubbing them together with the soap. ...
- Keep rubbing your hands together for at least 20 seconds. ...
- Rinse your hands well under clean, running water. ...
- Dry your hands using a clean towel or air dry them. ...
- In a pinch, use hand sanitizer.

Hand sanitizing stations are located throughout the campus and localized bottles of hand sanitizer are made available to employee workstations.

Personal protective equipment (PPE) used to control employees' exposure to COVID-19

We evaluate the need for PPE (such as gloves, goggles, and face shields) as required by section 3380, and provide and ensure use of such PPE as needed.

Upon request, we provide respirators for voluntary use to all employees who are not fully vaccinated and who are working indoors or in vehicles with more than one person.

Employees who request a respirator are notified of the need for medical documentation that they are medically fit to wear a respirator and then the appropriate respirator can be ordered.

Further, we provide and ensure use of respirators in compliance with section 5144 when deemed necessary by Cal/OSHA.

We also provide and ensure use of eye and respiratory protection when employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.

Testing of symptomatic employees

We make COVID-19 testing available at no cost to all employees who had close contact in the workplace and have COVID-19 symptoms, during employees' paid time. .

Investigating and Responding COVID-19 Cases

We have developed effective procedures to investigate COVID-19 cases that include seeking information from our employees regarding COVID-19 cases, close contacts, test results, and onset of symptoms. This is accomplished by using the [Student Questionnaire of Pandemic Exposure Form](#) and [HR Questionnaire of Pandemic Exposure Form](#).

We also ensure the following is implemented:

All employees who believe they have been exposed, are exhibiting symptoms, or have received a positive test result must fill out the *HR Questionnaire of Pandemic Exposure*. The questionnaire allows the district to determine the employee's last date on campus, buildings entered, and contact they had with other employees.

Additional resources for Faculty and Staff can be found at: [COVID-19 Pandemic Resources](#)

System for Communicating

Our goal is to ensure that we have effective two-way communication with our employees, in a form they can readily understand, and that it includes the following information:

- Who employees should report COVID-19 symptoms, possible close contacts and hazards to, and how.
 - Information on COVID-19
 - Required notices and relevant information is posted
 - Important Information for faculty and staff
 - COVID-19 protocols and guidelines
 - Daily Self Health Check
 - [BCC COVID-19 Vaccination Record Form](#)
 - Contacts for Human Resources
 - Mandatory Everfi COVID-19 Training
 - Request for PPE/Cleaning
 - 2022 COVID-19 Supplemental Paid Sick Leave

Barstow Community College has established a COVID-19 webpage to assist in communicating with employees about COVID-19: [Faculty & Staff COVID-19](#)

Information on the site is updated and expanded as guidance and applicable information become available.

Employees who have questions about testing, or workplace accommodations should contact HR ext. 7232.

Once an employee has an exposure, symptoms or diagnosis, HR provides additional documentation to the employee specific to their circumstances and need. This information includes:

- Request for FMLA
- Information on Worker's Compensation, if work related
- HR Questionnaire of Pandemic Exposure
- A copy of the Employee Assistance Program (if benefit eligible)
- Employees receive testing information and locations
- Receive information on districts policy on Harassment and retaliation.
- Employees that would like medical accommodations related to COVID-19 can contact HR at ext.7232

Access to COVID-19 testing when testing is required:

- For local and county testing locations click here:
 - The County of San Bernardino list of testing services [Testing Sites- SBCOVID-19](#)
 - Rite Aid. [COVID-19 Testing Program/ Baseline by Verily \(projectbaseline.com\)](#)

Training and Instruction

We provide effective employee training and instruction that includes:

- Provide training on Everfi: Staying Healthy in a Changing Environment for All Employees.
 - Teaches employees about COVID-19 and best practices.
 - The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing, face coverings, increased ventilation indoors, and respiratory protection decrease the spread of COVID-19 and are most effective when used in combination.
- The Maintenance and Operations department has a list of training videos for learning more about cleaning and disinfection for COVID-19. This has been incorporated as part of the Barstow Community College District Facilities Cleaning and Disinfection Plan.

Exclusion of COVID-19 Cases and Employees who had a Close Contact

Where we have a COVID-19 case or close contact in our workplace, we limit transmission by:

- Ensuring that COVID-19 cases are excluded from the workplace until our return-to-work requirements are met.
 - Exceptions for exclusion are based on county, state and CDC guidelines as follows:
 - **Vaccinated Employees**: Employees who demonstrate they are fully vaccinated before the close contact and who do not develop COVID-19 symptoms.
 - In order to be returned and not excluded vaccinated employees must wear a face covering and maintain six feet of physical distance from others in the workplace for 10 days following the last date of close contact.
 - **Employees who recovered from COVID within the last 90 days**: COVID-19 cases who returned to work per our return-to-work criteria and have remained free of COVID-19 symptoms do not need to be excluded from the workplace for 90 days after the initial onset of COVID-19 symptoms, provided they wear a face covering and maintain six feet of distance from others in the workplace for 10 days following the last date of close contact. This includes employees who were COVID positive and did not develop symptoms.
- If we do not exclude an employee who had a close contact as permitted by the above two exceptions, we will provide the employee with information about any applicable precautions recommended by

CDPH for individuals with close contact.

- For employees excluded from work, continuing, and maintaining employees' earnings, wages, seniority, and all other employees' rights and benefits. This will be accomplished by:

Once an employee has an exposure, symptoms or diagnosis, HR provides additional documentation to the employee specific to their circumstances and need. This information includes:

- Information for pandemic sick leave
- Provide FMLA information
- Information on Worker's Compensation, if work related
- HR Questionnaire of Pandemic Exposure
- A copy of the Employee Assistance Program (if benefit eligible)
- If work related, employees receive testing information and locations
- Receive information on districts policy on Harassment and Retaliation.
- Providing eligible employees at the time of exclusion with information on available benefits.

Reporting, Recordkeeping, and Access

In the event of a work-related exposure, the college notices applicable bargaining unit leadership, assists employees and mitigates concerns.

It is our policy to:

- Report information about COVID-19 cases and outbreaks at our workplace to the local health department whenever required by law, and provide any related information requested by the local health department.
- Report immediately to Cal/OSHA any COVID-19-related serious illnesses or death, as defined under CCR Title 8 section 330(h), of an employee occurring in our place of employment or in connection with any employment.
- Maintain records of the steps taken to implement our written COVID-19 Prevention Program in accordance with section 3203(b).
- Make our written COVID-19 Prevention Program available at the workplace to employees, authorized employee representatives, and to representatives of Cal/OSHA immediately upon request.

Return-to-Work Criteria:

Workers exposed to someone with COVID-19 and have COVID-19 symptoms

If you were exposed to someone with COVID-19 and you have [COVID-19 symptoms](#), you can return to work when **all** of these are true:

- Your fever is gone, and
 - You have no other symptoms, or
 - Your other symptoms are improving.
- You get a negative result from a COVID-19 test on Day 5 or later from when your symptoms began.
- You wear a well-fitting mask around others for 10 days, especially when indoors.

Otherwise, you cannot return to work until **all** of these are true:

- At least 10 days have passed since your symptoms began
- Your fever is gone for 24 hours
- Your symptoms have improved

This applies to everyone, regardless of vaccination status. It also applies to people who had a previous infection.

Workers that do not have COVID-19 symptoms, but test positive

If you do not have symptoms, but you test positive for COVID-19, you can return to work when **all** of these are true:

- You never developed symptoms.
- You get a negative result from a COVID-19 test on Day 5 or later from your last exposure.
- You wear a well-fitting mask around others for 10 days, especially when indoors.

Otherwise, you cannot return to work for at least 10 days after you first tested positive.

This applies to everyone, regardless of vaccination status. It also applies to those who had a previous infection.

Workers that do not have COVID-19 symptoms, but were exposed to someone with COVID-19

If you were exposed to someone with COVID-19, but you do not have symptoms, you must get tested on Day 5.

You can continue to go to work if **all** of these are true:

- You're fully vaccinated and either:
 - Boosted, or
 - Not yet eligible for a booster.
- You continue not to have COVID-19 symptoms.
- You get a negative result from a COVID-19 test on Day 5 from your last exposure.
- You wear a well-fitting mask around others for 10 days, especially when indoors.

If you cannot get tested on Day 5 because tests are not available, you can continue to go to work. You must do the following for 14 days after your last exposure:

- Wear a mask
- Maintain 6 feet of distance from others

If you're eligible for a booster, but have not received it yet, you can continue to go to work if **all** of these are true:

- You get a negative result from a COVID-19 test within 3-5 days from your last exposure.
- You continue to not have COVID-19 symptoms.
- You wear a well-fitting mask around others for 10 days, especially when indoors.

Otherwise, you can return to work when **all** of these are true:

- You never developed COVID-19 symptoms.
- You get a negative result from a COVID-19 test on Day 5 or later from your last exposure.
- You wear a well-fitting mask around others for 10 days, especially when indoors.

If you do not get tested because tests are not available, you can return to work after Day 10 from your last exposure.

Guidance provided from [COVID-19ca.gov](https://www.covid-19ca.gov)

Appendix A: Pandemic Identification of COVID-19 Hazards Reporting Form

All persons, regardless of symptoms or negative COVID-19 test results, will be considered potentially infectious. Particular attention will be paid to areas where people may congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not. For example: meetings, trainings, entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

Evaluation of potential workplace exposure will be to all persons at the workplace or who may enter the workplace, including coworkers, employees of other entities, members of the public, customers or clients, and independent contractors. We will consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing stationary work.

Pandemic Identification of Hazards Reporting Form

This form is used for reporting a potential hazard related to pandemic circumstances. If you are aware of a hazard related to the pandemic, please report it here. This is a reporting form for employees to report concerns.

1. Your First Name

2. Your Last Name

3. Your Email Address

4. What area or department do you report to?

5. What general area of the college is the report associated to:

- ☐ Academic Affairs
- ☐ Administrative Services
- ☐ Human Resources
- ☐ President's Office
- ☐

6. Type of Issue Being Reported

- ☐ Personal Hazard (only effects me)
- ☐ Departmental Hazard (only effects my department)
- ☐ College Wide (effects the whole college)
- ☐

7. If "Other" was selected, please describe below.

8. Describe the concern in detail.

9. Please categorize your concern by the options below: (may select more than one answer that applies)

- ☐ This is a process concern.
- ☐ This is an equipment concern.
- ☐ This is a supply concern.
- ☐ This is a staffing concern.
- ☐ This is a student or member of the public concern.
- ☐ This is a cleaning/sanitation concern.
- ☐

10. Provide as much detail about the hazard you are reporting, including: circumstances, and any other people involved or effected.

11. Provide any additional information, including possible suggestions/solutions for eliminating or minimizing the hazard/concern.

Appendix B: Pandemic Job Hazard Analysis Form

Pandemic Job Hazard Analysis Form

Instructions: Enter a brief description of the job task. Break the job down into individual steps, and list them in the required job steps column. List the potential hazards of that task, and the recommended controls to manage the hazards. Note an exposure severity level. Multiply them and enter the number in the Priority section. Once the Job Hazard Analysis is completed, submit to supervisor/management or the Safety Committee.

Required

1.Reviewer First Name

2.Reviewer Last Name

3.Reviewer Email Address

4.Describe the job task.

5.Outline the required job steps.

		▲
		■
		▼
◀		▶

6.List the potential hazards related to the job steps outlined above.

		▲
		■
		▼
◀		▶

7.Recommended Controls: List recommendations for controlling the hazard/exposure outlined above.

		▲
		■
		▼
◀		▶

8.Exposure Rank: 1: Low Chance of Exposure; 2: Moderate Chance of Exposure; 3: High Chance of Exposure

- ☐ Low Chance of Exposure (1 point)
- ☐ Moderate Chance of Exposure (2 points)
- ☐ High Chance of Exposure (3 points)

9.Hazard Severity Rank: 1: Result in Minor Injury or Illness; 2: Result in Major Injury or Illness; 3: Potentially Fatal

- ☐ Result in Minor Injury or Illness (1 point)

☐ Result in Major Injury or Illness (2 points)

☐ Potentially Fatal (3 points)

10. Multiply (question 5 points x question 6 points = star rank below). Maximum rating is 9 stars.

11. Describe Follow-Up Needed

Appendix C: Investigating COVID-19 Cases

Employee Tracking and Tracing

All personal identifying information of COVID-19 cases or persons with COVID-19 symptoms, and any employee required medical records will be kept confidential unless disclosure is required or permitted by law. Un-redacted information on COVID-19 cases will be provided to the local health department, CDPH, Cal/OSHA, the National Institute for Occupational Safety and Health (NIOSH) immediately upon request, and when required by law.

Summary determination of who may have had a close contact with the COVID-19 case during the high-risk exposure period. Attach additional information, including:

- The names of those found to be in close contact.
- Their vaccination status.
- When testing was offered, including the results and the names of those that were exempt from testing because:
 - They returned to work per our return-to-work criteria and have remained symptom free for 90 days (or a different period than 90 days if it is required by a CDPH regulation or order) or, for those that never developed symptoms, for 90 days (or a different period than 90 days if it is required by a CDPH regulation or order) after the initial positive test.
- The names of those close contacts that were excluded per our Exclusion of COVID-19 Cases and Employees who had a Close Contact requirements.
- The names of those close contacts exempt from exclusion requirements because:
 - They were fully vaccinated before the close contact and did not develop COVID-19 symptoms, and are required to wear a face covering and maintain six feet of distance from others at the workplace for 10 days following the last date of close contact.
 - They returned to work per our return-to-work criteria and have remained symptom free, and are required to wear a face covering and maintain six feet of physical distance from others at the workplace for 10 days following the last date of close contact.
 - They never developed symptoms and are required to wear a face covering and maintain six feet of physical distance from others at the workplace for 10 days following the last date of close contact.

HR works with the positive or exposed employees to obtain the information outlined above. The information remains confidential and can be provided to the appropriate agencies upon request.

Additional Consideration #1

Multiple COVID-19 Infections and COVID-19 Outbreaks: Three or more employee COVID-19 cases within and exposed group visited the workplace during their high-risk exposure period at any time during a 10-day period.

This addendum will stay in effect until there are no new COVID-19 cases detected in the exposed group for a 10-day period.

COVID-19 testing

We provide COVID-19 testing at no cost to all employees, during paid time, in our exposed group except for:

- Employees who were not present during the relevant 10-day period.
- COVID-19 cases who did not develop symptoms after returning to work pursuant to our return-to-work criteria
 - no testing is required for 90 days after the initial onset of symptoms or
 - COVID-19 cases who never developed symptoms, 90 days after the first positive test.

COVID-19 testing consists of the following:

- All employees in our exposed group are immediately tested and then again one week later.
 - Negative COVID-19 test results of employees with COVID-19 exposure will not impact the duration of any quarantine, isolation, or exclusion period required by, or orders issued by, the local health department.
- After the first two COVID-19 tests, we continue to provide COVID-19 testing once a week of employees in the exposed group who remain at the workplace, or more frequently if recommended by the local health department, until there are no new COVID-19 cases detected in our workplace for a 10-day period.
- We provide additional testing when deemed necessary by Cal/OSHA.

We continue to comply with the applicable elements of our CPP, as well as the following:

1. Employees in the exposed group wear face coverings when indoors, or when outdoors and less than six feet apart (unless one of the face-covering exceptions indicated in our CPP apply).
2. Upon request, we provide respirators for voluntary use to all employees who are not fully vaccinated and who are working indoors or in vehicles with more than one person. Employees who request a respirator are notified of the need for medical documentation that they are medically fit to wear a respirator and then the appropriate respirator can be ordered.
3. We evaluate whether to implement physical distancing of at least six feet between persons, or where six feet of physical distancing is not feasible, the need for use of cleanable solid partitions of sufficient size to reduce COVID-19 transmission.

COVID-19 investigation, review, and hazard correction

We immediately perform a review of potentially relevant COVID-19 policies, procedures, and controls and implement changes as needed to prevent further spread of COVID-19.

The investigation and review is documented and includes:

- Investigation of new or unabated COVID-19 hazards including:
 - Our leave policies and practices and whether employees are discouraged from remaining home when sick.

- Our COVID-19 testing policies.
 - Insufficient outdoor air.
 - Insufficient air filtration.
 - Lack of physical distancing.
- Updating the review:
 - Every thirty days that the outbreak continues.
 - In response to new information or to new or previously unrecognized COVID-19 hazards.
 - When otherwise necessary.
 - Implementing changes to reduce the transmission of COVID-19 based on the investigation and review. We consider:
 - Moving indoor tasks outdoors or having them performed remotely.
 - Increasing outdoor air supply when work is done indoors.
 - Improving air filtration.
 - Increasing physical distancing as much as feasible.
 - Requiring respiratory protection in compliance with section 5144.

Buildings or structures with mechanical ventilation

We will filter recirculated air with Minimum Efficiency Reporting Value (MERV) 13 or higher efficiency filters, if compatible with the ventilation system. If MERV-13 or higher filters are not compatible, we will use filters with the highest compatible filtering efficiency. We will also evaluate whether portable or mounted High Efficiency Particulate Air (HEPA) filtration units or other air cleaning systems would reduce the risk of transmission and, if so, implement their use to the degree feasible.

Barstow Community College implemented bipolar ionization units to buildings to increase air quality and protection.

Additional Consideration #2

Major COVID-19 Outbreaks: 20 or more employee COVID-19 cases within and exposed group visited the workplace during their high-risk exposure period at any time during a 30-day period.

This addendum will stay in effect until there are fewer than three COVID-19 cases detected in our exposed group for a 10-day period.

We continue to comply with the Multiple COVID-19 Infections and COVID-19 Outbreaks addendum, except that the COVID-19 testing, regardless of vaccination status, is made available to all employees in the exposed group twice a week, or more frequently if recommended by the local health department.

In addition to complying with our CPP and Multiple COVID-19 Infections and COVID-19 Outbreaks addendum, we also:

- Provide employees in the exposed group with respirators for voluntary use in compliance with section 5144(c)(2) and determine the need for a respiratory protection program or changes to an existing respiratory protection program under section 5144 to address COVID-19 hazards.
- Separate by six feet (except where we can demonstrate that six feet of separation is not feasible and there is momentary exposure while persons are in movement) any employees in the exposed group who are not wearing respirators required by us and used in compliance with section 5144. When it is not feasible to maintain a distance of at least six feet, individuals are as far apart as feasible.
- Install cleanable solid partitions that effectively reduce transmission between the employee and other persons at workstations where an employee in the exposed group is assigned to work for an extended period, such as cash registers, desks, and production line stations, and where the physical distancing requirement (described above) is not always maintained.
- Evaluate whether to halt some or all operations at the workplace until COVID-19 hazards have been corrected.
- Implement any other control measures deemed necessary by Cal/OSHA.
- Practical measures are taken with employees to implement remote work to mitigate on campus exposure.