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COVID-19

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A coronavirus is named for the crown-like spikes on its surface that are apparent when the virus is viewed under extreme magnification. Human coronaviruses were first identified in the mid-1960s. There are four main sub-groupings of human coronaviruses: alpha, beta, gamma and delta. The gamma and delta coronaviruses do not cause known human disease.

COVID-19

- **Hazard Overview**
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Tab/Accordion Items

Workers Who May Have Exposure Risk

Despite the low risk of exposure in most job sectors, some workers in the United States may have exposure to infectious people, including travelers who contracted COVID-19 abroad. Workers with increased exposure risk include those involved in:

- *Healthcare (including pre-hospital and medical transport workers, healthcare providers, long-term care workers, pharmacies, and support staff)*
- *Dentistry*
- *Emergency response and public safety*
- *Postmortem care (including coroners, medical examiners and funeral directors)*
- *Laboratories (clinical and research laboratory personnel)*
- *Airline operations*
- *Meat and poultry processing*
- *Border protection and transportation security*
- *Correctional facilities*
- *Retail operations*

What can I do to protect myself and others when transmission is on the rise?

Engineering, Administrative and Work Practice Controls.

- Follow established work procedures for infection control.
- Wash hands frequently with soap and water for at least 20 seconds.
- Avoid close contact with people that are sick.
- Maintain a physical distance of at least 6 feet from other people.
- Wear a cloth face covering, especially when physical distancing cannot be maintained.
- Cover your mouth when you cough with a tissue or elbow, Throw tissue in trash, do not reuse.
- Clean and disinfect work areas frequently.
- Avoid touching your eyes, nose and mouth.
- Employees who believe they are infected with 2019 nCoV are encouraged to self-quarantine at home to prevent infecting others.

Personal Protective Equipment. Employees in certain higher risk occupational settings are especially encouraged to use respirators that afford the level of protection of an N95 filtering facepiece respirator or better. Where respirator use is required, the employer must implement an effective respiratory protection program including, but not limited to, medical evaluation and fit testing. In addition, use and properly maintain all provided personal protective equipment for work-related tasks having exposure(s).

What resources are available to assist employers?

Training and Outreach Services

Presentations on a variety of topics associated with exposure to 2019 nCoV are available to assist employers in training their staff. These include The presentations on [hazard communication](#), [respiratory protection](#), [bloodborne pathogens](#) and [personal protective equipment](#). Each of these presentations should be modified to address site-specific conditions and hazards. Other example [presentations](#) are available along with [pre-recorded webinars](#) which can be accessed at any time.

In addition, the education, training and technical assistance bureau provides [free online safety and health training](#) and [outreach services](#) (i.e., speaker's bureau requests, safety booths) upon request.

Lastly, the [NCDOL Library](#), offers free safety and health videos (including ones on [COVID-19](#)) and related research assistance on consensus standards (i.e., ANSI, NFPA, NEC).

Safety and Health Programs

Safety and health programs relative to 2019 nCoV include blood pathogens [exposure control plan](#) (general industry), bloodborne pathogens [exposure control plan](#) (construction), [hazard communication](#), [respiratory protection](#), and [PPE and hazard analysis](#). Other example [safety and health programs](#) are available for employers to download and adapt to their specific conditions.

Safety and Health Topics

More information related to the 2019 novel coronavirus can be found on the safety and health topic pages for [hazard communication](#), [personal protective equipment](#), [bloodborne pathogens](#), [recording and reporting](#) and [respiratory protection](#).

Consultation Services

The [consultative services bureau](#) provides free and confidential onsite consultation regarding worksite safety and health hazards.

Regulations

Which standards apply?

The OSH Division has adopted the following standards which are, or may be, applicable to occupational exposure to COVID-19 in North Carolina. This is not all inclusive.

Note: Please also check the [standards information and activity](#) webpage to see if there has been any recent or upcoming regulatory activity on this topic.

General Industry

- [29 CFR 1910 Subpart I](#): personal protective equipment
 - [29 CFR 1910.132](#): general requirements
 - [29 CFR 1910.133](#): eye and face protection
 - [29 CFR 1910.134](#): respiratory protection
 - [29 CFR 1910.138](#): hand protection
- [29 CFR 1910 Subpart J](#): general environmental controls
 - [29 CFR 1910.141](#): sanitation
 - [29 CFR 1910.145](#): specifications for accident prevention signs and tags
- [29 CFR 1910 Subpart Z](#): toxic and hazardous substances
 - [29 CFR 1910.1020](#): access to employee exposure and medical records
 - [29 CFR 1910.1030](#): bloodborne pathogens
 - [29 CFR 1910.1200](#): hazard communication

Construction

- [29 CFR Subpart C](#): general safety and health provisions
 - [29 CFR 1926.20](#): general safety and health provisions
 - [29 CFR 1926.21](#): safety training and education
 - [29 CFR 1926.27](#): sanitation
 - [29 CFR 1926.28](#): personal protective equipment

- [29 CFR Subpart D](#): occupational health and environmental controls
 - [29 CFR 1926.33](#): access to employee exposure and medical records
 - [29 CFR 1926.51](#): sanitation
 - [29 CFR 1926.59](#): hazard communication
- [29 CFR Subpart E](#): personal protective and life saving equipment
 - [29 CFR 1926.95](#): criteria for personal protective equipment
 - [29 CFR 1926.102](#): eye and face protection
 - [29 CFR 1926.103](#): respiratory protection

Maritime, Shipyard Employment

- [29 CFR 1915.88](#) - sanitation
- [29 CFR 1915.152](#) - general requirements
- [29 CFR 1915.153](#) - eye and face protection
- [29 CFR 1915.154](#) - respiratory protection

Maritime, Marine Terminals

- [29 CFR 1917.28](#) - hazard communication (See also [1917.1\(a\)\(2\)\(vi\)](#)).
- [29 CFR 1917.91](#) - eye and face protection
- [29 CFR 1917.92](#) - respiratory protection
- [29 CFR 1917.127](#) - sanitation

In addition, OSH has added the following state-specific rule to apply the bloodborne pathogens standard, [29 CFR 1910.1030](#), to construction:

- [13 NCAC 07F.0207](#) - construction, toxic and hazardous substances

Recordkeeping

- Refer to [Recording and Reporting](#)

General Duty Clause

- [NCGS 95-129\(1\)](#): General Duty Clause, Occupational Safety and Health Act of North Carolina

Other Applicable Standards

- The [Which OSHA Standards Apply](#) webpage can also help identify other standards that may be applicable to this topic.

[Learn More](#)

Where can I learn more?

OSH Compliance Documents

- Memo: [Updated Interim Enforcement Response Plan for Coronavirus Disease](#)
- Memo: [Repeal of Healthcare ETS](#) (COVID-19)

OSH Industry Guides

- [29 CFR 1904 - Recordkeeping Standards With Special Requirements](#)
- [29 CFR 1910 - General Industry Standards with Special Requirements](#)
- [29 CFR 1926 - Construction Standards With Special Requirements](#)
- [29 CFR 1928 - Agriculture Standards With Special Requirements](#)
- [NC State-Specific Standards With Special Requirements](#)
- [29 CFR 1915 - Shipyard Employment Standards With Special Requirements](#)
- [29 CFR 1917 - Marine Terminals Standards With Special Requirements](#)

Technical Assistance

- Inquiries about workplace safety and health requirements can be submitted to Ask OSH through the [online form](#), by email to ask.osh@labor.nc.gov, or by phone at 919-707-7876.

[Recording and Reporting COVID-19 Cases](#)

How do I determine if a COVID-19 case is recordable?

Employers are responsible for recording cases of COVID-19 if **all** of the following requirements are met:

- The case is a confirmed case of COVID-19, as defined by the CDC;
- The case is work-related, as defined by 29 CFR § 1904.5; and
- The case involves one or more of the recording criteria set forth in 29 CFR § [1904.7](#) - General recording criteria (e.g., medical treatment, days away from work).

Note: For purposes of OSHA injury and illness recordkeeping, cases of COVID-19 are not considered a common cold or seasonal flu. The work-relatedness exception for the common cold or flu at 29 CFR § [1904.5\(b\)\(2\)\(viii\)](#) - Determination of work-relatedness, does not apply to these cases.

What are the reporting requirements for a work-related fatality or in-patient hospitalization due to COVID-19?

The reporting requirements for COVID-19 related illnesses that result in hospitalizations or fatalities are covered under [1904.39](#) - Reporting fatalities, hospitalizations, amputations, and losses of an eye as a result of work-related incidents to OSHA. Reference [Reporting a Fatality or Injury](#).

More recordkeeping information can be found on the safety and health topic page for [Recording and Reporting](#).

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Contact Information

N.C. Department of Labor
Physical Address
4 West Edenton St.
Raleigh, NC 27601

Mailing Address
1101 Mail Service Center
Raleigh, NC 27699-1101

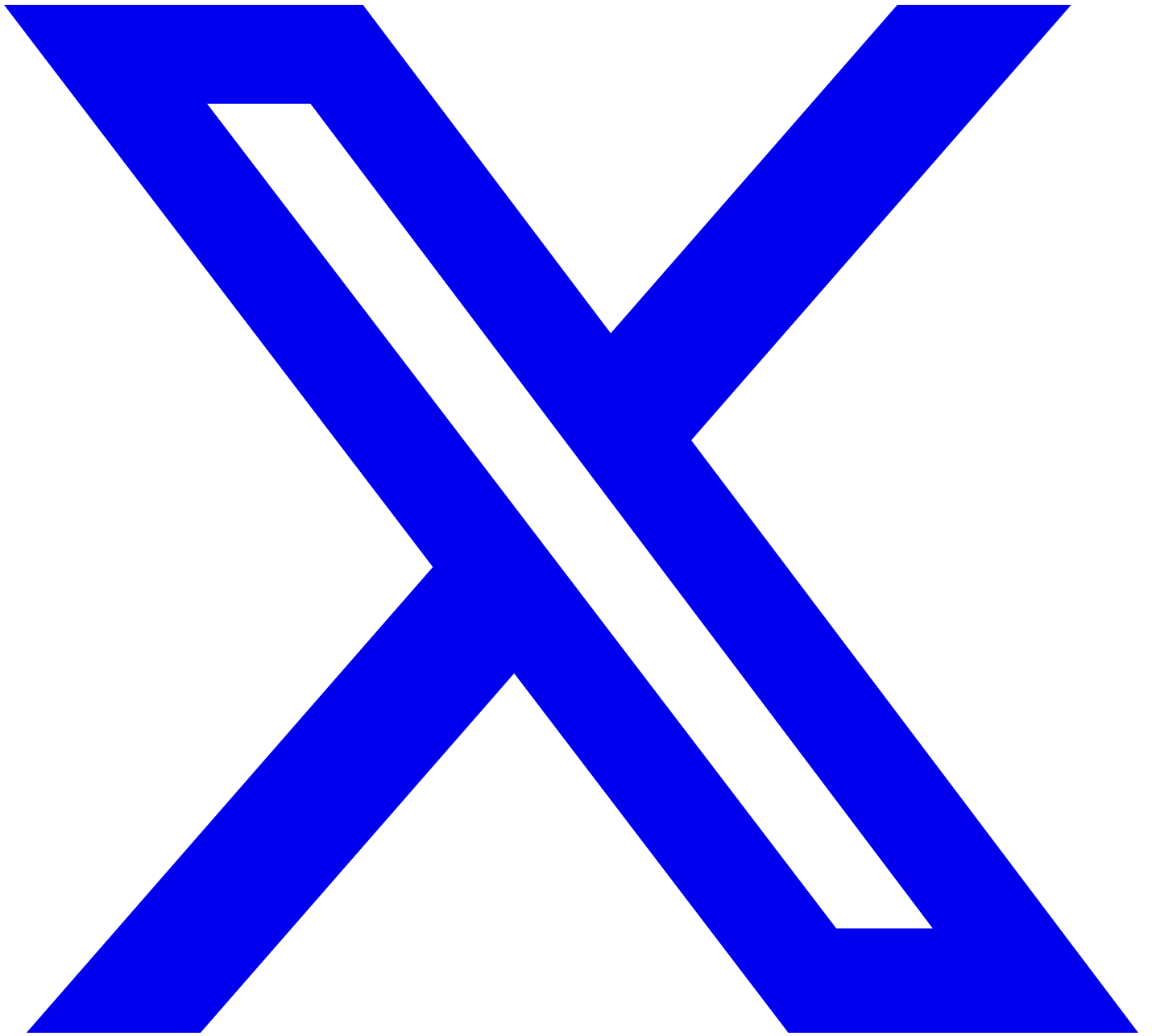
1-800-NC-LABOR
(1-800-625-2267)

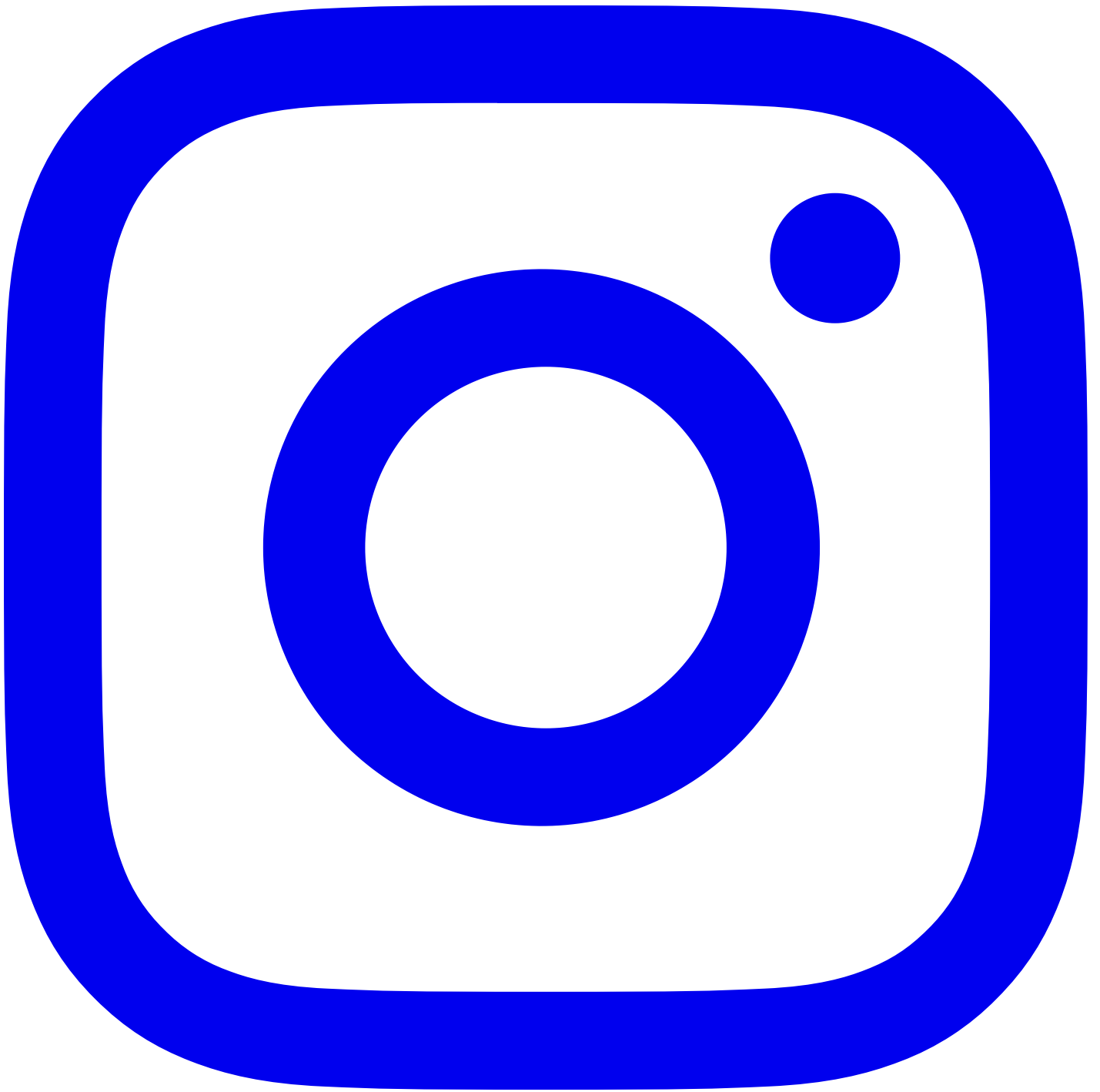
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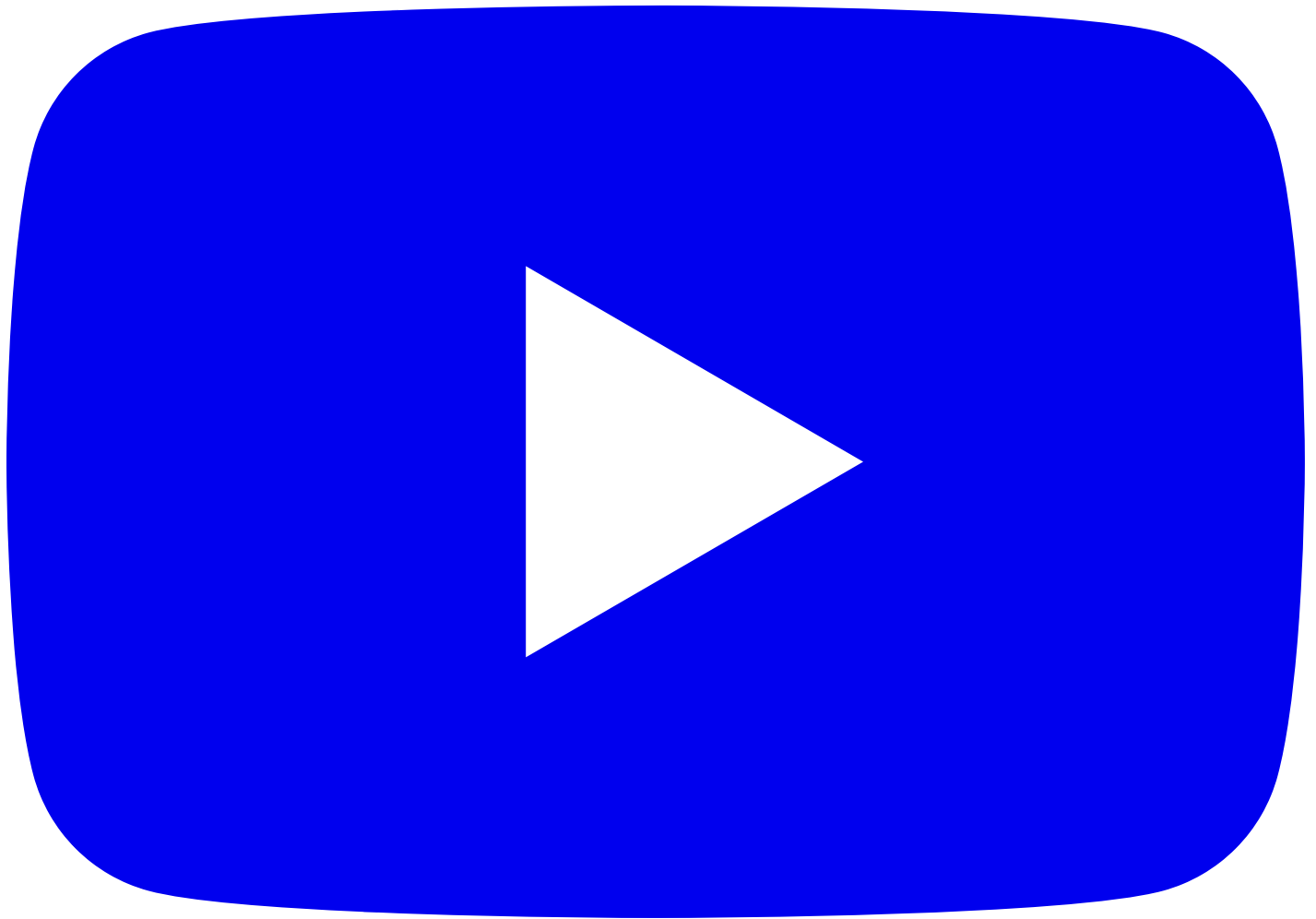


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