



Global Health



# COVID-19

**Reopen Texas:** Return to Work the Right Way

WEBINAR SERIES

**Retail Industry**

**Welcome!**



# COVID-19

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Retail Industry

To ask questions during the webinar, please enter them into the Questions section.



# COVID-19

## Reopen Texas: Return to Work the Right Way

### WEBINAR SERIES

#### Retail Industry

The mission of the Houston Area Safety Council is **building safe workplaces** by improving the quality and integrity of the workforce.

The mission of the UT School of Public Health is **changing the culture of health** through excellence in graduate education, research and engagement.



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**Solutions**  
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# COVID-19

## Reopen Texas: Return to Work the Right Way

### AGENDA

Today we will discuss creating a safe, healthy, and functional work environment while protecting your employees and patrons from COVID-19.

The following information will be offered:

- Quick overview of Governor Abbott's executive order to reopen Texas
- Current COVID-19 situation in Texas
- Correct use of terminology
- Methods to reduce risk in the workplace
- A review of resources available to you and your employees during this time
- Q & A session with panel of health & safety experts

## **UTHealth Houston School of Public Health Panelists**

George Delclos, MD, PhD, MPH - Professor & Occupational Medicine Program Director

David Douphrate, PhD, MPT, MBA, CPE, CSP - Associate Professor & Industrial Hygiene Program Director

Robert Emery, DrPH, CHP, CIH, CBSP, CSP, CHMM, CPP, ARM - Vice President of Safety, Health, Environment & Risk Management

Michelle McDaniel, BS, CHES - SWCOEH Outreach & Continuing Education Programs Director

Kristi Mena, PhD, MSPH- Associate Professor & El Paso Campus Dean

Janelle Rios, PhD, MPH - Faculty Associate & Director of Prevention, Preparedness, and Response (P2R) Academy

## **Guest Panelists**

Melissa Santos - Food City Supermarkets, El Paso, TX

Gesuina Legaspi - Gal Fashion Women's Boutique, El Paso, TX

## **Moderator**

Tommy Hysler, MD, MPH - Chief Medical Officer & Vice President of Health Operations, Houston Area Safety Council



Southwest Center for Occupational  
and Environmental Health



Global Health



TEXANS HELPING TEXANS



 THE GOVERNOR'S REPORT TO  
**OPEN TEXAS**

APRIL 27, 2020

<https://gov.texas.gov/organization/opentexas>

# MINIMUM STANDARD HEALTH PROTOCOLS



## CHECKLIST FOR RETAILERS

Page 1 of 3

*Non-CISA retailers may operate up to 25% of the total listed occupancy. In addition, non-CISA retailers may operate through pickup, delivery by mail, or delivery to the customer's doorstep. Shopping malls may operate at up to 25% of the total listed occupancy of the shopping mall, but shopping mall food court dining areas, play areas, and interactive displays and settings must remain closed. Employees and contractors of the retailer or shopping mall are not counted towards the 25% occupancy limitation. Any components of the establishments or facilities that have interactive functions or exhibits, including child play areas, interactive games, and video arcades, must remain closed.*

*The following are the minimum recommended health protocols for all retailers choosing to operate in Texas. Retailers may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, contractors, and customers.*

*The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.*

*Please note, public health guidance cannot anticipate every unique situation. Retailers should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Retailers should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers*

### Health protocols for serving your customers:

- Retailers are encouraged to consider dedicating a certain period of time each day for only at-risk customers<sup>1</sup> or deliver purchased goods to vehicles to reduce the need for at-risk customers to enter the store.
- If practical, monitor what items customers touch to clean or disinfect when the customer leaves the retail establishment.
- Contactless payment is encouraged. Where not available, contact should be minimized.

<sup>1</sup> At-risk customers are those who are 65 or older, especially those with chronic lung disease; moderate to severe asthma; chronic heart disease; severe obesity; diabetes; chronic kidney disease undergoing dialysis; liver disease; or weakened immune system



# MINIMUM STANDARD HEALTH PROTOCOLS



## RETAILERS: Page 2 of 3

### Health protocols for your retail employees and contractors:

- Train all employees and contractors on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.
- Screen employees and contractors before coming into the retailer:
  - Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:
 

<ul style="list-style-type: none"> <li>- Cough</li> <li>- Shortness of breath or difficulty breathing</li> <li>- Chills</li> <li>- Repeated shaking with chills</li> <li>- Muscle pain</li> <li>- Headache</li> </ul>	<ul style="list-style-type: none"> <li>- Sore throat</li> <li>- Loss of taste or smell</li> <li>- Diarrhea</li> <li>- Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit</li> <li>- Known close contact with a person who is lab confirmed to have COVID-19</li> </ul>
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  - Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until:
    - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed *since recovery* (resolution of fever without the use of fever-reducing medications); and the individual has *improvement* in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed *since symptoms first appeared*; or
    - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
    - If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
  - Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).
- Have employees and contractors wash or sanitize their hands upon entering the retailer.

## MINIMUM STANDARD HEALTH PROTOCOLS



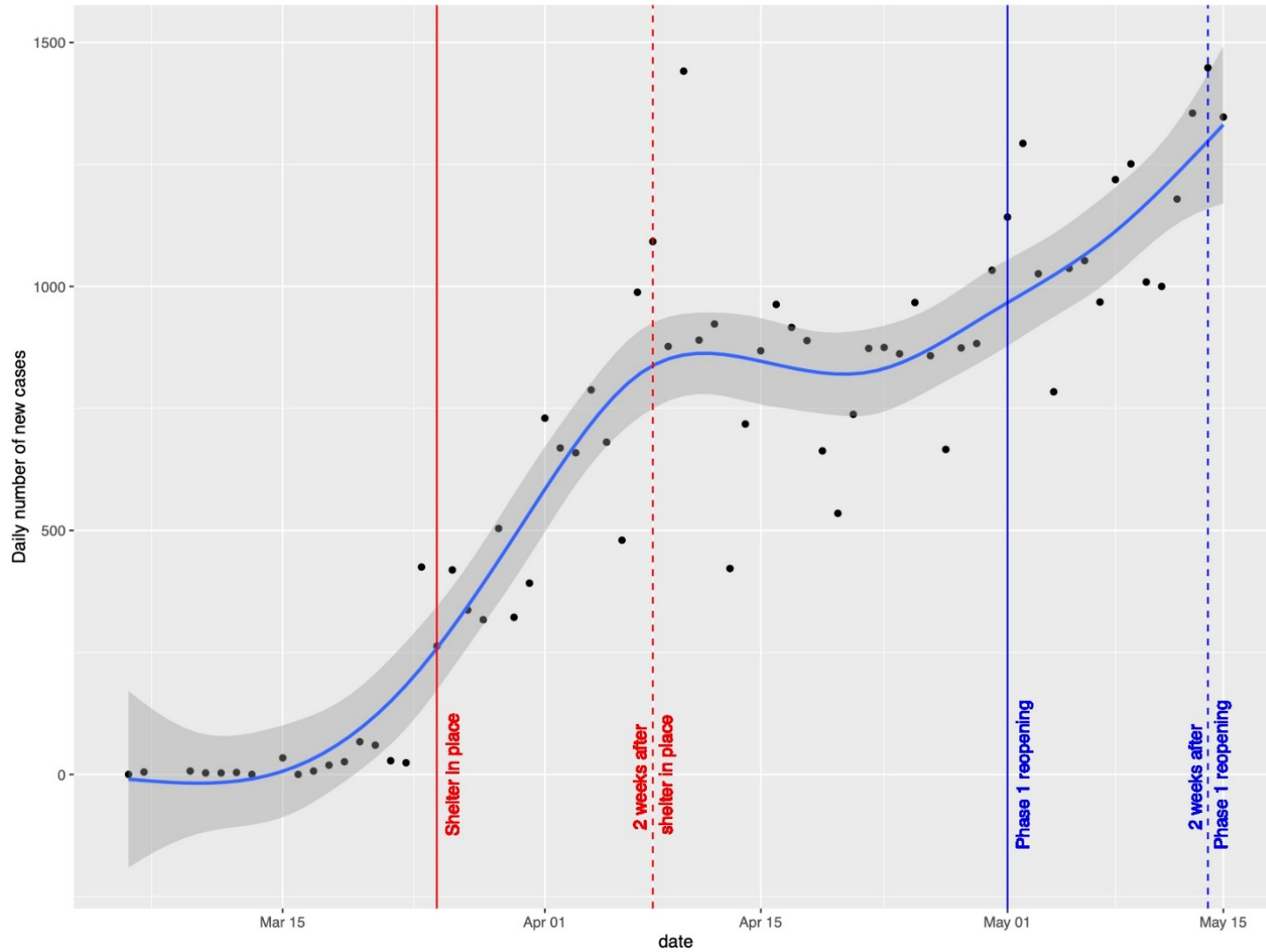
### RETAILERS: Page 3 of 3

- Have employees and contractors maintain at least 6 feet separation from other individuals. If such distancing is not feasible, other measures such as face covering, hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.
- If a retailer provides a meal for employees and/or contractors, the retailer is recommended to have the meal individually packed for each individual.
- Consistent with the actions taken by many retailers across the state, consider having all employees and contractors wear cloth face coverings (over the nose and mouth). If available, employees and contractors should consider wearing non-medical grade face masks.

#### Health protocols for your retail facilities:

- If 6 feet of separation is not available between employees, contractors, and/or customers inside the facility, consider the use of engineering controls, such as dividers between individuals, to minimize the chances of transmission of COVID-19
- Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, chairs, and restrooms.
- Disinfect any items that come into contact with customers.
- Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available to employees, contractors, and customers.
- Place readily visible signage at the retailer to remind everyone of best hygiene practices.
- For retailers with more than 10 employees and/or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the retailer are being successfully implemented and followed.

Texas 05.15.2020



**Texas: Daily number of new COVID-19 cases as of May 15, 2020**

Yamal, JM. Department of Biostatistics and Data Science, The University of Texas Health Science Center at Houston School of Public Health.  
Data source: Texas Department of State Health Services.

Dr. Delclos



World  
Map

NEW



U.S.  
Map



Critical  
Trends



COVID-19 United States Cases...

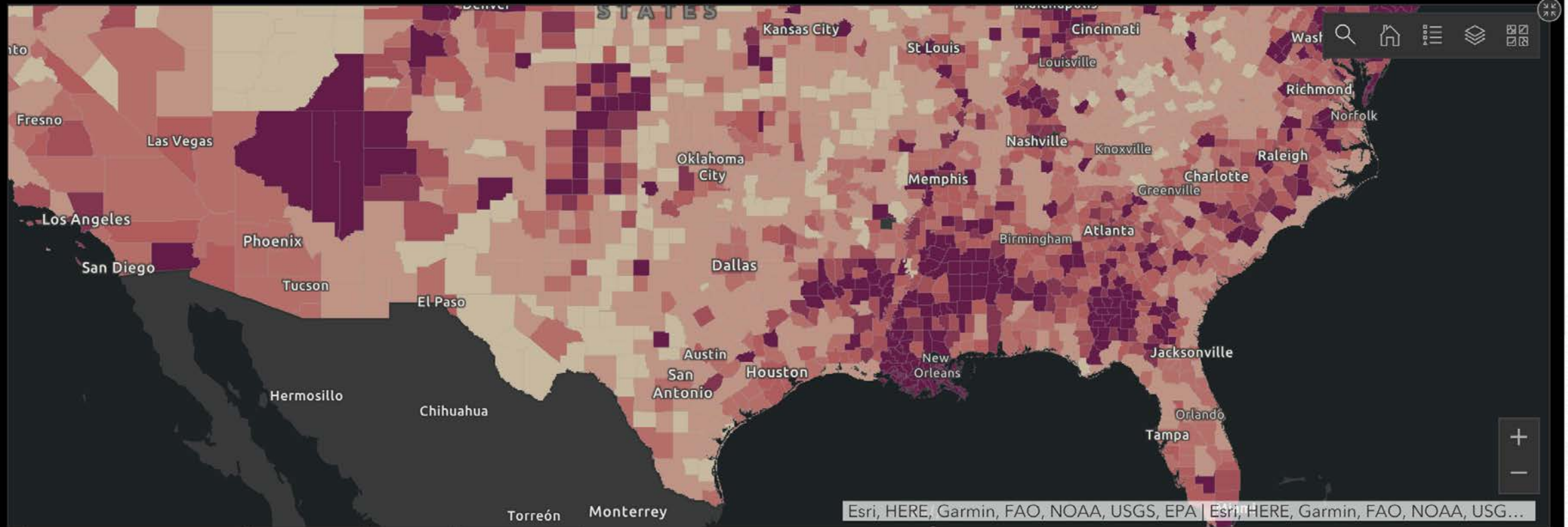
Johns Hopkins Uni...

States/Territories

Texas

County (or Equivalent)

Please select from



Esri, HERE, Garmin, FAO, NOAA, USGS, EPA | Esri, HERE, Garmin, FAO, NOAA, USG...

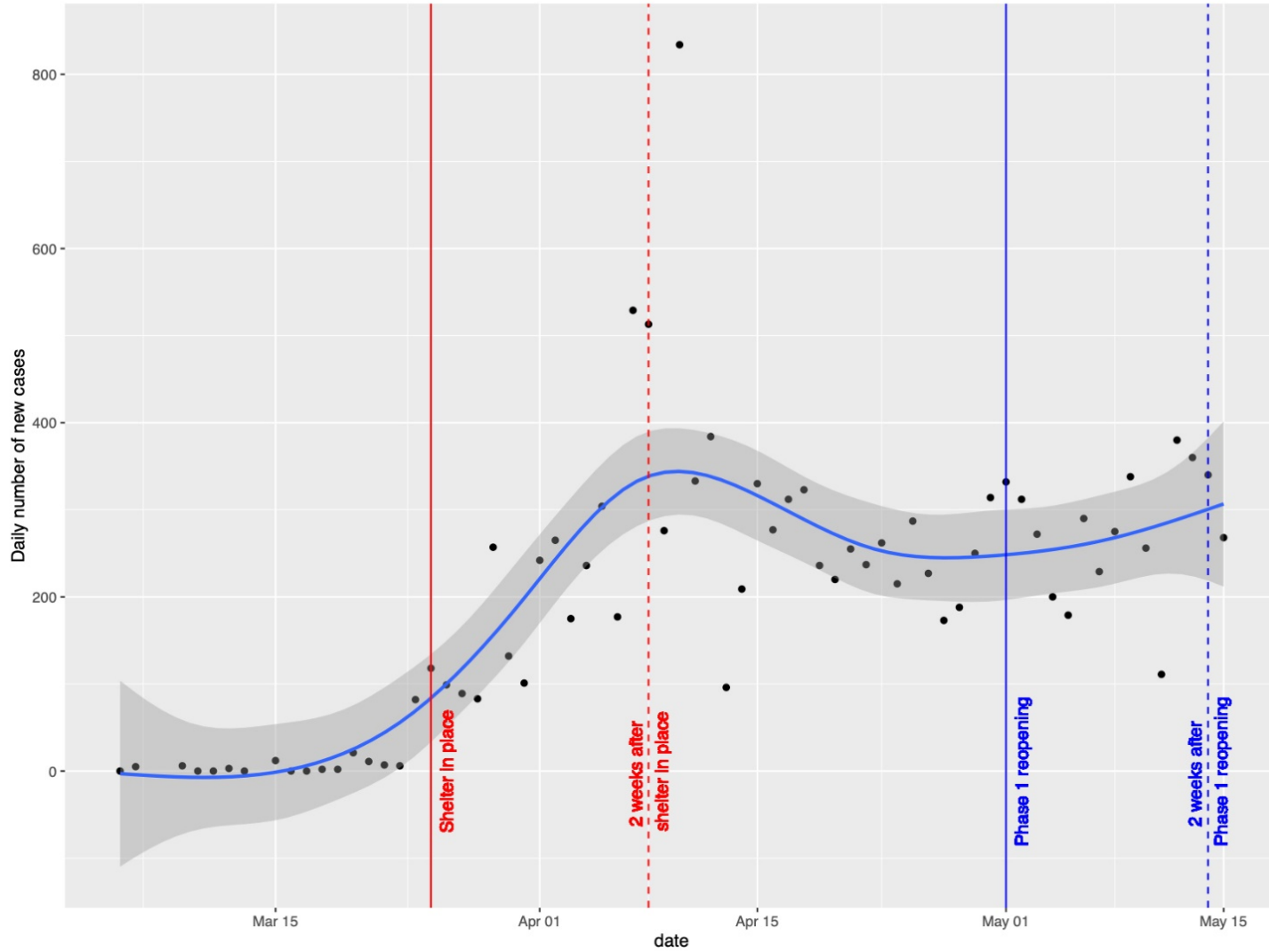
Confirmed by Population

Confirmed

Deaths

Fatality Rate

GreatHouston 05.15.2020



**Greater Houston Area:**  
Daily number of new  
COVID-19 cases,  
as of May 15, 2020

Yamal, JM. Department of Biostatistics and Data Science, The University of Texas Health Science Center at Houston School of Public Health.  
Data source: Texas Department of State Health Services.

Dr. Delclos

# PROPOSED EARLY WARNING MONITORING AND MITIGATION METRICS

- No concern
- Moderate concern
- Warning

Monitoring metrics	Warning signals for Houston MSA	Current status
1 ICU bed occupancy	<b>3-day trend</b> of daily usage greater than <b>10%</b> of current ICU bed capacity used by COVID-19 positive patients	<ul style="list-style-type: none"> <li><span style="color: green;">●</span> <b>&gt;3 day trend of 10%</b> COVID-19 positive occupancy</li> <li><span style="color: green;">●</span> <b>Current 11%</b> COVID-19 positive occupancy</li> </ul>
2 Daily new COVID-19 cases	<b>7 consecutive days of &gt;200</b> new cases and increasing case growth <sup>1</sup>	<span style="color: green;">●</span> <b>0 consecutive days</b> >200 new cases; growth is nearly flat
3 COVID-19 case growth trend	<b>5-day trend of:</b> <ul style="list-style-type: none"> <li>• Upward trajectory of documented cases, or</li> <li>• Upward trajectory of positive tests as a % of total tests</li> </ul>	<ul style="list-style-type: none"> <li><span style="color: green;">●</span> Monitoring <b>0 days</b> of daily case volume growth</li> <li><span style="color: gray;">●</span> TBD pending complete testing data</li> </ul>
4 TMC System equipment & PPE needs	<ul style="list-style-type: none"> <li>• <b>300K</b> N95 masks</li> <li>• <b>20M</b> gloves</li> <li>• <b>1.6M</b> gowns</li> </ul>	<ul style="list-style-type: none"> <li><span style="color: green;">●</span> <b>877K</b> N95 masks</li> <li><span style="color: green;">●</span> <b>30M</b> gloves</li> <li><span style="color: green;">●</span> <b>4.7M</b> gowns (disposable + reusable)</li> </ul>
5 COVID-19 testing capacity (daily)	<b>At least 5,000-10,000 PCR tests per day</b> available for hospital patients and healthcare worker surveillance (with <48 hour turnaround)	<ul style="list-style-type: none"> <li><span style="color: green;">●</span> <b>7,153</b> PCR tests per day (maximum)                             <ul style="list-style-type: none"> <li>• <b>~2-48 hour</b> turnaround time</li> </ul> </li> </ul>

1. Threshold may be adjusted based on availability and capacity of contact tracers

**Note:** These warning signals are focused on TMC care of patients and healthcare workers and should be viewed in full context of testing and tracing efforts from public health officials

# Use the Most Effective Methods First

## Elimination

- Establish strategies to prevent COVID-19 from entering the workplace
  - Employee self-screening – don't come to work if ill
  - Work remotely, if possible
- Identify and manage confirmed or suspected COVID-19-positive individuals
- Encourage customers to stay home if ill and to wear facial coverings
- Employ strategies to remove virus particles from the workplace (cleaning and disinfection)

## Engineering Controls

- Consider HVAC technologies, plexiglass sneeze-type barriers, drive-thru windows
- Establish social distancing in the workplace (use markings and clear signage)

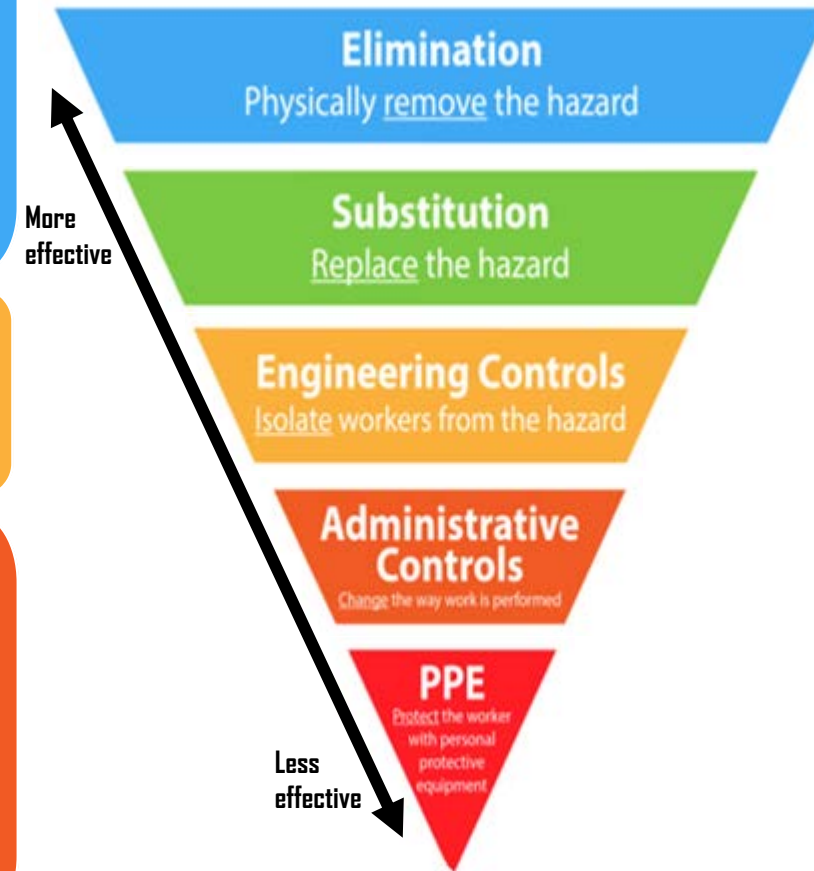
## Administrative Controls

- Train employees – hand hygiene, use of facial coverings (wearing, removing, cleaning), self-screening (identify symptoms, prevent transmission), resilience
- Consider organizing work to limit physical contact – modify shifts (create teams with minimal crossover, stagger breaks), hold meetings virtually, modify workflow
- Relax sick leave policies and allow remote working to prevent workplace exposure
- Designate a COVID-19 administrator in your company

## Personal Protection Equipment (PPE)

- Provide (and train) appropriate supplies to employees – hand hygiene, gloves, face masks/shields, respiratory protection

## Hierarchy of Controls



# Considerations for Workplace Safeguards Potential Drivers of Infection Risks

Role of  
Environmental  
Sources

Role of  
Improper  
Implementation  
of Controls

Role of  
Customer/Patron  
Interactions



# Four Key Points for Today's Discussion

## 1. **Novel coronavirus: the term “novel” is really important**

- Novel means new, so there are aspects about this virus that are known and that are not known
  - Example: transmissibility without exhibiting symptoms – hence the need for community masking
- $R_0$  value is an important public health aspect to monitor – currently estimated to be 2.2

## 2. **Defining “screening”**

- Screening actually begins at home

## 3. **“Masking” versus PPE**

- Barriers to transmission
  - Face coverings
  - Surgical masks
- Protection for the wearer (PPE)
  - N95s, P100s
  - PAPRs

## 4. **Cleaning/disinfection and environmental persistence**

- This virus has been shown to be viable on stainless steel and plastic surfaces up to 72 hours
- Ensure use of EPA registered disinfectants



# Resources for Reopening of Retail Businesses



- Centers for Disease Control & Prevention  
Interim Guidance for Businesses and Employers  
[www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html)
- Occupational Safety and Health Administration (OSHA)  
COVID-19 Guidance for Retail Workers  
[www.osha.gov/Publications/OSHA3996.pdf](http://www.osha.gov/Publications/OSHA3996.pdf)
- Texas Department of State Health Services,  
Protocols for Retailers & Retail Customers  
[www.dshs.state.tx.us/coronavirus/opentexas.aspx](http://www.dshs.state.tx.us/coronavirus/opentexas.aspx)
- U.S. Chamber of Commerce  
Coronavirus Small Business Guide  
[www.uschamber.com/co/small-business-coronavirus](http://www.uschamber.com/co/small-business-coronavirus)
- National Retail Association  
Operation Open Doors  
[www.nrf.com/resources/operation-open-doors](http://www.nrf.com/resources/operation-open-doors)
- Texas Retailers Association  
[www.txretailers.org](http://www.txretailers.org)
- American Industrial Hygiene Association  
Reopening: Guidance for the Retail Industry  
[www.aiha-assets.sfo2.digitaloceanspaces.com/AIHA/resources/Guidance-Documents/Reopening-Guidance-for-the-Retail-Industry\\_GuidanceDocument.pdf](http://www.aiha-assets.sfo2.digitaloceanspaces.com/AIHA/resources/Guidance-Documents/Reopening-Guidance-for-the-Retail-Industry_GuidanceDocument.pdf)

# References

- **Surfaces Outdoor**

- Duan, S., 2020. *Stability Of SARS Coronavirus In Human Specimens And Environment And Its Sensitivity To Heating And UV Irradiation.* - Pubmed - NCBI. [online] Ncbi.nlm.nih.gov. Available at: <https://www.ncbi.nlm.nih.gov/pubmed/14631830>

- **Surfaces Indoor**

- Morris, Bushmaker and van Doremalen, 2020. *Aerosol And Surface Stability Of SARS-Cov-2 As Compared With SARS-Cov-1* | *NEJM*. New England Journal of Medicine. Available at: <https://www.nejm.org/doi/full/10.1056/NEJMc2004973>

- **Cleaning Surfaces**

- Centers for Disease Control and Prevention. 2020. *Communities, Schools, Workplaces, & Events*. Available at: <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>

- **Incubation Period and Infection**

- The National Academic Press. 2020. *Rapid Expert Consultation On SARS-Cov-2 Surface Stability And Incubation For The COVID-19 Pandemic*. Available at: <https://www.nap.edu/read/25751/chapter/1>
- <https://www.medrxiv.org/content/10.1101/2020.03.05.20030502v1>
- <https://www.medrxiv.org/content/10.1101/2020.04.04.20053058v1>

- **Additional Resources for Businesses**

- <https://www.centerforhealthsecurity.org/our-work/publications/operational-toolkit-for-businesses-considering-reopening-or-expanding-operations-in-covid-19>
- <https://www.osha.gov/Publications/OSHA-FS-3747.pdf>

# Thank You!



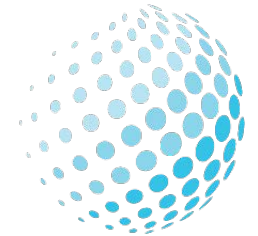
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