

COVID-19 Requirement for Workplaces

Oregon OSHA temporary rule [OAR 437-001-0744](#)

This temporary COVID-19 rule matrix highlights all workplace requirements for employers with 10 or more employees statewide. Additional requirements for employers who meet the Exceptional Risk Workplaces definition (as found in section (1)(c) of the temporary rule) are also included at the end of this matrix. The matrix lists the rule requirements in chronological order of their effective Dates. Depending on an agency's size, the party responsible for each requirement may vary.

Requirement for all employers with 10 or more employees statewide					
Rule Requirement	Applicable rule subsection for requirement	Summary of Rule Requirement	Effective Implementation Date	Resources Available Beyond the OR-OSHA Rule (updated over time)	Potential Position Responsible for Completion of Requirement
<i>Physical Distancing</i>	3(a)	All employers must ensure that both work activities and workflow are designed to eliminate the need for any employee to be within 6 feet of another individual in order to fulfill their job duties unless the employer determines and can demonstrate that such physical distancing is not feasible for certain activities.	November 16, 2020	Statewide Building Reopening Guidelines Document, CDC	Facilities Manager/Safety Manager/Human Resources
<i>Mask, face covering, or face shield</i>	3(b)	Each employer must ensure that all individuals at the workplace or other premises subject to the employer's control (including while in a vehicle) wear a mask, face covering, or face shield as source control in accordance with the requirements of the Oregon Health Authority's Statewide Mask, Face Covering, and Face Shield Guidance . The employer must provide masks, face coverings, or face shields for employees at no cost to the worker. Note: While reasonable accommodation for those unable to wear a mask, face covering, or face shield must be provided under applicable state and federal laws, such an accommodation does not include simply exempting individuals	November 16, 2020	Statewide Guidance Document, CDC, OHA, CHRO ADA Guidance Document	Facilities Manager/Safety Manager/Human Resources
<i>Cleaning and Sanitation</i>	3(c)	The employer must regularly clean or sanitize all common areas, shared equipment, and high-touch	November 16, 2020	Facilities Guidance Document, CDC, OHA, List N:	Facilities Manager/Contact

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		<p>surfaces that are under its control and that are used by employees or the public. regular cleaning or sanitization must be implemented based on the following frequencies:</p> <ul style="list-style-type: none"> • At least once every 24 hours if the workplace is occupied less than 12 hours a day; • Or at least every 8 hours while in use, if the workplace is occupied more than 12 hours a day. <p>Exception: In locations with only “drop-in” availability or minimal staffing, the employer is permitted to rely upon a regular schedule of cleaning and sanitation and dire</p> <p>Employers must provide employees with the supplies (soap and water) and the reasonable time necessary to clean or sanitize more frequently than would otherwise be required if the worker chooses to do so, and before using shared equipment.</p> <p>Employers must clean and disinfect any common areas, high-touch-surfaces, and any shared equipment under the employer’s control that an individual known to be infected with COVID-19 used or had direct physical contact with. This requirement does not apply to areas, surfaces, or equipment that has been unoccupied or otherwise unused for seven days or more. As a recommended, but not required, practice, employers should close off the area and observe a waiting period of at least 24 hours (or for as long as is feasible) prior to cleaning and disinfecting.</p>		Disinfectant for COVID-19	
<i>Posting Requirements</i>	3(d)	The “COVID-19 Hazards Poster,” provided by Oregon OSHA must be posted in a conspicuous manner in a central location where workers can be expected to see it. Employees working remotely must be provided with a copy of the COVID-19 Hazards Poster through electronic or equally effective means.	November 16, 2020	COVID-19 Hazards Poster (English/Spanish)	Facilities Manager/Contact

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<i>COVID-19 Infection Notification</i>	3(j)	The employer must establish a process for notifying both exposed and affected employees within 24 hours of the employer being made aware that an individual with COVID-19 was present in the workplace while infectious or otherwise may have had work-related contact with its employee(s) while infectious; and this notification process must be established and implemented in accordance with all applicable federal and Oregon laws and regulations	November 16, 2020	DAS Temporary Interruption of Employment Policy 60.015.01 Addendum - A , LOAs , OR-OSHA template model (once posted online)	Human Resources
<i>COVID-19 Testing</i>	3(k)	The employer must cooperate by making its employees and appropriate space available at no cost to the workers whenever a local public health agency or Oregon Health Authority indicate that COVID-19 diagnostic testing within the workplace is necessary. If such testing is conducted at the employer’s own direction, the employer is responsible for covering the costs of testing including but not limited to the COVID-19 test itself, employee time, and employee travel. However, if the employer is not requesting the test, the employer is not expected to cover the direct cost of such testing or of any involved employee travel.	November 16, 2020	OHA and CDC resources for employee testing guidance.	Human Resources
<i>Medical Removal</i>	3(l)	Whenever the Oregon Health Authority, local public health agency, or medical provider recommends an employee be restricted from work due to quarantine or isolation for COVID-19, such as through identification during contact tracing activities, the affected worker(s) must be directed to isolate at home and away from other non-quarantined individuals. Note: Other than the obligation to provide such direction and to remove such employees from the workplace, the employer has no obligation to enforce the employee’s quarantine or isolation. Whenever an employee participates in quarantine or isolation for COVID19, the employer must allow the affected employee(s) to work at home if suitable work is	November 16, 2020	CHRO Matrix on COVID-19 Leave , CHRO FAQ	Human Resources

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		<p>available and the employee’s condition does not prevent it.</p> <p>Decisions regarding testing and return to work after an employee participates in COVID-19 quarantine or isolation activities must be made in accordance with applicable public health guidance and must be otherwise consistent with guidance from the employee’s medical provider.</p>			
<i>Mandatory Appendices</i>	3(m)	<p>Employers covered by one or more of the mandatory industry-specific and activity-specific appendices that make up Appendix A of this rule must comply with those appendices. Which include:</p> <p>A-1: Restaurants, Bars, Brewpubs and Public Tasting Rooms at Breweries, Wineries and Distilleries</p> <p>A-2: Retail Stores</p> <p>A-3: Outdoor/Indoor Markets</p> <p>A-4: Personal Services Providers</p> <p>A-5: Construction Operations</p> <p>A-6: Indoor and Outdoor Entertainment Facilities</p> <p>A-7: Outdoor Recreation Organizations</p> <p>A-8: Transit Agencies</p> <p>A-9: Collegiate, Semi-Professional and Minor League Sports</p> <p>A-10: Professional and PAC-12 Sports</p> <p>A-11: Licensed Swimming Pools, Licensed Spa Pools and Sports Courts Mandatory Workplace Guidance</p> <p>A-12: Fitness-Related Organizations</p> <p>A-13: K-12 Educational Institutions (Public or Private)</p> <p>A-14: Early Education Providers</p> <p>A-15: Institutions of Higher Education (Public or Private)</p> <p>A-16: Veterinary Clinics</p> <p>A-17: Fire Service and EMS</p> <p>A-18: Law Enforcement</p> <p>A-19: Jails and Custodial Institutions</p>	November 16, 2020	OR-OSHA Rule	Safety Manager/Facilities Manager

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<i>Building Operators</i>	3(e)	<p>Employers who operate or otherwise control buildings where the employees of other employers work must take the following steps in common areas to the extent that they have control over such areas:</p> <ul style="list-style-type: none"> • Ensure that the sanitation requirements of this are met; and • Post signs in areas where masks, face coverings, or face shields are required. To meet this provision, the building operator may post a copy of the “Masks Required,” sign developed by the Oregon Health Authority. 	November 23, 2020	OHA Masks, Face Coverings, Face Shields Sign	Facilities Manager/Contact
<i>Written Risk Assessment</i>	3(g)(B)	<p>All employers must conduct a COVID-19 exposure risk assessment, without regard to the use of personal protective equipment, masks, face coverings, or face shields. If an employer has multiple facilities that are substantially similar, its assessment may be developed by facility type rather than site-by-site so long as any site-specific information that affects employee exposure risk to COVID-19 is included in the assessment.</p>	December 7, 2020	OR-OSHA Risk Assessment Template , SAIF Risk Assessment Template (once posted online)	Facilities Manager/Safety Manager/Human Resources
<i>Written Infection Control Plan</i>	3(h)(A)	<p>All employers must establish and implement an infection control plan based on the risks identified in their risk assessment that implements the controls identified including, but not limited to, ventilation, staggered shifts, redesigning the workplace to accommodate physical distancing, reducing use of shared surfaces and tools, limiting the number of employees and other individuals in work areas, personal protective equipment, etc.</p> <p>If an employer has multiple facilities that are substantially similar, its infection control plan may be developed by facility type rather than site-by-site so long as any site specific information that affects employee exposure risk to COVID-19 is included in the plan.</p>	December 7, 2020	OR-OSHA Infection Control Plan Template, SAIF Infection Control Plan Template (once both are posted online)	Facilities Manager/Safety Manager/Human Resources

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<i>Employee Information and Training</i>	3(i)	Employers must provide workers with information and training regarding COVID-19. This information and training can be provided remotely or using computer-based models but must be provided in a manner and language understood by the affected workers. Employers must ensure that the training provides an opportunity for feedback from employees about the topics covered in the training	December 21, 2020	OR-OSHA Template Training Materials, DAS Training	Facilities Manager/Safety Manager/Human Resources
<i>Ventilation Requirements</i>	3(f)	The employer must optimize the amount of outside air circulated through its existing heating, ventilation, and air conditioning (HVAC) system(s), to the extent the system can do so when operating as designed, whenever there are employees in the workplace and the outdoor air quality index remains at either “good” or “moderate” levels. This does not require installation of new ventilation equipment. employer must ensure the following: <ul style="list-style-type: none"> • All air filters are maintained and replaced as necessary to ensure the proper function of the ventilation system; and • All intake ports that provide outside air to the HVAC system are cleaned, maintained, and cleared of any debris that may affect the function and performance of the ventilation system. 	January 6, 2020	State Reopening Guidelines Document	Facilities Manager/Contact
<i>Requirement for Exceptional Risk Workplaces</i>					
<i>Sanitation Requirements</i>	4(d)	In addition to requirement of all employers, exceptional risk workplaces must also: <ul style="list-style-type: none"> • Develop procedures for routine cleaning and disinfection that are appropriate for SARS-CoV-2 in healthcare settings, including those patient-care areas in which aerosol-generating procedures are performed (for example, using cleaners and EPA-registered, hospital-grade disinfectants for frequently touched surfaces or objects in accordance 	November 16, 2020	EPA List N disinfectants , CDC Guideline for Disinfection and Sterilization in Healthcare Facilities, 2008 .	Facilities Manager/Safety Manager/Designated Subject Matter Expert

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		<p>with manufacturer instructions and contact time specifications). Refer to List N on the EPA website for EPA-registered disinfectants that have qualified under EPA's emerging viral pathogens program for use against SARS-CoV-2; and</p> <ul style="list-style-type: none"> • Follow standard practices for disinfection and sterilization of medical devices contaminated with COVID-19, as described in the CDC Guideline for Disinfection and Sterilization in Healthcare Facilities, 2008. 			
<i>Personal Protective Equipment</i>	4(e)	<p>Depending on the requirements of the procedure (for example, aerosol generating procedures) in question and the disease status of the involved patient(s), employers must use a combination of standard precautions, contact precautions, droplet precautions, airborne precautions, and eye protection (for examples, goggles, face shields) to protect healthcare workers with exposure or potential exposure to COVID-19.</p> <ul style="list-style-type: none"> • When an employee performs an aerosol-generating healthcare or postmortem procedure for a patient without evidence of COVID-19 infection, the employer must provide PPE in accordance with CDC's Interim Infection Prevention and Control Recommendations for Healthcare Personnel During the Coronavirus Disease 2019 (COVID-19) Pandemic. • Whenever an employee provides direct patient care for a patient known or suspected to be infected with COVID-19, the employer must provide the affected worker with gloves, a gown, eye protection (goggles or face shield), and a medical-grade mask or a NIOSH-approved respirator. • Hospitals and ambulatory surgical centers may follow Guidance for Non-Emergency and Elective Procedures Recommendations to the Oregon Health 	November 16, 2020	<p>CDC's Interim Infection Prevention and Control Recommendations for Healthcare Personnel During the Coronavirus Disease 2019 (COVID-19) Pandemic; Oregon Health Authority and Oregon OSHA Interim Guidance: Use of Personal Protective Equipment by Healthcare Personnel in Resource Constrained Settings; Guidance for Non-Emergency and Elective Procedures Recommendations to the Oregon Health Authority July 20, 2020; to CDC</p>	Safety Manager/ Designated Subject Matter Expert

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		Authority July 20, 2020. If PPE availability is limited, such employers may follow OHA- Oregon OSHA Interim Guidance: Use of Personal Protective Equipment by Healthcare Personnel in Resource Constrained Settings.		infection control guidance.	
<i>Ventilation Requirements</i>	4(f)	<p>In addition to the requirements of ventilation requirements for all employers, certain exceptional risk workplaces must meeting the following requirements to the degree that they are under the employer’s control.</p> <ul style="list-style-type: none"> Existing ventilation systems in hospitals, ambulatory surgical centers, and long-term care facilities providing skilled and/or intermediate level nursing care must be operated, if possible, in accordance with the provisions of the American National Standards Institute (ANSI)/American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) Standards 62.1 and 62.2 (ASHRAE 2019a, 2019b), which include requirements for outdoor air ventilation in most residential and nonresidential spaces, and ANSI/ASHRAE/ASHE Standard 170 (ASHRAE 2017a) covers both outdoor and total air ventilation in healthcare facilities. This does not require installation of new ventilation equipment. Existing ventilation systems in other health care facilities must be upgraded to a minimum MERV 13 rating, provided that such an upgrade will result in no significant performance reduction of the system. 	November 16, 2020		Facilities Manager/Safety Manager/Designated Subject Matter Expert
<i>Barriers, Partitions and Airborne Infection Isolation Rooms</i>	4(g)	<p>The employer must employ the following measures to protect healthcare employees, support workers, patients, and visitors from individuals known or suspected to be infected with COVID-19:</p> <ul style="list-style-type: none"> When available, use airborne infection isolation rooms (AIIRs) with proper ventilation to house 	November 16, 2020		Facilities Manager/Safety Manager/Designated Subject Matter Expert

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		<p>patients known or suspected to be infected with COVID-19;</p> <ul style="list-style-type: none"> • Patients known or suspected of being infected with COVID-19 must don a face covering and be isolated in an examination room with the door closed. If an examination room is not immediately available, such patients must not be allowed to wait within 6 feet of other patients seeking care and should be encouraged to wait in a personal vehicle or outside the healthcare setting where they can be contacted by mobile device when it is their turn to be evaluated. During a medical emergency, all measures may not be feasible, but must be implemented in whole or in part as the patient’s condition and necessary medical care allow. If a patient cannot tolerate any form of face covering due to a medical condition, strict physical distancing and appropriate PPE must be used to protect patients and workers, respectively; <ul style="list-style-type: none"> ○ Use physical barriers or partitions in triage areas to guide patients when appropriate; and ○ Use curtains to separate patients in semi-private areas. 			
<i>COVID-19 Screening</i>	4(h)	<p>The employer must screen and triage all individuals entering its healthcare setting for symptoms of COVID-19. Although screening for symptoms may not identify asymptomatic or presymptomatic individuals with SARS-CoV-2 infection, symptom screening remains an important strategy to identify those who may have COVID-19 so appropriate precautions can be implemented. At a minimum, each employer must:</p> <ul style="list-style-type: none"> • Limit and monitor points of entry to the healthcare setting where direct patient care, or aerosol- 	November 16, 2020		Safety Manager/Designated Subject Matter Expert

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		<p>generating healthcare or postmortem procedures are performed by workers. Consideration must be given to establishing stations at the healthcare setting entrance to screen individuals before they enter; and</p> <ul style="list-style-type: none"> • Screen all individuals and employees (other than emergency responders entering with a patient) entering the healthcare setting for symptoms consistent with COVID-19. This can be achieved by asking the affected individual about symptoms of COVID-19 and asking if they have been advised to self-quarantine because of exposure to someone with COVID19 or if they have been told to isolate after testing positive for COVID-19. 			
<i>Medical Removal</i>	4(i)	<p>The only exception to the quarantine and isolation provisions of for all employers exists when a healthcare provider, emergency responder, or other worker who would otherwise be quarantined or isolated remains on the job under Oregon Health Authority guidelines.</p>	November 16, 2020		Human Resources/Safety Manager/Designated Subject Matter Expert
<i>Additional Infection Control Requirements</i>	4(c)	<p>In addition to the infection control plan requirements for all workplaces, employers that fall into the exceptional risk employer definition must also include:</p> <ul style="list-style-type: none"> • The name(s) of the person responsible for administering the plan. This person must be knowledgeable in infection control principles and practices as they apply to the workplace and employee job operations; and • As frequently as necessary, a reevaluation of the plan to reflect changes in the facility, employee job duties, new technologies, or workplace policies established by the employer that affect worker exposure to COVID-19 or in response to updated guidance published by the Oregon Health Authority that is applicable to the employer’s workplace. This reevaluation and update of the infection plan must 	December 7, 2020		Safety Manager/Designated Subject Matter Expert

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		include feedback from non-managerial, front-line employees who perform activities that reflect the employer’s exceptional risk under this rule.			
<i>Infection Control Training</i>	4(a) & 4(b)	<p>In addition to the employee information and training requirements for all workplaces, employers of workplaces at exceptional risk must provide infection control training that includes:</p> <ul style="list-style-type: none"> • Training overseen or conducted by a person knowledgeable in the covered subject matter as it relates to the employee’s job duties. • Training material appropriate in content and vocabulary to the education, literacy, and language of the affected workers; and • Training provides an opportunity for interactive questions and answers (must be “live” in order to allow immediate response and further clarification but need not be in person) with a person knowledgeable in the training program’s subject matter and basic epidemiology as it relates to the workplace and employee job duties 	December 21, 2020		Safety Manager/Designated Subject Matter Expert