

WHEN THERE IS A POSITIVE OR SUSPECTED COVID CASE AT YOUR WORKPLACE

Your Employer Should:

- ▶ **Notify anyone who had a close contact with the person who tested positive**

The CDC defines “close contact” as someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period

This close contact also means being that close 2 days before the infected person becomes symptomatic, or 2 days before their test is taken, anytime until the infected person is isolated

- ▶ **Have the person with COVID or COVID symptoms, and all close contacts, immediately go home and stay home from work to safely quarantine**

Workers who have been exposed to COVID but do not have symptoms should still go home and quarantine for 14 days

How you should be paid for your time in quarantine or recovery depends on your contract, whether there is a negotiated COVID agreement in place at your workplace, and the industry you work in, but there are many ways to make sure you are compensated. If your employer does not offer you paid leave immediately, you should work with your Union Rep to identify the best paid leave for your situation. You should not have to choose between a paycheck and your health and safety.

- ▶ **Follow CDC protocols to clean, sanitize, and disinfect the workplace**

Before cleaning, close off any areas used for prolonged periods of time by the sick person for 24 hours (or as long as possible) to minimize exposure to respiratory droplets

Open outside doors and windows to increase air circulation in these areas

Clean dirty surfaces with soap and water before disinfecting

Disinfect surfaces using products that meet EPA criteria for use against SARS-Cov-2

Clean and disinfect all common areas (e.g., bathrooms, break rooms), shared electronic equipment (e.g., touch screens, keyboards, ATM machines), and frequently touched surfaces (e.g. counters, doorknobs)

Provide appropriate PPE and training for anyone using these chemicals

- ▶ **Notify UFCW 21 of a COVID case in the workplace**

You and Your Coworkers Should:

- ▶ **Let your Union Rep know about the positive case as soon as you can**

- ▶ **Protect your health and safety by being realistic about your risk and level of exposure and advocating for yourself**

If you and your employer disagree about whether you had close contact with someone at work who tested positive for COVID, contact your Shop Steward or Union Rep for help advocating for your safety

- ▶ **Understand that to protect people’s medical privacy your employer may not be able to tell you who has tested positive**

- ▶ **Refrain from spreading rumors or stigmatizing people for getting sick**—we need to stand together to support each other and encourage transparency so we can all stay safe

- ▶ **If your employer is violating the state’s COVID guidelines for businesses**, such as not requiring employees or customers to wear face coverings or not ensuring 6 feet of physical distancing throughout the workplace, remember you can report violations that affect your safety directly to the state at: coronavirus.wa.gov/report-safe-start-violation

- ▶ **To file a safety report** with the union by email, send your name, workplace, and description of the issue to: safetyreport@ufcw21.org