



R&H Construction COVID-19 Face Covering Policy

Effective Date: December 3, 2020, 2020
(Replaces previous policy effective November 20, 2020)
Rev. 4.0

INTRODUCTION

As a result of the public health emergency caused by the current transmission rate of COVID-19, R&H will require face coverings/masks and, on a limited basis, face shields are to be worn at R&H worksites as follows:

- Required indoors and outdoors on R&H Construction jobsites.
- Required in R&H office locations at all times, except when sitting/standing at a private, individual desk* and no other person is within 10 ft. or when working alone in a conference room.
 - **OR-OSHA has defined a private, individual workspace as an indoor space within a workplace used for work by one individual at a time that is enclosed on all sides with walls from the floor to ceiling and with a closed door.*
- When transported in a motor vehicle for work purposes, regardless of the travel distance or duration, all employees must wear masks, face shields, or face coverings.

Face coverings, masks and/or face shields are not required when:

- Operating a single occupancy vehicle during work hours
- Teleworking (i.e., not reporting on site to a R&H work location)
- Eating or drinking; however, at least a six-foot physical distance between people is required when eating and/or drinking and during breaks.

While keeping a physical distance of at least six feet from other people, practicing good hygiene measures (e.g., frequent hand washing, avoid touching the face, covering coughs and sneezes), and staying home when ill or when you have had direct exposure to a COVID-19 positive case are the best known protections against COVID-19, wearing a face covering that covers the nose and mouth can help protect others.

This requirement is in accordance with federal and state workplace safety requirements and with local public health directives. This policy is in effect until otherwise communicated.

Definitions of Face Coverings, Masks and Face Shields

Face Coverings

For the purposes of this policy, a face covering means a cloth, polypropylene, paper or other masks, face shield or face covering that covers the nose and the mouth and that rests snugly above the nose, below the mouth, and on the sides of the face.

Note: A covering that incorporates a valve that is designed to facilitate easy exhalation or mesh masks or other covers with openings, holes, visible gaps in the design or material, or vents are not adequate masks, face shield or face coverings because they allow droplets to be released from the mask.

Masks

Mask means a U.S. Food and Drug Administration (FDA) cleared surgical, medical procedure, dental, or isolation mask (commonly referred to as a “surgical mask”).

Face Shield

Face shield means a transparent plastic shield that covers the wearer’s forehead, extends below the chin, and wraps around the sides of the face. Devices that place a shield in front of only the user’s nose and mouth do not meet any definition of a mask, face shield or face covering.

Note: Per the Oregon Health Authority use of a face shield alone should only be done on a very limited basis. It is recommended that wearing a face shield alone is limited to situations when wearing a mask or face covering is not feasible, such as:

- *When a person has a medical condition that prevents them from wearing a mask or face covering.*
- *When people need to see mouth and tongue motions in order to communicate (e.g. for someone hearing impaired)*

APPLICABILITY

This policy applies to all R&H employees, temporary staff, subcontractors, vendors and visitors, on site at any R&H location, unless specifically exempted. **R&H jobsites may implement stricter requirements based on the circumstances of the project and subcontractors are always allowed to apply stricter requirements for their employees.**

EXEMPTIONS

Job specific PPE requirements: Face coverings do not replace required job specific PPE, such as face shields or respirators. See the R&H Construction Personal Protective Equipment (PPE) guidance for job specific PPE requirements.

Subcontractors may choose to operate under their own COVID-19 policy in areas that are under their exclusive control and where no other people other than their employees are present.

Medical accommodations will be determined on a case-by-case basis with human resources representatives in coordination with the Environmental Health & Safety (EHS) Department. Employees may be required to provide documentation to substantiate their need for an exception or accommodation. It is the subcontractor’s responsibility to ensure they have the proper documentation for their employees.

WORKSITE RESPONSIBILITIES

Worksites are required to conduct an assessment to determine the required PPE for their employees. Worksites are also required to provide all employees working on site at their work location with a face covering or job-required PPE and replace them when necessary. However, employees are responsible for laundering their R&H-issued reusable cloth face coverings and may use a personally purchased alternative face covering as appropriate. Worksites can refer to the Centers for Disease Control and Prevention (CDC) guidance on face coverings with regard to type and fit, wearing, and washing.

Worksites must keep additional face coverings on site to provide to employees if needed. Subcontractors are responsible for supplying face coverings for their team members.

POLICY ENFORCEMENT

Worksites are required to ensure all workers have a thorough understanding of these requirements. Employees who do not comply should be reminded of the policy by their direct supervisor and provided additional education and training as needed.

ADDITIONAL RESOURCES

CDC Face Covering Guidance

<https://www.cdc.gov/media/releases/2020/p0714-americans-to-wear-masks.html><https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover-guidance.html>

Governor Brown's Statewide Mask, Face Shield, Face Covering Guidance

<https://govstatus.egov.com/or-oha-face-coverings>

Change Control Information.

Date	Rev #	Section	Change Summary
12/3/20	4.0	Introduction	Provided OR-OSHA's definition of a private, individual workspace.
11/20/20	3.0	Introduction	Face coverings are required 100% on R&H jobsites regardless of distance between crew members.
11/20/20	3.0	Introduction	Face coverings are required in the office at all times, except if you are seated/standing at a private, individual desk and have at least 10 ft. between you and any other person.
11/20/20	3.0	Face Shield	The policy has been updated to reflect the Oregon Health Authorities guidance that face shields should be used on a limited basis.
11/20/20	3.0	Exemptions	Exemptions are limited to medical accommodations only and must be approved by R&H HR Department.
11/20/20	3.0	Worksite Responsibilities	Worksites must keep extra face coverings on hand for employees that need them.
11/20/20	3.0	Additional Resources	Provided link to new Oregon face covering guidance.
10/12/20	2.0	Introduction	Face coverings are not required at individual workspaces (desks) per Oregon face covering guidelines as long as there is 6ft. between workers, 35 sf. of available area per individual and the room size is at least 200 sf.
10/12/20	2.0	Introduction	Added bullet points per OR-OSHA COVID-19 Temporary Standard regarding area required for individuals and room size requirements.
10/12/20	2.0	Introduction	Added a bullet per OR-OSHA COVID-19 Temporary Standard that employees must wear a face covering, mask, or face shield in a vehicle if riding with another person for work.
10/12/20	2.0	Introduction	The definition of acceptable and not acceptable face coverings, masks and face shields has been updated in accordance with the OR-OSHA COVID-19 Temporary Standard.