

R&H Construction COVID-19 Face Covering Policy

Effective Date: August 27, 2021

Rev. 7.0

INTRODUCTION

On August 27, 2021 the State of Oregon is once again updating their mask requirements. As a result, R&H will require face coverings/masks are to be worn at R&H worksites as follows:

- Required outdoors when 6ft. of physical distance can't be consistently maintained.
- Required indoors* on R&H Construction jobsites.
- Required in R&H office/jobsite trailer locations at all times, except when sitting/standing alone in an *enclosed office or conference room (the room has four walls and a door)*.

**Indoors is a project/building that has windows installed on all sides.*

Face coverings, masks are not required when:

- Working outdoors when you can consistently maintain 6ft. of distance.
- When alone in an enclosed room with four walls and a door.
- 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, it is recommended that you have at least a six-foot physical distance between people when eating and/or drinking and during breaks.

Continue to practice good hygiene measures (e.g., frequent hand washing, avoid touching the face, covering coughs and sneezes), and stay home when ill or when you have had direct exposure to a COVID-19 positive case.

Note: R&H's intention is to follow local, state and federal requirements. If the jurisdiction you are working in has a more stringent requirement, please follow that.

Definitions of Face Coverings and Masks

Face Coverings

For the purposes of this policy, a face covering means a cloth, polypropylene, paper or other 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: *The following are not face coverings because they allow droplets to be released: a covering that incorporates a valve that is designed to facilitate easy exhalation, mesh masks, lace masks or other coverings with openings, holes, visible gaps in the design or material, or vents.*

Masks

Mask means a medical grade mask.

APPLICABILITY

This policy applies to all R&H employees, temporary staff, subcontractors, vendors and visitors, on site at any Oregon R&H location, unless specifically exempted. If your project is in a state other than Oregon, please reach out to HR for additional guidance. **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.