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Top Stories In This Briefing



**MCAC Members: Do You
Have an Infectious
Disease Response Plan?**
Saint Moore Insurance Can
Help



California Department of
Fair Employment and Housing

**FREE California
Harassment Training Now
Available**
Online Training Meets
Requirements Due by
January 1, 2021



**COVID Face Covering
Guidance**
What Type is Required and
When?

MCAC Members: Need an Infectious Disease Program for Your IIPP?

YES you do according to Cal/OSHA's general duty clause.

MCAC members get your free IIPP review from Saint Moore Insurance now!

California employers are required to establish and implement an Injury and Illness Prevention Program (IIPP) ([title 8, section 3203](#)) to protect employees from all worksite hazards, including infectious diseases.

Now is the time for construction employers to [update their IIPPs to include information on employee training and preventing the spread of coronavirus](#) (SARS-CoV2), the virus that causes COVID-19, at construction sites. **This is mandatory in most California workplaces** since COVID-19 is widespread in the community.

For the next 90 days, Saint Moore will provide a **Full** IIPP review to any MCAC member who needs it and sends it in for review. You will get a full report of what is missing from the IIPP and resources for getting into compliance. Simple as that!

Interested? Offer expires October 22, 2020

- Email your current IIPP to Jared Layel @ Saint Moore Insurance Agency jared@stmooreinsurance.com to get started.



Saint Moore Insurance Agency is a MCAC Preferred Provider and affinity partner for insurance.



California Department of
Fair Employment and Housing

FREE California Harassment Training Now Available

Effective January 1, 2021, all employers of 5 or more employees must provide 1 hour of sexual harassment and abusive conduct prevention training to non-supervisory employees and *2 hours of sexual harassment and abusive conduct prevention training to supervisors and managers once every two years.

That [free training](#) for both non-supervisory and supervisory employees is now available online through the California Department of Fair Employment and Housing.

*Employers of 50 or more employees have an existing and ongoing obligation to train supervisory employees within six months of assuming their supervisory position. Beginning January 1, 2021 new supervisory employees in workplaces with 5 or more employees must be trained within six months of assuming their supervisory position.

<https://www.dfeh.ca.gov/shpt/>

[Regulation Language](#)

COVID Face Covering Guidance



The requirements of proper face coverings are ever-evolving and multi-layered in the current era of COVID, but the simplest answer is the last sentence in the gold box below which essentially says that **if the work your employees are doing requires a respirator, you are still required to provide them with a respirator**: Cloth face coverings are not PPE (Personal Protective Equipment).

At this time, health experts do not recommend the use of respirators by the general public for protection against COVID-19. However, if available, employers must provide them to workers in the construction industry when needed to protect against other respiratory hazards.

If respirators are needed but not available, OSHA provides that the hierarchy of controls be implemented and is also utilizing [enforcement guidance](#) to exercise discretion around the use of respirators.

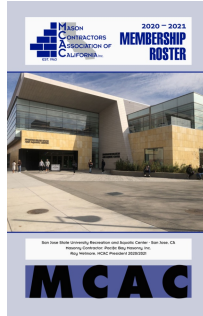
- 1 - Re-evaluate work practices and controls to decrease the need for N95's. For example, increase wet cutting and exhaust systems.
- 2 - If respiratory protection must be used, consider use of alternative classes of respirators that provide equal or greater protection compared to an N95.
- 3 - In the event extended use or reuse of N95's becomes necessary, the same worker is permitted to extend use of or reuse the respirator, as long as the respirator maintains its structural and functional integrity and the filter material is not physically damaged, soiled, or contaminated.
- 4 - If extended use / reuse is necessary, make sure respirators are being decontaminated in accordance with regulatory guidance. <https://www.cdc.gov/coronavirus/2019-ncov/hcp/ppe-strategy/decontamination-reuse-respirators.html>

Cal/OSHA COVID-19 Infection Prevention in Construction

<https://www.dir.ca.gov/dosh/coronavirus/COVID-19-Infection-Prevention-in-Construction.pdf>

OSHA COVID-19 Control and Prevention - Construction Work

<https://www.osha.gov/SLTC/covid-19/construction.html>



2020/21 MCAC Membership Roster Now Available Online

Sincerely,

Julie Trost

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