



COVID-19 Agricultural Employer Training Guide

This guide, in conjunction with the training poster, will help you to provide training on COVID-19 to your workers. The training is designed to comply with Section 3205, “COVID-19 Prevention,” effective November 30, 2020. This document has been updated per the revisions to the Emergency Temporary Standards, which went into effect on June 17, 2021.

COVID-19 Introduction: Spread and Symptoms *(pages 1 and 2 of the poster)*

Introduce the topic

Say: California has made changes to the COVID-19 prevention guidelines and workplace rules. In workplaces, many changes depend on whether workers are vaccinated or not. Today we are going to talk about these changes, and review COVID-19 basics and how we will protect you.

Say: Let's start with how COVID-19 spreads and common symptoms.

Discuss how COVID-19 spreads *(page 1 of the poster)*

Say: COVID-19 is a disease that is caused by a virus that is very infectious. Recently new variants of the virus have appeared. These variants spread more easily.

Say: COVID-19 spreads through the air when someone infected with the virus breathes, talks, coughs, or sneezes, because they release droplets containing the virus that can be breathed in by others (especially those within 6 feet/2 meters and those not wearing a face covering). Some of the droplets fall to the ground quickly while others that are smaller can hang in the air for a while.

Say: Although it is a less common way of being infected, droplets can also land on surfaces like tables, handles, or tools. If you touch a surface, avoid touching your mouth, nose, or eyes before washing your hands.

Discuss the symptoms of COVID-19 and when to seek medical help *(page 2 of the poster)*

Say: COVID-19 is a disease that affects people differently. You've probably seen how some people experience severe symptoms and others may have no symptoms at all. These people without symptoms are called asymptomatic.

Say: Symptoms may develop within 2–14 days after you've been exposed to the virus. Common symptoms of COVID-19 often include fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, and diarrhea.

Say: If you suspect that you might have COVID-19, it is important to contact your healthcare provider.

Say: You should seek emergency medical care immediately if you have trouble breathing, persistent pain or pressure in the chest, new confusion, an inability to wake or stay awake, or bluish lips or face.

Say: If you develop any symptoms or test positive for COVID-19, notify us and do not come into work. If you start developing any of these symptoms at work, let your supervisor know and go home. You should also call your healthcare provider and stay away from others until you are tested and get the results.

Say: It is important to remember that people of all ages and levels of health can get COVID-19. People with underlying medical conditions, such as heart conditions, diabetes, cancers, those with compromised immune systems, and other chronic illnesses are at increased risk for severe illness. Other factors like being overweight, smoking, having asthma, or being pregnant may also increase risk. If you are concerned that you may be at increased risk for COVID-19, please reach out to your supervisor privately after this training and we will work together to accommodate your needs.

Workplace Prevention *(page 3 of the poster)*

Introduce the topic

Say: The California Department of Public Health and Cal/OSHA have adjusted their health and safety recommendations

and requirements based on a person's vaccination status. While recommendations may differ for people who have been vaccinated and those who have not, we will respect each other regardless of vaccination status at our workplace.

Say: Let's talk more about COVID-19 prevention and the steps we are taking to reduce your exposure to the virus at the workplace.

Say: While none of these prevention methods are perfect on their own, each one adds a layer of protection so that when used all together, they can reduce the spread of COVID-19.

Vaccination

Say: COVID-19 vaccines help to build your body's defenses against the virus, so it is more difficult for the virus to infect you or cause serious illness or death.

Say: There are several COVID-19 vaccines available. They work a little differently from each other, but they all "teach" the body how to defend itself from the virus.

Say: We will help you find a place to get vaccinated if you are not vaccinated yet. All vaccines are free and are not considered public charge.

[If you are using vaccination status to determine workplace safety policies, include the following sentence.] **Say:** As your employer, we can ask you to provide documentation of your vaccination status, such as a vaccine card. We can also require all workers to be vaccinated, but we will never discriminate against those who cannot get the vaccine because of medical conditions or religious beliefs.

Hand Washing

Say: Washing your hands often with soap and water for 20 seconds is a simple way to reduce your exposure.

Say: Remember to wash in between your fingers, palms, under your nails, and on the backs of your hands. Soap and water are best, but if they are not available, use hand sanitizer with at least 60% alcohol and rub your hands until dry. If your hands are soiled or dirty, hand sanitizer will not work, and you must wash with soap and water to properly clean your hands.

Say: We have handwashing stations and encourage you to use them often during work. *[List where they are located here.]* We have placed hand sanitizers in the following areas: *[List where they are located here].*

Face Coverings, Respirators, and Personal Protective Equipment (PPE)

Say: Remember we discussed earlier how COVID-19 spreads from person to person by respiratory droplets? If you are inside, droplets can linger in the air longer than they would when you're outside and the wind can blow them away. This is why face coverings are **required** indoors and in vehicles for unvaccinated workers. They are not required outdoors but are **recommended** for unvaccinated workers when 6 feet/2 meters of distance cannot be maintained.

Say: Depending on local county health requirements, vaccinated individuals may also be required to wear face coverings indoors. *[Discuss the current mask mandates in your county if applicable.]*

Say: Face coverings are used primarily to prevent the wearer from infecting someone else. It must cover **both** your nose **and** mouth and fit snugly against the sides of your face to be effective. When worn properly, your respiratory droplets are blocked by the layers of fabric—the more layers and the tighter the fabric weave, the fewer droplets will escape.

Say: We will provide you with a clean face covering. Anyone can request and wear a face covering at work, regardless of whether they are vaccinated and without fear of retaliation. Remember, wash or replace cloth face coverings daily and don't share them with others.

Say: Face coverings are not considered personal protective equipment (PPE) and are not as effective as respirators, like N95s. We will evaluate the need for PPE to prevent exposure to COVID-19 hazards, such as gloves, goggles, and face shields, and provide these as needed.

Say: If you are unvaccinated and are working indoors or inside a vehicle with another person, you are **required** to



wear a face covering, but you have the right to request a respirator, such as an N95. We will provide it free of cost and explain how to wear it, store it, and when to replace it. If you need a respirator for a specific job task, such as applying pesticides or if there is wildfire smoke, you will be provided with one. *[Describe how face coverings and respirators can be obtained at your workplace.]*

Say: If you are unable to wear a face covering, talk with your supervisor to discuss alternatives.

Physical Distance

Say: As we discussed, droplets can travel through the air up to 6 feet/2 meters or more, so if you are unvaccinated, it is important to maintain distance from others and make sure indoor spaces are well-ventilated. This reduces your risk of being exposed to their droplets and exposing others to your droplets. *[Explain how you will increase ventilation of indoor spaces at your worksite.]*

Say: While the updated Cal/OSHA regulations eliminate physical distancing in most situations, you should try to continue to maintain distance while working. If you are unvaccinated, you must maintain at least 6 feet/2 meters of distance while eating and/or drinking during your break and meal periods.

Workplace Policies and Procedures *(page 4 of the poster)*

Written Plan

Say: We have a written COVID-19 Prevention Program that describes how we will prevent exposure and respond if there are COVID-19 cases at our worksite. This training is part of our plan, as are the policies that we are implementing. If you want to review this Prevention Program, you can go to *[Explain where they will have immediate access to the written program]*.

Hazard Assessment

Say: We periodically assess the worksite to see where potential exposures may occur and will implement procedures to reduce exposure. We encourage you to tell us if you see a COVID-19 hazard and to suggest ways to prevent potential exposure at work. *[Describe your workplace procedures to reduce exposure (e.g., evaluate ventilation systems, increased cleaning, bring in portable air cleaners, etc.).]*

Screening

Say: We have a COVID-19 screening process *[Describe your process (e.g., self-screening before arriving at work or worksite screening)]*. If you have symptoms, do not come to work, but call your supervisor and inform them you may be sick. Your supervisor will let you know about the sick leave benefits that are available to you.

Cleaning/Sanitizing

Say: We have increased the cleaning of frequently touched tools and equipment and shared spaces such as bathrooms, handwashing stations, and break areas. *[Describe your disinfection protocol here.]*

Workplace Exposure, Testing, and Worker Benefits *(page 4 of the poster)*

Say: If you or one of your coworkers gets sick at work, we are required to take the following steps.

Written Notice

Say: We are required by law to keep everyone's personal information confidential so we cannot tell you who was infected. We can only release information to public health officials as needed, not to the federal government or coworkers.

Say: If you have been exposed to someone with COVID-19 at work, we will provide you with written notice within one business day of when we learned of your possible exposure.

Say: If you have COVID-19, have COVID-19 symptoms, or have been exposed to someone who has COVID-19 at work,

you may be excluded from the workplace (asked to stay home) for 10 days. Your regular wages will be paid if we ask you to stay home.

You will not be excluded from work if one of the following is true:

- You are fully vaccinated and do not develop symptoms.
- You had COVID-19 and developed symptoms, but have remained symptom-free for at least 90 days.
- You had COVID-19, never developed symptoms (were asymptomatic), and it has been at least 90 days since your first positive test.

Testing

Say: We will offer COVID-19 testing at no cost to you, and you will be compensated for your time and travel expenses, if:

- You are unvaccinated **and** you have COVID-19 symptoms.
- You are unvaccinated **and** were exposed to COVID-19 at work.
- You are vaccinated, were exposed to COVID-19 at work, **and** you develop symptoms.

[Describe your workplace-based testing program, local health department or community testing location.]

Say: If you get a positive test result, be sure to inform *[name of employer or person responsible for managing positive cases]* immediately.

Workplace Benefits

Say: COVID-19 related benefits may be available to you if you are impacted by COVID-19 and required to isolate. We can provide information about these benefits, including federal, state, and our company policies and workplace benefits. The benefits that may be available to you include: paid sick leave, family leave, workers' compensation, unemployment insurance, and disability insurance.

Say: For more information about your benefits, talk to *[name and contact information for human resources person at your company]*.





COVID-19 Agricultural Worker Training Record

Remember: Keep trainings small and ensure workers maintain 6 feet/2 meters of distance.

Employer Name: _____

Trainer Name and Contact Info: _____

Training materials used, information covered:

- WCAHS Training Guide
- COVID-19 definition, how it spreads, symptoms; workplace prevention, policies, procedures, exposure, testing, and worker benefits

Location: _____

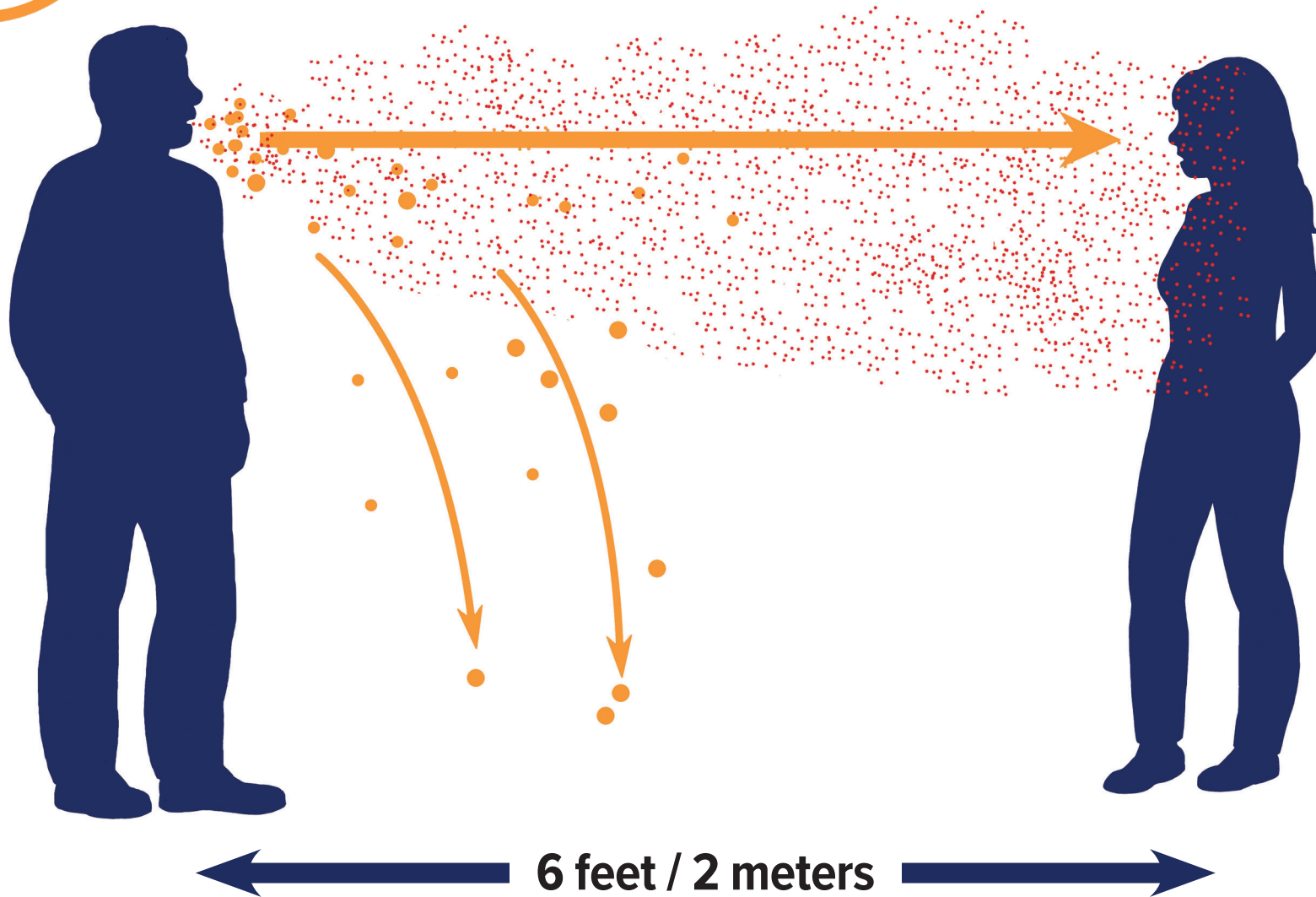
Date: _____

Print Name	Signature





How COVID-19 Spreads





COVID-19 Symptoms



fever or chills



cough



shortness of breath
or difficulty breathing



fatigue



muscle or
body aches



headache



new loss of taste
or smell



sore throat



congestion or
runny nose



nausea or
vomiting



diarrhea



trouble breathing



persistent pain or
pressure in the
chest



new confusion;
inability to wake
or stay awake

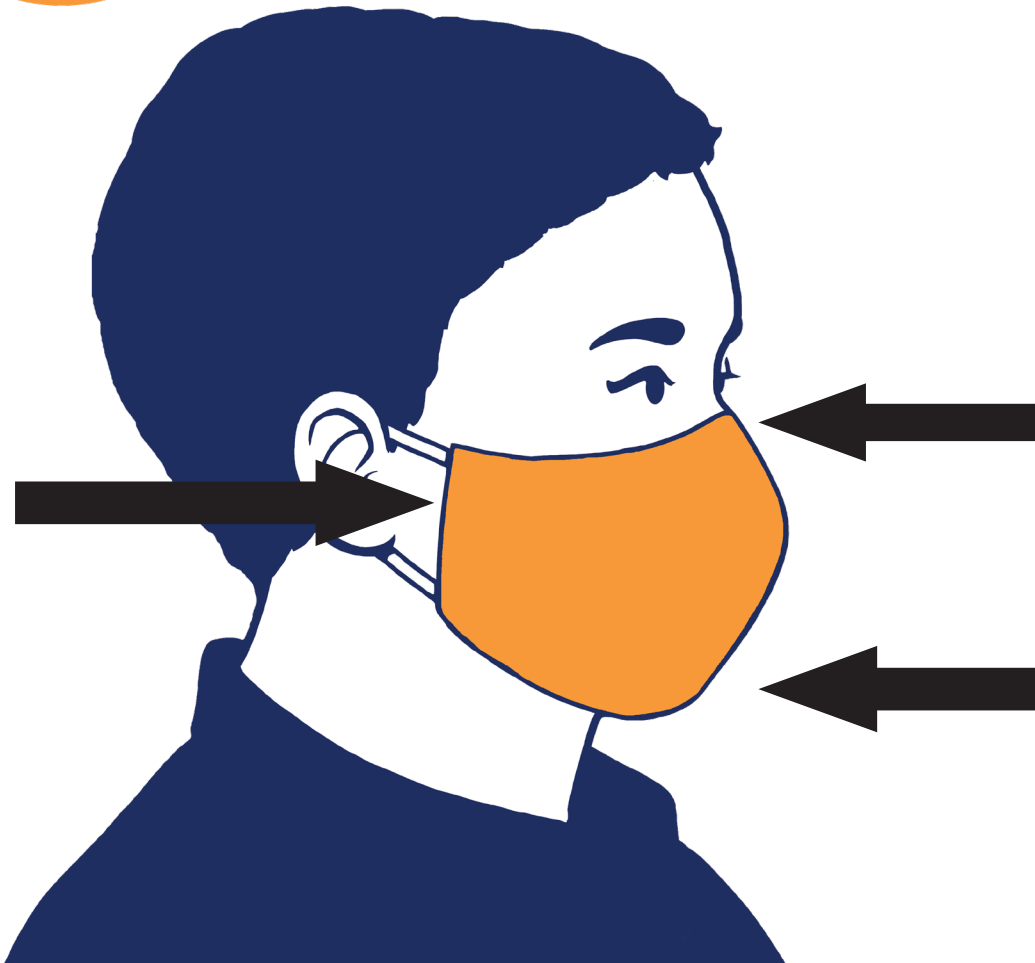


bluish lips or face

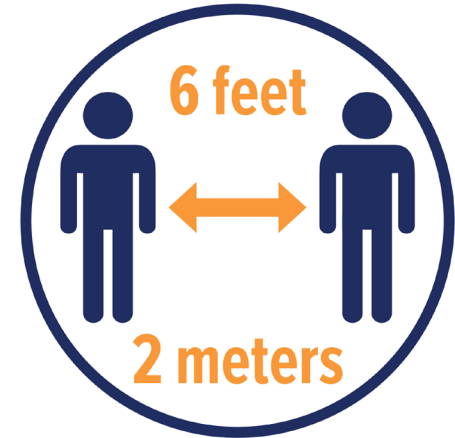




General Prevention



wear a face covering



maintain distance



wash your hands



Workplace Prevention



written notice



testing



return to work



benefits

