



# COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

NEW JERSEY



# CWA NJ COVID-19 HEALTH & SAFETY TOOLKIT FOR PUBLIC WORKERS

SCAN CODE







**Online  
Survey**



# **CWA HEALTH & SAFETY SURVEY**

# Types of Health and Safety Committees:

- Local Union Health and Safety Committee
  - exclusively union members
- Labor-Management Health and Safety Committee
  - union members and management reps
  - a building level, L/M H&S Committee is an example

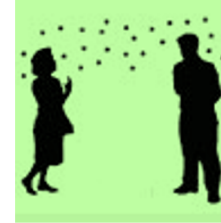
# Functions of a Local Union Health and Safety Committee

- Identifying and investigating health and safety hazards and problems
- Identifying the best way(s) to eliminate or control the hazards/problems
- Identifying effective union strategies and tactics for improving conditions
- Preparing for labor-management H&S committees
- Evaluating the effectiveness of H&S control measures
- Communicating with union leadership and membership
- Building the union and member involvement in H&S efforts

# Modes of Transmission

- **Airborne:** Very small aerosolized particles that stay suspended in the air and can travel further distances
- **Droplet:** Larger particles that fall within a few feet
- **Contact** (direct or indirect) with infected people or contaminated objects & surfaces. Virus can be transferred to the mouth, nose, or eyes.

## Small airborne particles



## Large droplets



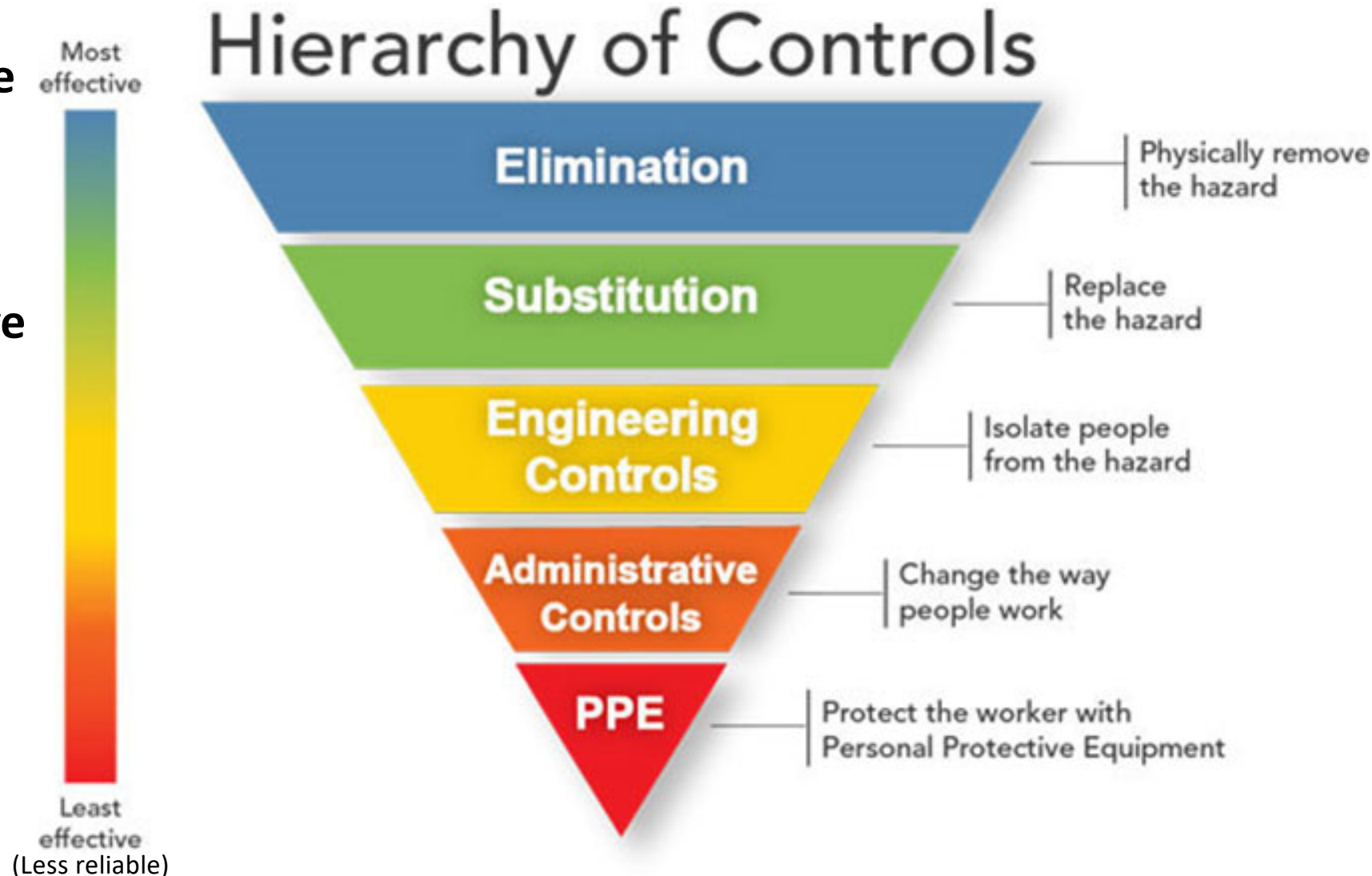
## Contact with people, objects, & surfaces



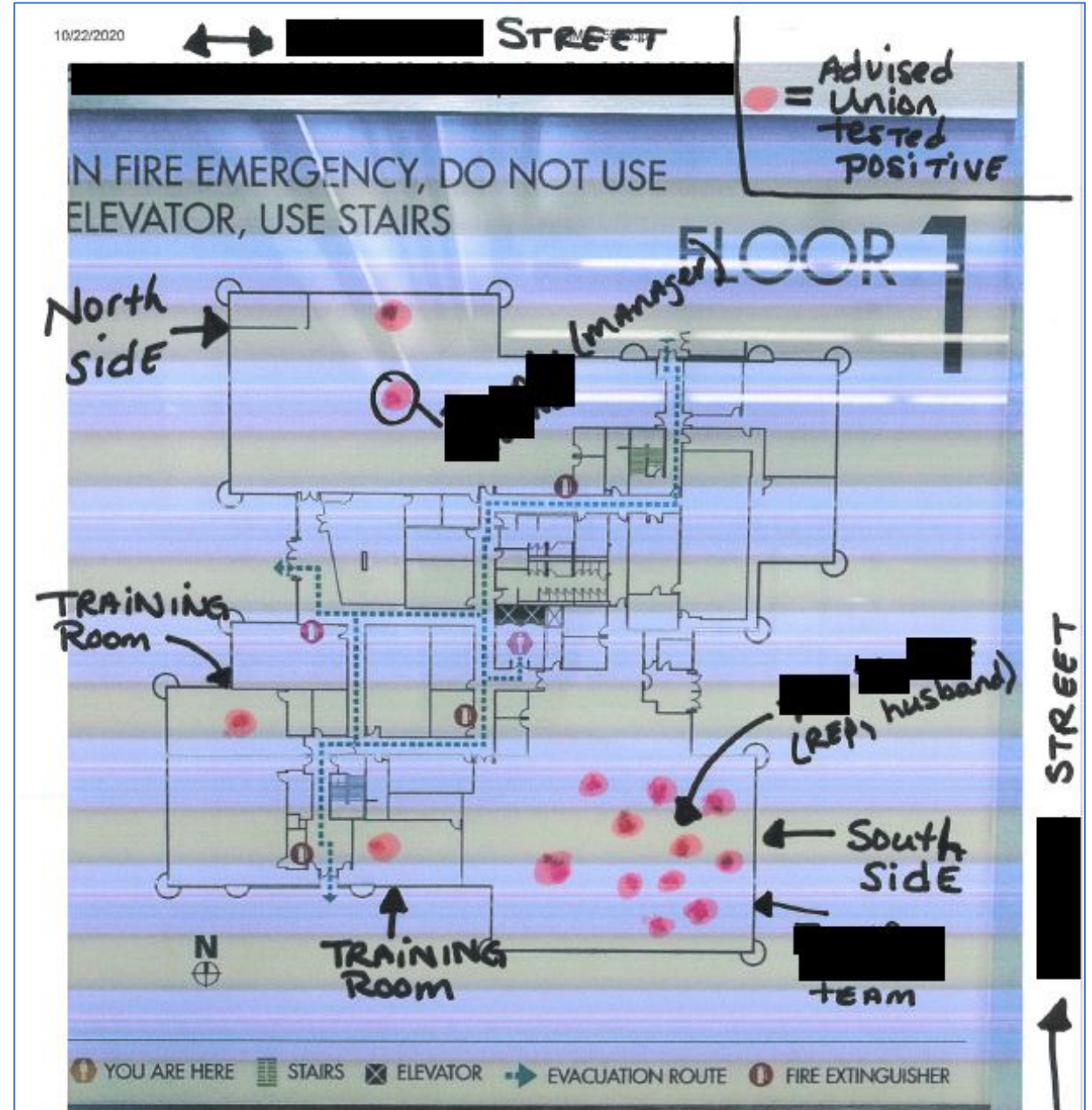


# Protecting Workers

- Focuses on removing, redesigning and altering the workplace over changing worker behavior.
- Start with the most effective method to protect workers.
- A combination of several controls may be needed.

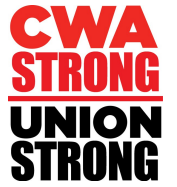


## COVID-19 workplace outbreak





# UNION GOALS VS. MANAGEMENT GOALS FOR A HEALTH & SAFETY PROGRAM:



**DISCUSS AND PICK TOP GOALS THE UNION  
HAS FOR A HEALTH & SAFETY PROGRAM AND  
THE TOP GOALS MANAGEMENT HAS FOR A  
HEALTH & SAFETY PROGRAM**



# Getting H&S Problems Fixed

## **Involves preparation to:**

**Identify and research the problem and scope**

**Document the problem**

**Analyze the problem**

**Figure out the best way(s) to solve the problem using the Hierarchy of Controls**

**Strategize about how to get management to fix the problem**

**Communicate (members, union H&S committee members, local leadership)**



## Directions:

- **Prepare for your L/M H&S Committee meeting**
- **Discuss the H&S issue/problem you chose to bring up at your next L/M H&S Committee meeting.**
- **Discuss/conduct your research, plan your arguments, anticipate management's arguments and how you will respond, and figure out your presentation. Practice your presentation.**

## **Directions:**

- **You will be meeting with management at the L/M H&S Committee meeting as the labor representatives on the committee. (Stay in your roles.)**
- **Present your H&S issue to management and discuss.**
- **Chose one labor H&S Committee rep to report back about the outcome, how the meeting went, e.g. what went well, what you would do differently, what your next steps might be.**



The screenshot shows the homepage of the New Jersey Department of Health's Workplace Health and Safety section. At the top left is the State of New Jersey Department of Health logo. To the right, it lists Governor Phil Murphy and Lt. Governor Sheila Oliver, with links for Home, Services A to Z, Departments/Agencies, and FAQs. A search bar and a 'submit' button are present. Below this is the 'NJ Health' logo with the tagline 'Improving Health Through Leadership and Innovation'. A navigation menu includes 'About Us', 'Your Health', 'Healthcare Facilities & Services', 'Public Health', and 'Chief State Medical Examiner'. The main heading is 'Workplace Health and Safety', with sub-links for Home, Occupational Health Surveillance, Public Employees Occupational Safety and Health, and Right to Know. A central banner titled 'Workplace and Health and Safety' features a collage of images and text explaining the department's role in monitoring and quantifying workplace hazards. To the right, a 'Looking for Information on...' section lists various topics like Environmental Health, Lead, Asbestos, and Mold. Below that, a 'Quick Links' section provides direct access to forms and resources. At the bottom right, a 'Coronavirus (COVID-19)' section mentions Executive Order 192.

STATE OF NEW JERSEY  
DEPARTMENT OF HEALTH

Governor Phil Murphy · Lt. Governor Sheila Oliver  
NJ Home | Services A to Z | Departments/Agencies | FAQs

Search  submit

**NJ Health**  

Improving Health Through Leadership and Innovation

About Us | Your Health | Healthcare Facilities & Services | Public Health | Chief State Medical Examiner

**Workplace Health and Safety**

Home | Occupational Health Surveillance | Public Employees Occupational Safety and Health | Right to Know

**Workplace and Health and Safety**



A wide array of workplace hazards present risks to the health and safety of people at work. These include chemicals, physical factors, and biological agents. The New Jersey Department of Health (NJDOH) monitors, identifies and quantifies risks to the health of workers, and provides programs and information to promote occupational safety and health.

**Looking for Information on...**

- Environmental Health
- Health Studies and Hazardous Sites
- Lead
- Asbestos
- Mold
- Indoor Environments
- Environmental Public Health Tracking
- Drinking Water
- Occupational Health Surveillance
- Public Employees Occupational Safety and Health
- Right to Know
- Food and Drug Safety
- Environmental and Occupational Health Assessment
- Public Health Sanitation and Safety
- Key Contacts

**Quick Links**

- Occupational Disease Reporting Form
- Resources for Public Employees and Employers:
  - Health Concerns
  - Safety Concerns
  - Right to Know
- Hazardous Substance Fact Sheets:
  - English
  - [español](#) (Hojas Informativas)
- Workplace Fatality Investigation Reports
- Workers' Compensation
- State-based Occupational Health Surveillance Clearinghouse

**Coronavirus (COVID-19)**

- Executive Order 192 (EO192) -- Effective 11/5/2020: for all inquiries and complaints regarding EO192 which



## Coronavirus Resources

Find resources to keep workers safe and healthy as more businesses reopen.

[Learn More](#)

[Aprende Más](#)

**COVID-19**  
TIP OF THE DAY

Tip #226



### TAKE ACTION

[File a Complaint](#)

[Report a Fatality or Severe Injury](#)



# Protect NJ Workforce During the COVID-19 Pandemic: EO 192

- Requires employers who permit its workforce to be physically present at a worksite to enforce certain COVID-19 related requirements, including:
  - Require individuals to maintain at least 6 feet distance from others to the maximum extent possible; if this is not possible, employer must install physical barriers wherever possible;
  - Require employees and visitors to wear face masks at the worksite, subject to certain limited exceptions;
  - Provide face masks to employees at the employer's expense;
  - Provide approved sanitization materials to employees and visitors at no cost to those individuals;
  - Ensure that employees practice hand hygiene and provide sufficient break time for that purpose;
  - Routinely clean and disinfect all high-touch areas in accordance with DOH and CDC guidelines;
  - Conduct daily health checks, such as temperature screenings, visual symptom checking, self-assessment checklists, and/or health questionnaires, prior to each shift, consistent with CDC guidance;
  - Exclude sick employees from the workplace and follow requirements of applicable leave laws; and
  - Promptly notify employees of any known exposure to COVID-19 at the worksite.





# COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

NEW JERSEY