

Managed Senior Care, LLC

Your Rights as an Employee under the OSHA COVID-19 Healthcare Emergency Temporary Standard

OSHA's COVID-19 Healthcare Emergency Temporary Standard (ETS) sets new requirements to prevent worker exposure to the coronavirus in settings where any employee provides healthcare services or healthcare support services, with some exceptions. It also protects workers from retaliation for exercising their rights under the ETS.

For work covered by the standard, you have the right to:

- Protection from firing or discrimination for exercising your rights under the ETS.
- Protection from punishment for reporting COVID-19 workplace hazards or concerns.
- Training on how we, your agency, will do everything we possible can to protect you from COVID-19 in language that you understand.
- Your agency has a COVID-19 plan with worker input that includes the following:
 - Paid time off for vaccinations and vaccination side effects
 - Patient screening and management
 - Standard and Transmission-Based Precautions
 - Facemasks
 - Respirators and other personal protective equipment (PPE) for exposure to people with suspected or confirmed COVID-19 and for aerosol-generating procedures on a person with suspected or confirmed COVID-19

You cannot be fired for filing a complaint.

If you experience retaliation, file a complaint at [whistleblowers.gov](https://www.whistleblowers.gov).

- Physical distancing
- Physical barriers
- Cleaning and disinfection
- Ventilation
- Health screening
- Employee notification if a person at the workplace is COVID-19 positive
- We will remove employees who have suspected or confirmed COVID-19, certain COVID-19 symptoms, or have had close contact with a person who is COVID-19 positive in the workplace



Our agency uses a variety of controls as safety measures to protect out caregivers. List below is a quick review of the practices we follow.

1. Handwashing – handwashing video [click here](#). Remember: Wash palms; bank of hands, in between fingers, finger nails, thumbs – 20 seconds. Always wash you hands upon entry to a new home, before leaving and frequently during your work.
2. PPE- a mask must be worn at all times when you are within 6 feet of a client. Masks, gloves and gowns are available from the business office during our regular Office hours.
3. Traveling in a vehicle – requires all persons in the car to wear a mask.
4. Complete your exposure screening questions for yourself daily and your client (including guests) before every shift.
5. You will not be asked to care for a client with COVID – 19.
6. Do not work sick – our agency provides Paid Time Off to assist you in the event that you need to stay home due to illness.
7. We will notify you if you were exposed to Covid-19 in the workplace.
8. If you have a workplace close contact exposure that requires testing, we have a list of testing locations where you can obtain a PCR test at no cost.
9. Our agency supports COVID-19 vaccination as part of its infection control approach. We provide time off for any employee needing a schedule adjustment to receive a vaccine. Additionally, we provide 1 hour of paid time to obtain the vaccine.
10. Training on infection disease prevention is available to all employees thru our virtual training software included in the ClearCare Go app. If you would like a refresher, just text the office at any time and a link will be sent to you.

If you have any questions or concerns about your safety from Covid-19 or any other infectious disease, you are encouraged to contact the office.



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