



COMMUNITY JUSTICE PROJECT

May 7, 2020

SPECIAL WORKPLACE PROTECTIONS ARE IN PLACE FOR PENNSYLVANIA WORKERS DURING THE CORONAVIRUS CRISIS

On April 15, 2020, the Secretary of the Pennsylvania Department of Health issued an Executive Order requiring employers that are allowed to open or remain open to implement a range of practices to protect workers, their families, and their communities from the spread of COVID-19.

Workers whose employers are not following safe workplace rules can file a complaint with the Department of Health. Complaints can be filed anonymously.

For questions or help filing a complaint, contact the Community Justice Project.

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Under this Order, employers are required to:

- Provide masks for employees and make it a requirement to wear masks while on the work site.
- Provide employees access to regular handwashing with soap, hand sanitizer, and disinfectant wipes.
- Make sure common areas (such as break rooms, locker rooms, dining facilities, rest rooms, conference or training rooms) are cleaned on a regular basis and between shifts.
- Routinely clean and disinfect high-touch areas.
- Take significant precautions when the business has been exposed to a person who has a probable or confirmed case of COVID19. These precautions include:
 - Identifying employees who were in close contact with the infected or possibly infected person and advising them of health precautions they should take;
 - Performing temperature screening before employees enter the business at the start of work;
 - Sending employees home who have a temperature of 100.4 degrees Fahrenheit or higher.
 - Have sick employees stay home and not to return to work until the CDC criteria to discontinue home isolation are met, in consultation with health care providers and state and local health departments. (Most of these employees will be eligible for paid sick leave or Unemployment Compensation or Pandemic Unemployment Assistance in this circumstance).
- Provide sufficient space for employees to have breaks and meals while maintaining a social distance of 6 feet.
- Stagger employee break times to reduce the number of employees on break at any given time so that social distancing of at least 6 feet may be maintained, including in rest rooms.
- Limit persons in common areas (such as locker or break rooms, dining facilities, training or conference rooms rest rooms) at any one time to the number of employees that can maintain a social distance of 6 feet.
- Make sure that all employees are made aware of these required procedures by communicating them, either orally or in writing, ***in their native or preferred language***, as well as in English.

Here are some violations of the Department of Health Order that workers might see:

- Employers Not Providing or Allowing Cloth Masks
- Employees Not Allowed Regular Handwashing Breaks
- Social Distancing of 6 feet Not Being Practiced
- Business is Not Cleaning High-Touch Surfaces
- Equipment not Sanitized
- Employees Coming to Work Sick
- Not Allowed to Stay Home When Sick
- Business Does Not Have Protocol for Positive or Probable Cases
- Not Informing Workers of COVID-19 Cases
- Business Does Not Screen Employees for Symptoms
- Business Should Not Be Open per Governor's Closure Order

Community Justice Project is a nonprofit legal aid program that provides legal assistance at no cost to income-eligible clients