

From: [Levinson, Andrew - OSHA](#)
To: [Hank Bongers](#)
Subject: Fed OSHA question
Date: Friday, March 27, 2020 11:30:00 AM
Attachments: [image001.png](#)

Hank,

Are folks in your industry experiencing shortages of PPE – if so what types of PPE?

Thanks,
Andy

Andrew Levinson, MPH
Deputy Director
OSHA Standards and Guidance



www.osha.gov/safeandsound

www.osha.gov/safeandsoundweek

From: [Hank Bongers](#)
To: [Levinson, Andrew - OSHA](#)
Subject: OSHA Guidance
Date: Wednesday, April 15, 2020 2:14:45 PM

Hi Andy,

I received a notice that Food Safety Inspection Service (FSIS) said there was new OSHA guidance for the Meat and Poultry industry. I looked on the OSHA website and only found Interim Enforcement Response Plan to Protect Workers during the Coronavirus Pandemic.

Did I miss anything?

Thanks,

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: [Levinson, Andrew - OSHA](#)
To: [Hank Bongers](#)
Subject: RE: Fed OSHA question
Date: Monday, March 30, 2020 3:05:00 PM
Attachments: [image001.png](#)

Thanks Hank – folks definitely still interested in the info – we have some cross talk with the DHS CIS folks too.

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, March 30, 2020 3:03 PM
To: Levinson, Andrew - OSHA <Levinson.Andrew@dol.gov>
Subject: RE: Fed OSHA question

Hi Andy,

We sent out the request Friday and one company has responded so far. I will wait for a few more responses before sending a preliminary list.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Levinson, Andrew - OSHA [<mailto:Levinson.Andrew@dol.gov>]
Sent: Friday, March 27, 2020 10:44 AM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: RE: Fed OSHA question

Hank, maybe include your friends in egg, poultry, turkey etc. in the survey

From: Levinson, Andrew - OSHA
Sent: Friday, March 27, 2020 11:30 AM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: Fed OSHA question

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From: [Hank Bongers](#)
To: [Levinson, Andrew - OSHA](#)
Subject: RE: Fed OSHA question
Date: Friday, March 27, 2020 11:45:31 AM
Attachments: [image001.png](#)

Will do, I'll contact Matthew Spencer. He's with USPoultry.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Levinson, Andrew - OSHA [mailto:Levinson.Andrew@dol.gov]
Sent: Friday, March 27, 2020 10:44 AM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: RE: Fed OSHA question

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Sent: Friday, March 27, 2020 11:30 AM
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From: [Hank Bongers](#)
To: [Levinson, Andrew - OSHA](#)
Cc: [Mark Dopp](#)
Subject: RE: Fed OSHA question
Date: Tuesday, April 14, 2020 1:32:58 PM
Attachments: [image001.png](#)
[01 PPE and sanitation needs - Master.xlsx](#)

These are the responses I've received. I organized them on an excel spread sheet.
If any others arrive I will add them to the sheet and forward it to you.
Thank you for your assistance with helping the industry source supplies.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Levinson, Andrew - OSHA [mailto:Levinson.Andrew@dol.gov]
Sent: Tuesday, April 14, 2020 12:29 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: RE: Fed OSHA question

Yes – any information you have would be helpful Hank. I think the closure of the Smithfield plant certainly elevated this issue.

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Tuesday, April 14, 2020 10:39 AM
To: Levinson, Andrew - OSHA <Levinson.Andrew@dol.gov>
Subject: RE: Fed OSHA question

Hi Andy,
I've received a total of four responses. Is the timing still relevant? Is the amount of information relevant? I think the majority of information was sent to the USDA since the form was distributed to membership with instructions to reply to NAMI or the government.
I can send this to you if you wish.
Regards,

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Hank Bongers
Sent: Tuesday, March 31, 2020 11:35 AM

To: 'Levinson, Andrew - OSHA' <Levinson.Andrew@dol.gov>

Subject: RE: Fed OSHA question

Hi Andy,

I still only have one response. There is a company working on their information. I sent out a reminder today that time is of the essence.

I will keep you updated.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Hank Bongers

Sent: Monday, March 30, 2020 2:03 PM

To: 'Levinson, Andrew - OSHA' <Levinson.Andrew@dol.gov>

Subject: RE: Fed OSHA question

Hi Andy,

We sent out the request Friday and one company has responded so far. I will wait for a few more responses before sending a preliminary list.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

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Sent: Friday, March 27, 2020 10:44 AM

To: Hank Bongers <HBongers@meatinstitute.org>

Subject: RE: Fed OSHA question

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From: Levinson, Andrew - OSHA

Sent: Friday, March 27, 2020 11:30 AM

To: Hank Bongers <HBongers@meatinstitute.org>

Subject: Fed OSHA question

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Andrew Levinson, MPH
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From: [Mcfarlane, Brian](#)
To: [Levinson, Andrew - OSHA](#)
Subject: RE: Treatment question
Date: Tuesday, April 21, 2020 6:47:59 PM
Attachments: [image001.png](#)

We haven't found anything on this being used in the US. I don't think there are any products approved for this type of people treatment. We are investigating to see if there is any viable product or system that could be used in conjunction with all the other systems we have put in place.

Thanks
Brian

From: Levinson, Andrew - OSHA <Levinson.Andrew@dol.gov>
Sent: Tuesday, April 21, 2020 4:33 PM
To: Mcfarlane, Brian <Brian.Mcfarlane@jbssa.com>
Subject: [Ext]- RE: Treatment question

Hi Brian,

Thanks for reaching out. My first thoughts on this are for potential impact of bleach on eyes, nose, mouth. Is this likely to ruin workers clothes? Also, I suspect the main problem is going to be asymptomatic/presymptomatic transmission of COVID that the workers have themselves and carry into the plant regardless of what's on their clothes. If a worker is infected, I suspect they are likely to re-contaminate their clothing over the course of the work day. A quick search of the internet from the countries using these systems has the following articles that say they are not based on science and may harm people.

<https://www.financialexpress.com/lifestyle/health/anti-covid-19-disinfection-tunnels-may-harm-eyes-say-alkali-makers/1927289/>
<https://thefederal.com/states/south/tamil-nadu/covid-19-sodium-hypochlorite-tunnels-may-harm-humans-more-than-virus/>

Are you aware of any US companies selling this equipment? Aware of any studies of efficacy?

I suspect that OSHA, FDA and USDA would be asked about the safety of this for both workers and food safety I think we would need a little more detail on what equipment you were planning to use and your procedures and any studies on efficacy.

Best,
Andy

From: Mcfarlane, Brian <Brian.Mcfarlane@jbssa.com>
Sent: Tuesday, April 21, 2020 5:34 PM
To: Levinson, Andrew - OSHA <Levinson.Andrew@dol.gov>
Subject: RE: Treatment question

Andrew – hope all is treating you well and you are staying healthy! We are looking for an application

to treat employees as they enter our production facilities. We will employ up to ~3,000 team members per facility and would like to treat clothes, footwear, and personal belongings and they enter our facilities. There are systems like this popping up all over the world, but not sure there is any products / disinfectants that are approved for a system like this in the US. It appears that most countries are using a sodium hypochlorite solution. Any chance this would fall under some approval in the US?

<https://www.youtube.com/watch?v=WZjNtxofkXM>

<https://www.youtube.com/watch?v=b-Z31NHnKj0>

http://lenta.inform.kz/en/disinfection-tunnel-installed-at-a-supermarket-in-aktobe-city_a3632231

Thank You
Brian McFarlane
Head of Fed Beef Technical Services
(b) (6)(b) (6)
970-304-7022 w
JBS USA Food Company
1770 Promontory Circle
Greeley, CO 80634
www.jbssa.com

From: Zimdahl, Nina <Nina.Zimdahl@fda.hhs.gov>
Sent: Tuesday, April 21, 2020 2:38 PM
To: Mcfarlane, Brian <Brian.Mcfarlane@jbssa.com>
Subject: [Ext]- RE: Treatment question

Hi Brian,

After consulting with a few FDRs, we've come to the conclusion that this is more likely an OSHA and/or EPA issue.

For OSHA, I recommend reaching out to:
Andrew Levinson, MPH
Deputy Director
OSHA Standards and Guidance
202-693-2048
Levinson.andrew@dol.gov

I don't have an EPA contact readily available but can try to ID one if helpful. Please let me know.

Thank you,
Nina

From: Mcfarlane, Brian <Brian.Mcfarlane@jbssa.com>
Sent: Tuesday, April 21, 2020 2:53 PM
To: Zimdahl, Nina <Nina.Zimdahl@fda.hhs.gov>
Subject: RE: Treatment question

Excellent and thank you!

Brian

From: Zimdahl, Nina <Nina.Zimdahl@fda.hhs.gov>
Sent: Tuesday, April 21, 2020 11:53 AM
To: Mcfarlane, Brian <Brian.Mcfarlane@jbssa.com>
Subject: [Ext]- RE: Treatment question

Hi Brian,

Thanks for contacting Frank Yiannas. I'm his Special Assistant. I'm looking into this issue and will get back to you as soon as possible.

Thanks,

Nina

Nina Zimdahl

Special Assistant to the Deputy Commissioner for Food Policy and Response
Office of Food Policy and Response
U.S. Food and Drug Administration
Tel: 301-796-8142 / (b) (6)(b) (6)
Nina.Zimdahl@fda.hhs.gov



From: Mcfarlane, Brian <Brian.Mcfarlane@jbssa.com>
Sent: Tuesday, April 21, 2020 12:41 PM
To: Yiannas, Frank <Frank.Yiannas@fda.hhs.gov>; Yiannas, Frank <Frank.Yiannas@fda.hhs.gov>
Subject: Treatment question

Mr. Yiannas - I got two different email addresses from Dr. Brashears and Al Almanza, so hoping one of these is correct! Hoping you can assist me. There is a process in Brazil that employees are treated with a mist of polyhexamethylene biguanide (BHMB) as they enter processing facilities. This treatment is for a variety of bacteria and viruses as they enter their work facility.

We are looking for a similar application at our domestic facilities. Are you aware of approved product or similar treatment / application that can or is used in the US? If not, who would be a good contact at FDA that may have some insight on an approved products or processes that we could consider for a similar application here in the US?

Feel free to contact me via email or call my cell any time.

Thank You

Brian McFarlane

Head of Fed Beef Technical Services

(b) (6)(b) (6)

970-304-7022 w

JBS USA Food Company

1770 Promontory Circle

Greeley, CO 80634

www.jbsa.com

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From: [KatieRose McCullough](#)
To: [Trout, Douglas \(CDC/NIOSH/DFSE/HETAB\)](#); [Brown, Christopher K. - OSHA](#)
Cc: [Mark Dopp](#)
Subject: NAMI Follow Up Questions
Date: Wednesday, May 13, 2020 5:21:18 PM
Attachments: [image001.jpg](#)
[NAMI Questions Sent to CDC and OSHA 13May20.docx](#)

Hi Doug and Chris,

I hope you both are doing well. I have a few questions from our members as a follow up from our call on May 1. You answered these questions on the call but I want to send a report out to our members with written responses. I know you are both very busy so I drafted responses based on your feedback from the call and the CDC/OSHA guidance for the meat and poultry industry. Can you both review these responses and let me know if they are accurate? Please provide any clarification where needed.

Thank you again for all you are doing!

KR

KatieRose McCullough, PhD, MPH

Director of Scientific and Regulatory Affairs

North American Meat Institute

Office: 202.587-4249 / [\(b\) \(6\)\(b\) \(6\)](#)

Fax: 202.587-4300 / Email: kmccullough@meatinstitute.org

1150 Connecticut Ave., NW 12th Floor
Washington, D.C. 20036

NAMI-LOGO-pms187



From: [Matthew Spencer](#)
To: [Matthew Spencer](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Paul Bredwell](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Jones, Tina - OSHA](#); [Christian Richter - The Policy Group \(crichter@thepolicygroup.com\)](#); [Kalinowski, Doug - OSHA](#); [Pagan, Americo - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [dvt1@cdc.gov](#)
Subject: Questions for Webinar
Date: Wednesday, April 29, 2020 2:29:08 PM
Attachments: [image001.png](#)
[image002.png](#)
[image005.png](#)
Importance: High

Please find below the questions provided by the industry for tomorrow's 2 PM EST webinar. If you have received any additional questions that you feel are pertinent for the webinar, please share it with the group.

- One question is, can we expect to see this interim guidance turn into regulation for enforcement purposes?
- An employee has symptoms and has a test with negative results. Symptoms continue, should the employee have the test repeated?
- Employees are trained in social distancing, and workplaces have been designed to keep employees separated. However, employees on breaks and after work do not follow the social distancing guidelines. Will the company be held accountable for an employee's actions?
- What regulations must be used for redesigning or removing Air Circulation to prevent the spread of airborne or aerosolized viruses?
- How will the USDA, under the Executive Order and the authority of the Defense Production Act, with meat processing to affirm they will operate under the CDC and OSHA guidance?
- How are the CDC and OSHA working with State Plan OSHA states for the use of the guidance?
- Do companies need to document their use of the hierarchy of controls for steps to try and eliminate processes that create exposure?
- How will the Federal government provide testing materials and protective gear for employees?
- Will anyone discuss in plant ventilation and makeup air units? Suggestions for achieving a balance between airflow requirements in the facilities and CDC recommendations.
- Correlation between HIPAA laws and steps employers can take to gain knowledge of 3rd party positive employee tests for the sole purpose of managing employee exposure events.
- How do we overcome cultural socializing traditions that are putting employees at risk (Cinco de Mayo)?
- Some religious denominations believe that God will protect people/employees from harm, and therefore, there is resistance to wearing extra PPE based on religious objections. How do we enforce extra safety precautions when some employees feel it violates their religious freedoms?

Please contact me if you have any questions.

Regards,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
U.S. Poultry & Egg Association
1530 Cooledge Road
Tucker, GA 30084
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mspencer@uspoultry.org
www.uspoultry.org



From: [Brown, Christopher K. - OSHA](#)
To: [Carmen Rottenberg](#)
Cc: [KatieRose McCullough](#)
Subject: RE: Call with the meat and poultry industry
Date: Friday, May 1, 2020 9:12:00 AM

And sorry for the typo below. The call does start at 2 p.m. ET, with the pre-conference at 1:45. My mistake.

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Friday, May 1, 2020 9:00 AM
To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>
Cc: KatieRose McCullough <KMCCULLOUGH@meatinstitute.org>
Subject: Re: Call with the meat and poultry industry

This is great. Thank you!

Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

On Fri, May 1, 2020 at 8:53 AM Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov> wrote:

Hi Carmen and KatieRose,

(b) (6) from OSHA's Office of Communications will be facilitating today's call, and I wanted to share the agenda below so you know how things will progress. I included the remarks you mentioned wanting to give at the start of the call (third bullet). When we get to the pre-submitted questions, we'd like you two to "ask" those questions on the line so it's not just us droning through a list. Given the number of questions, you might pick the most significant ones so we have time for live Q&A within the hour, but I'll leave that up to you.

Agenda

- Pre-conference, 1:45 p.m. ET (all speakers/facilitator) / Call starts at 1:00 p.m. ET
- Welcome – Facilitator
- Meat stakeholders' remarks – KatieRose McCullough / Carmen Rottenberg
- Introduce speakers – Facilitator
- Overview of COVID-19 – Doug Trout, CDC/NIOSH
- Overview of joint guidance – Chris Brown, OSHA

- Additional information on worker screening, testing recommendations – Doug Trout, CDC/NIOSH
- Q&A from pre-submitted questions - KatieRose McCullough / Carmen Rottenberg
- Q&A from participants – Facilitator + Operator
- Conclusion – Facilitator

Thanks, and let me know if you have any concerns before the call.

Chris

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>

Sent: Thursday, April 30, 2020 5:16 PM

To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>

Cc: KatieRose McCullough <KMcCullough@meatinstitute.org>

Subject: Re: Call with the meat and poultry industry

Thanks for your patience, Dr. Brown.

Dr. McCullough and I will be on the speaker line tomorrow. After opening comments from OSHA/CDC, she will take a minute to thank both Agencies, on behalf of the industry, before the presentation begins.

Talk to you tomorrow!

Carmen

Sent from my iPhone

On Apr 30, 2020, at 5:06 PM, Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov> wrote:

Thanks very much! Confirming receipt.

From: KatieRose McCullough <KMcCullough@meatinstitute.org>

Sent: Thursday, April 30, 2020 4:33 PM

To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; Carmen Rottenberg

<carmen.rottenberg@groundswellstrat.com>

Subject: Re: Call with the meat and poultry industry

Hi Chris,

The list of questions for tomorrow are attached. We placed the categories in order of priority. Additionally, questions in green are low priority and we prefer you save those to the end in case we run low on time. Thank you!

KR

From: KatieRose McCullough <KMcCullough@meatinstitute.org>
Date: Thursday, April 30, 2020 at 4:18 PM
To: "Brown, Christopher K. - OSHA" <Brown.Christopher.K@dol.gov>, Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Subject: Re: Call with the meat and poultry industry

Hi Chris,

I am finalizing the questions now. I apologize for the delay. Carmen and I will have them to you within the hour. Thank you for hosting a call with us! We are looking forward to it.

KR

KatieRose McCullough PhD, MPH

Director of Scientific and Regulatory Affairs

North American Meat Institute

Office: 202.587-4249 / (b) (6)(b) (6)

Fax: 202.587-4300 / Email: kmccullough@meatinstitute.org

1150 Connecticut Ave., NW 12th Floor

Washington, D.C. 20036

<image001.jpg>

From: "Brown, Christopher K. - OSHA" <Brown.Christopher.K@dol.gov>
Date: Thursday, April 30, 2020 at 4:16 PM
To: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Cc: KatieRose McCullough <KMcCullough@meatinstitute.org>
Subject: RE: Call with the meat and poultry industry

Hi Carmen,

Just circling back on our conversation from this morning. Have you been able to finish combing through the questions? It might be most helpful for us to have things where they stand so we have time to read through them ahead of the call.

Chris

From: Brown, Christopher K. - OSHA
Sent: Wednesday, April 29, 2020 10:59 AM
To: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Cc: (b) (6) (CDC/NIOSH/DSR) (b) (6) @cdc.gov; (b) (6) (CDC/NIOSH/OD) (b) (6) @cdc.gov; Trout, Douglas (CDC/NIOSH/DFSE/HETAB)

(b) (6)(b) (6) ; Mobley, Amy (CDC/NIOSH/DFSE/HIB) <(b) (6)(b) (6)>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; KatieRose McCullough <KMcCullough@meatinstitute.org>

Subject: RE: Call with the meat and poultry industry

Thanks. Let us coordinate internally on the time slot and we'll be in touch soon.

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Wednesday, April 29, 2020 9:46 AM
To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>
Cc: (b) (6) (CDC/NIOSH/DSR) <[\(b\)\(6\)@cdc.gov](mailto:(b)(6)@cdc.gov)>; (b) (6) (CDC/NIOSH/OD) <[\(b\)\(6\)@cdc.gov](mailto:(b)(6)@cdc.gov)>; Trout, Douglas (CDC/NIOSH/DFSE/HETAB) (b) (6)(b) (6); Mobley, Amy (CDC/NIOSH/DFSE/HIB) (b) (6)(b) (6); Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; KatieRose McCullough <KMcCullough@meatinstitute.org>
Subject: Re: Call with the meat and poultry industry

Good morning! We anticipate that there will be 200-300 people on the call. We're open to almost anytime Thursday or Friday (4/30 or 5/1). The only time that does NOT work for the meat industry is 11:00a.m-12:00pm on Friday. We've asked members to get their questions in by COB today. We'll consolidate that list and aim to get it to you by this evening.

As soon as you identify a time and call-in info, please let me know so that I can disseminate it.

Thanks again!!

Carmen

Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

On Tue, Apr 28, 2020 at 5:12 PM Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com> wrote:

Dr. Brown,

Thanks for getting back to me so quickly!

We'd prefer that you host the meeting and provide the call-in number. We are working on the estimated number of people who are likely to join, as well as polling members for additional questions.

I'd like to aim for Thursday or Friday for the call. Are you available to

connect for a few minutes tomorrow morning to further discuss?

Thanks again!

Carmen

Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

On Tue, Apr 28, 2020 at 3:59 PM Brown, Christopher K. - OSHA
<Brown.Christopher.K@dol.gov> wrote:

Good afternoon, Ms. Rottenberg:

Thank you for contacting OSHA and NIOSH about the meat and poultry guidance. Our agencies are working to identify the right staff to speak with the NAMI group. In the meantime, a few logistical items we hope you can help with:

- Would you like to set-up a call line or would you prefer us to do this? We can do either; just let us know what works best.
- Do you have an idea of the number of participants who will join the planned call?
- Could you give us some proposed times tomorrow, Thursday, and Friday?
- I see you initially suggested the four questions at the bottom of this message. Would it be possible for you to come up with a more complete list of questions you'll want to ask and have answered during the call? This will help make sure we have the right subject matter experts to talk with your group.

Thanks very much,
Chris

--

Christopher K. Brown, PhD, MPH, CPH
Special Assistant
Office of the Assistant Secretary
Occupational Safety & Health Administration (OSHA)
U.S. Department of Labor
Direct: 202-693-2368
brown.christopher.k@dol.gov

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Tuesday, April 28, 2020 2:21 PM

To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; (b) (6)
(CDC/NIOSH/DSR) < [\(b\)\(6\)@cdc.gov](mailto:(b)(6)@cdc.gov)>; (b) (6) (CDC/NIOSH/OD) < [\(b\)\(6\)@cdc.gov](mailto:(b)(6)@cdc.gov)>
Subject: Call with the meat and poultry industry

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Please let me know what you need from me to get this set up. Thank you!

Carmen

Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

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Sent: Tuesday, April 28, 2020 1:31 PM
To: Delaney, Lisa (CDC/NIOSH/OD) <(b) (6)(b) (6)>
Cc: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; (b) (6) (CDC/NIOSH/DSR) < [\(b\)\(6\)@cdc.gov](mailto:(b)(6)@cdc.gov)>; (b) (6) (CDC/NIOSH/OD) < [\(b\)\(6\)@cdc.gov](mailto:(b)(6)@cdc.gov)>
Subject: Re: Request for tele-com meeting

Thanks Lisa! I'll reach out to them.

Loren, is there someone from your comms team that I include in my follow-up, as well?

Thanks again!
Carmen

Sent from my iPhone

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Hi Carmen,

NIOSH would also be available to present. I am looping in my communications folks ((b) (6)) as your initial point of contact to assist with this request.

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<Sweatt.Loren.E@dol.gov>

Subject: Request for tele-com meeting

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Managing Director

Groundswell Strategy

[202-679-2483](tel:202-679-2483)

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From: [Carmen Rottenberg](#)
To: [Brown, Christopher K. - OSHA](#)
Cc: [KatieRose McCullough](#)
Subject: Re: Call with the meat and poultry industry
Date: Friday, May 1, 2020 12:30:46 PM

OK, thanks!

Sent from my iPhone

On May 1, 2020, at 12:29 PM, Brown, Christopher K. - OSHA
<Brown.Christopher.K@dol.gov> wrote:

We were told the line was sufficient for 300, so I don't think that will be a problem. We do not have a recording function on the line, though.

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Friday, May 1, 2020 12:28 PM
To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>
Cc: KatieRose McCullough <KMcCullough@meatinstitute.org>
Subject: Re: Call with the meat and poultry industry

Chris, is it possible to record today's call? We have some members who might not be able to make it, but would listen at a later time.

Also, will the call be able to accommodate up to 300 people? There's been a ton of interest in the call.

Thanks again!
Carmen

Sent from my iPhone

On May 1, 2020, at 8:53 AM, Brown, Christopher K. - OSHA
<Brown.Christopher.K@dol.gov> wrote:

Hi Carmen and KatieRose,

(b) (6) from OSHA's Office of Communications will be facilitating today's call, and I wanted to share the agenda below so you know how things will progress. I included the remarks you mentioned wanting to give at the start of the call (third bullet). When we get to the pre-submitted questions, we'd like you two to "ask" those questions on the line so it's not just us droning through a list. Given the number of questions, you might pick the most significant ones so we have time for live Q&A within the hour, but I'll leave that up to you.

Agenda

```
<!--[if !supportLists]-->●  <!--[endif]-->Pre-conference, 1:45 p.m. ET (all  
speakers/facilitator) / Call starts at 1:00 p.m. ET  
<!--[if !supportLists]-->●  <!--[endif]-->Welcome – Facilitator  
<!--[if !supportLists]-->●  <!--[endif]-->Meat stakeholders' remarks – KatieRose
```

McCullough / Carmen Rottenberg

<!--[if !supportLists]-->● <!--[endif]-->Introduce speakers – Facilitator

<!--[if !supportLists]-->● <!--[endif]-->Overview of COVID-19 – Doug Trout,
CDC/NIOSH

<!--[if !supportLists]-->● <!--[endif]-->Overview of joint guidance – Chris Brown,
OSHA

<!--[if !supportLists]-->● <!--[endif]-->Additional information on worker screening,
testing recommendations – Doug Trout, CDC/NIOSH

<!--[if !supportLists]-->● <!--[endif]-->Q&A from pre-submitted questions -
KatieRose McCullough / Carmen Rottenberg

<!--[if !supportLists]-->● <!--[endif]-->Q&A from participants – Facilitator +
Operator

<!--[if !supportLists]-->● <!--[endif]-->Conclusion – Facilitator

Thanks, and let me know if you have any concerns before the call.

Chris

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Sent: Thursday, April 30, 2020 5:16 PM

To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>

Cc: KatieRose McCullough <KMcCullough@meatinstitute.org>

Subject: Re: Call with the meat and poultry industry

Thanks for your patience, Dr. Brown.

Dr. McCullough and I will be on the speaker line tomorrow. After opening comments from OSHA/CDC, she will take a minute to thank both Agencies, on behalf of the industry, before the presentation begins.

Talk to you tomorrow!

Carmen

Sent from my iPhone

On Apr 30, 2020, at 5:06 PM, Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov> wrote:

Thanks very much! Confirming receipt.

From: KatieRose McCullough <KMcCullough@meatinstitute.org>

Sent: Thursday, April 30, 2020 4:33 PM

To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>

Subject: Re: Call with the meat and poultry industry

Hi Chris,

The list of questions for tomorrow are attached. We placed the categories in

order of priority. Additionally, questions in green are low priority and we prefer you save those to the end in case we run low on time. Thank you!

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<Brown.Christopher.K@dol.gov>, Carmen Rottenberg
<carmen.rottenberg@groundswellstrat.com>
Subject: Re: Call with the meat and poultry industry

Hi Chris,

I am finalizing the questions now. I apologize for the delay. Carmen and I will have them to you within the hour. Thank you for hosting a call with us! We are looking forward to it.

KR

KatieRose McCullough PhD, MPH
Director of Scientific and Regulatory Affairs
North American Meat Institute
Office: 202.587-4249 / (b) (6)(b) (6)
Fax: 202.587-4300 / Email: kmccullough@meatinstitute.org
1150 Connecticut Ave., NW 12th Floor
Washington, D.C. 20036

<image001.jpg>

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Date: Thursday, April 30, 2020 at 4:16 PM
To: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
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Subject: RE: Call with the meat and poultry industry

Hi Carmen,

Just circling back on our conversation from this morning. Have you been able to finish combing through the questions? It might be most helpful for us to have things where they stand so we have time to read through them ahead of the call.

Chris

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Sent: Wednesday, April 29, 2020 10:59 AM
To: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Cc: (b) (6) (CDC/NIOSH/DSR) (b) (6) @cdc.gov; (b) (6)

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<Meilinger.Francis2@dol.gov>; KatieRose McCullough
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Subject: RE: Call with the meat and poultry industry

Thanks. Let us coordinate internally on the time slot and we'll be in touch soon.

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Subject: Re: Call with the meat and poultry industry

Good morning! We anticipate that there will be 200-300 people on the call. We're open to almost anytime Thursday or Friday (4/30 or 5/1). The only time that does NOT work for the meat industry is 11:00a.m-12:00pm on Friday. We've asked members to get their questions in by COB today. We'll consolidate that list and aim to get it to you by this evening.

As soon as you identify a time and call-in info, please let me know so that I can disseminate it.

Thanks again!!

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Managing Director
Groundswell Strategy
202-679-2483

On Tue, Apr 28, 2020 at 5:12 PM Carmen Rottenberg
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Dr. Brown,

Thanks for getting back to me so quickly!

We'd prefer that you host the meeting and provide the call-in number. We are working on the estimated number of people who are likely to join, as well as polling members for additional questions.

I'd like to aim for Thursday or Friday for the call. Are you available to connect for a few minutes tomorrow morning to further discuss?

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- Would you like to set-up a call line or would you prefer us to do this? We can do either; just let us know what works best.
- Do you have an idea of the number of participants who will join the planned call?
- Could you give us some proposed times tomorrow, Thursday, and Friday?
- I see you initially suggested the four questions at the bottom of this message. Would it be possible for you to come up with a more complete list of questions you'll want to ask and have answered during the call? This will help make sure we have the right subject matter experts to talk with your group.

Thanks very much,
Chris

--

Christopher K. Brown, PhD, MPH, CPH
Special Assistant
Office of the Assistant Secretary
Occupational Safety & Health Administration (OSHA)
U.S. Department of Labor
Direct: 202-693-2368
brown.christopher.k@dol.gov

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Subject: Re: Request for tele-com meeting

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To: [Carmen Rottenberg](#)
Cc: [KatieRose McCullough](#)
Subject: RE: Call with the meat and poultry industry
Date: Friday, May 1, 2020 8:52:00 AM

Hi Carmen and KatieRose,

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- Meat stakeholders' remarks – KatieRose McCullough / Carmen Rottenberg
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- Q&A from pre-submitted questions - KatieRose McCullough / Carmen Rottenberg
- Q&A from participants – Facilitator + Operator
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KatieRose McCullough PhD, MPH

Director of Scientific and Regulatory Affairs

North American Meat Institute

Office: 202.587-4249 / (b) (6)(b) (6)

Fax: 202.587-4300 / Email: kmccullough@meatinstitute.org

1150 Connecticut Ave., NW 12th Floor
Washington, D.C. 20036

<image001.jpg>

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Thanks very much,

Chris

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Christopher K. Brown, PhD, MPH, CPH

Special Assistant

Office of the Assistant Secretary

Occupational Safety & Health Administration (OSHA)

U.S. Department of Labor

Direct: 202-693-2368

brown.christopher.k@dol.gov

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>

Sent: Tuesday, April 28, 2020 2:21 PM

To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; (b) (6) (CDC/NIOSH/DSR) (b) (6) @cdc.gov>; (b) (6) (CDC/NIOSH/OD) <(b) (6) @cdc.gov>

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202-679-2483

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To: [KatieRose McCullough](#); [Carmen Rottenberg](#)
Subject: RE: Call with the meat and poultry industry
Date: Thursday, April 30, 2020 5:06:00 PM
Attachments: [image001.jpg](#)

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Office: 202.587-4249 / (b) (6)(b) (6)
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1150 Connecticut Ave., NW 12th Floor
Washington, D.C. 20036



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From: [Carmen Rottenberg](#)
To: [Brown, Christopher K. - OSHA](#)
Cc: [KatieRose McCullough](#)
Subject: Re: Call with the meat and poultry industry
Date: Friday, May 1, 2020 12:28:08 PM

Chris, is it possible to record today's call? We have some members who might not be able to make it, but would listen at a later time.

Also, will the call be able to accommodate up to 300 people? There's been a ton of interest in the call.

Thanks again!
Carmen

Sent from my iPhone

On May 1, 2020, at 8:53 AM, Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov> wrote:

Hi Carmen and KatieRose,

(b) (6) from OSHA's Office of Communications will be facilitating today's call, and I wanted to share the agenda below so you know how things will progress. I included the remarks you mentioned wanting to give at the start of the call (third bullet). When we get to the pre-submitted questions, we'd like you two to "ask" those questions on the line so it's not just us droning through a list. Given the number of questions, you might pick the most significant ones so we have time for live Q&A within the hour, but I'll leave that up to you.

Agenda

<!--[if !supportLists]-->● <!--[endif]-->Pre-conference, 1:45 p.m. ET (all speakers/facilitator) / Call starts at 1:00 p.m. ET
<!--[if !supportLists]-->● <!--[endif]-->Welcome – Facilitator
<!--[if !supportLists]-->● <!--[endif]-->Meat stakeholders' remarks – KatieRose McCullough / Carmen Rottenberg
<!--[if !supportLists]-->● <!--[endif]-->Introduce speakers – Facilitator
<!--[if !supportLists]-->● <!--[endif]-->Overview of COVID-19 – Doug Trout, CDC/NIOSH
<!--[if !supportLists]-->● <!--[endif]-->Overview of joint guidance – Chris Brown, OSHA
<!--[if !supportLists]-->● <!--[endif]-->Additional information on worker screening, testing recommendations – Doug Trout, CDC/NIOSH
<!--[if !supportLists]-->● <!--[endif]-->Q&A from pre-submitted questions - KatieRose McCullough / Carmen Rottenberg
<!--[if !supportLists]-->● <!--[endif]-->Q&A from participants – Facilitator + Operator
<!--[if !supportLists]-->● <!--[endif]-->Conclusion – Facilitator

Thanks, and let me know if you have any concerns before the call.

Chris

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To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>
Cc: KatieRose McCullough <KMcCullough@meatinstitute.org>
Subject: Re: Call with the meat and poultry industry

Thanks for your patience, Dr. Brown.

Dr. McCullough and I will be on the speaker line tomorrow. After opening comments from OSHA/CDC, she will take a minute to thank both Agencies, on behalf of the industry, before the presentation begins.

Talk to you tomorrow!

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To: Delaney, Lisa (CDC/NIOSH/OD) (b) (6)(b) (6)
Cc: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; (b) (6) (CDC/NIOSH/DSR) (b) (6) @cdc.gov; (b) (6) (CDC/NIOSH/OD) (b) (6) @cdc.gov
Subject: Re: Request for tele-com meeting

Thanks Lisa! I'll reach out to them.

Loren, is there someone from your comms team that I include in my follow-up, as well?

Thanks again!
Carmen

Sent from my iPhone

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Hi Carmen,

NIOSH would also be available to present. I am looping in my communications folks ((b) (6)) as your initial point of contact to assist with this request.

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Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

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[202-679-2483](tel:202-679-2483)

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From: [Carmen Rottenberg](#)
To: [Brown, Christopher K. - OSHA](#)
Cc: [KatieRose McCullough](#)
Subject: Re: Call with the meat and poultry industry
Date: Friday, May 1, 2020 9:01:11 AM

This is great. Thank you!

Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

On Fri, May 1, 2020 at 8:53 AM Brown, Christopher K. - OSHA
<Brown.Christopher.K@dol.gov> wrote:

Hi Carmen and KatieRose,

(b) (6) from OSHA's Office of Communications will be facilitating today's call, and I wanted to share the agenda below so you know how things will progress. I included the remarks you mentioned wanting to give at the start of the call (third bullet). When we get to the pre-submitted questions, we'd like you two to "ask" those questions on the line so it's not just us droning through a list. Given the number of questions, you might pick the most significant ones so we have time for live Q&A within the hour, but I'll leave that up to you.

Agenda

- Pre-conference, 1:45 p.m. ET (all speakers/facilitator) / Call starts at 1:00 p.m. ET
- Welcome – Facilitator
- Meat stakeholders' remarks – KatieRose McCullough / Carmen Rottenberg
- Introduce speakers – Facilitator
- Overview of COVID-19 – Doug Trout, CDC/NIOSH
- Overview of joint guidance – Chris Brown, OSHA
- Additional information on worker screening, testing recommendations – Doug Trout, CDC/NIOSH
- Q&A from pre-submitted questions - KatieRose McCullough / Carmen Rottenberg
- Q&A from participants – Facilitator + Operator

- Conclusion – Facilitator

Thanks, and let me know if you have any concerns before the call.

Chris

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Thursday, April 30, 2020 5:16 PM
To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>
Cc: KatieRose McCullough <KMcCullough@meatinstitute.org>
Subject: Re: Call with the meat and poultry industry

Thanks for your patience, Dr. Brown.

Dr. McCullough and I will be on the speaker line tomorrow. After opening comments from OSHA/CDC, she will take a minute to thank both Agencies, on behalf of the industry, before the presentation begins.

Talk to you tomorrow!

Carmen

Sent from my iPhone

On Apr 30, 2020, at 5:06 PM, Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov> wrote:

Thanks very much! Confirming receipt.

From: KatieRose McCullough <KMcCullough@meatinstitute.org>
Sent: Thursday, April 30, 2020 4:33 PM
To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Subject: Re: Call with the meat and poultry industry

Hi Chris,

The list of questions for tomorrow are attached. We placed the categories in order of priority. Additionally, questions in green are low priority and we prefer you save those to the end in case we run low on time. Thank you!

KR

From: KatieRose McCullough <KMcCullough@meatinstitute.org>
Date: Thursday, April 30, 2020 at 4:18 PM
To: "Brown, Christopher K. - OSHA" <Brown.Christopher.K@dol.gov>, Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Subject: Re: Call with the meat and poultry industry

Hi Chris,

I am finalizing the questions now. I apologize for the delay. Carmen and I will have them to you within the hour. Thank you for hosting a call with us! We are looking forward to it.

KR

KatieRose McCullough PhD, MPH

Director of Scientific and Regulatory Affairs

North American Meat Institute

Office: 202.587-4249 / (b) (6)(b) (6)

Fax: 202.587-4300 / Email: kmccullough@meatinstitute.org

1150 Connecticut Ave., NW 12th Floor

Washington, D.C. 20036

<image001.jpg>

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Cc: (b) (6) (CDC/NIOSH/DSR) (b) (6) @cdc.gov, (b) (6)

(CDC/NIOSH/OD) <(b) (6) @cdc.gov>; Trout, Douglas (CDC/NIOSH/DFSE/HETAB)

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Francis - OSHA <Meilinger.Francis2@dol.gov>; KatieRose McCullough

<KMcCullough@meatinstitute.org>

Subject: RE: Call with the meat and poultry industry

Thanks. Let us coordinate internally on the time slot and we'll be in touch soon.

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Wednesday, April 29, 2020 9:46 AM
To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>
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As soon as you identify a time and call-in info, please let me know so that I can disseminate it.

Thanks again!!

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Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

On Tue, Apr 28, 2020 at 5:12 PM Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com> wrote:

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We'd prefer that you host the meeting and provide the call-in number. We are working on the estimated number of people who are likely to join, as well as polling members for additional questions.

I'd like to aim for Thursday or Friday for the call. Are you available to connect for a few minutes tomorrow morning to further discuss?

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Managing Director

Groundswell Strategy

202-679-2483

On Tue, Apr 28, 2020 at 3:59 PM Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov> wrote:

Good afternoon, Ms. Rottenberg:

Thank you for contacting OSHA and NIOSH about the meat and poultry guidance. Our agencies are working to identify the right staff to speak with the NAMI group. In the meantime, a few logistical items we hope you can help with:

- Would you like to set-up a call line or would you prefer us to do this? We can do either; just let us know what works best.
- Do you have an idea of the number of participants who will join the planned call?
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- I see you initially suggested the four questions at the bottom of this message. Would it be possible for you to come up with a more complete list of questions you'll want to ask and have answered during the call? This will help make sure we have the right subject matter experts to talk with your group.

Thanks very much,

Chris

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Christopher K. Brown, PhD, MPH, CPH

Special Assistant

Office of the Assistant Secretary
Occupational Safety & Health Administration (OSHA)

U.S. Department of Labor

Direct: 202-693-2368

brown.christopher.k@dol.gov

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Service. I left government mid-March to start up a new consulting firm, and as you can imagine, it's been a very hectic time for the meat industry over the past several weeks.

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Please let me know what you need from me to get this set up. Thank you!

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202-679-2483

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Cc: [KatieRose McCullough](#)
Subject: Re: Call with the meat and poultry industry
Date: Thursday, April 30, 2020 5:16:43 PM

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KatieRose McCullough PhD, MPH

Director of Scientific and Regulatory Affairs

North American Meat Institute

Office: 202.587-4249 **(b) (6)(b) (6)**

Fax: 202.587-4300 / Email: kmccullough@meatinstitute.org

1150 Connecticut Ave., NW 12th Floor

Washington, D.C. 20036

<image001.jpg>

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Christopher K. Brown, PhD, MPH, CPH

Special Assistant

Office of the Assistant Secretary

Occupational Safety & Health Administration (OSHA)

U.S. Department of Labor

Direct: 202-693-2368

brown.christopher.k@dol.gov

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Sent: Tuesday, April 28, 2020 7:58 AM
To: (b) (6)(b) (6)(b) (6) Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>
Subject: Request for tele-com meeting

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Managing Director
Groundswell Strategy
[202-679-2483](tel:202-679-2483)

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From: [KatieRose McCullough](#)
To: [Brown, Christopher K. - OSHA](#); [Carmen Rottenberg](#)
Subject: Re: Call with the meat and poultry industry
Date: Thursday, April 30, 2020 4:34:01 PM
Attachments: [image001.jpg](#)
[Questions CDCOSHA.docx](#)

Hi Chris,

The list of questions for tomorrow are attached. We placed the categories in order of priority. Additionally, questions in green are low priority and we prefer you save those to the end in case we run low on time. Thank you!

KR

From: KatieRose McCullough <KMcCullough@meatinstitute.org>
Date: Thursday, April 30, 2020 at 4:18 PM
To: "Brown, Christopher K. - OSHA" <Brown.Christopher.K@dol.gov>, Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Subject: Re: Call with the meat and poultry industry

Hi Chris,

I am finalizing the questions now. I apologize for the delay. Carmen and I will have them to you within the hour. Thank you for hosting a call with us! We are looking forward to it.

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KatieRose McCullough PhD, MPH
Director of Scientific and Regulatory Affairs
North American Meat Institute
Office: 202.587-4249 / (b) (6)(b) (6)
Fax: 202.587-4300 / Email: kmccullough@meatinstitute.org
1150 Connecticut Ave., NW 12th Floor
Washington, D.C. 20036

NAMI-LOGO-pms187



From: "Brown, Christopher K. - OSHA" <Brown.Christopher.K@dol.gov>
Date: Thursday, April 30, 2020 at 4:16 PM
To: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>

Cc: KatieRose McCullough <KMcCullough@meatinstitute.org>
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Cc: (b) (6) (CDC/NIOSH/DSR) (b) (6)@cdc.gov; (b) (6) (CDC/NIOSH/OD) (b) (6)@cdc.gov; Trout, Douglas (CDC/NIOSH/DFSE/HETAB) <(b) (6)(b) (6)>; Mobley, Amy (CDC/NIOSH/DFSE/HIB) <(b) (6)(b) (6)>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; KatieRose McCullough <KMcCullough@meatinstitute.org>
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To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>
Cc: (b) (6) (CDC/NIOSH/DSR) (b) (6)4@cdc.gov; (b) (6) (CDC/NIOSH/OD) (b) (6)@cdc.gov; Trout, Douglas (CDC/NIOSH/DFSE/HETAB) (b) (6)(b) (6)>; Mobley, Amy (CDC/NIOSH/DFSE/HIB) (b) (6)(b) (6) Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; KatieRose McCullough <KMcCullough@meatinstitute.org>
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Managing Director
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Christopher K. Brown, PhD, MPH, CPH

Special Assistant

Office of the Assistant Secretary

Occupational Safety & Health Administration (OSHA)

U.S. Department of Labor

Direct: 202-693-2368

brown.christopher.k@dol.gov

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To: Delaney, Lisa (CDC/NIOSH/OD) (b) (6)(b) (6)
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From: [KatieRose McCullough](#)
To: [Brown, Christopher K. - OSHA](#); [Carmen Rottenberg](#)
Subject: Re: Call with the meat and poultry industry
Date: Thursday, April 30, 2020 4:19:07 PM
Attachments: [image001.jpg](#)

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KatieRose McCullough PhD, MPH

Director of Scientific and Regulatory Affairs

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Special Assistant
Office of the Assistant Secretary
Occupational Safety & Health Administration (OSHA)
U.S. Department of Labor
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brown.christopher.k@dol.gov

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[\(CDC/NIOSH/DFSE/HETAB\)](#); [Mobley, Amy \(CDC/NIOSH/DFSE/HIB\)](#); [Meilinger, Francis - OSHA](#); [KatieRose McCullough](#)
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Date: Wednesday, April 29, 2020 9:47:12 AM

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Best,

Lisa

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Tuesday, April 28, 2020 9:19 AM
To: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>
Cc: Delaney, Lisa (CDC/NIOSH/OD) (b) (6)(b) (6)

Subject: Re: Request for tele-com meeting

Loren, the following questions were developed internally by NAMI. I'm sure other producer groups may have questions as well, but here are some initial questions folks had.

1. Given that there is community spread occurring across the country, if the CDC/DOL guidance is followed by the meat and poultry industry, should plants be safe to operate?
2. CDC has recognized that meat and poultry establishments are a part of critical infrastructure. How important is the DOL/CDC guidance for the state and local public health authorities to utilize to keep establishments open and operating safely?
3. In many establishments, it is very difficult or impossible for employees to maintain a distance of 6 feet apart at all times. Does the use of PPE and physical barriers reduce the risk of spread and therefore should allow for continued operation?
4. CDC has referenced its plan to publish decision trees to assist industries with reopening plans. When will these decision trees be released and what industries will they target?

Carmen

Carmen M. Rottenberg

Managing Director

Groundswell Strategy

202-679-2483

On Tue, Apr 28, 2020 at 8:26 AM Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov> wrote:

| OSHA is open to doing this, but we're wondering if you could share your questions.

That way we can determine the best format for this request. Thanks.

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Tuesday, April 28, 2020 7:58 AM
To: ((b) (6)(b) (6)(b) (6)) Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>
Subject: Request for tele-com meeting

Good morning, Lisa and Loren! I'm doing some work for the Meat Institute as they navigate through the COVID-19 pandemic.

We've reviewed the joint CDC and OSHA interim guidance for meat and poultry packing industry, and would like to schedule a follow up call with CDC and OSHA to allow producers the opportunity to ask clarifying questions.

Would you be willing to host a call this week specifically for the meat and poultry industry? It would be great to have you walk through the document and then take questions, which could be submitted in advance.

Thanks!
Carmen

Carmen M. Rottenberg
Managing Director
Groundswell Strategy
[202-679-2483](tel:202-679-2483)

From: [Carmen Rottenberg](#)
To: [Brown, Christopher K. - OSHA](#)
Cc: (b) (6) [Trout, Douglas](#)
[\(CDC/NIOSH/DFSE/HETAB\)](#); [Mobley, Amy \(CDC/NIOSH/DFSE/HIB\)](#); [Mellinger, Francis - OSHA](#); [KatieRose McCullough](#)
Subject: Re: Call with the meat and poultry industry
Date: Tuesday, April 28, 2020 5:13:08 PM

Dr. Brown,

Thanks for getting back to me so quickly!

We'd prefer that you host the meeting and provide the call-in number. We are working on the estimated number of people who are likely to join, as well as polling members for additional questions.

I'd like to aim for Thursday or Friday for the call. Are you available to connect for a few minutes tomorrow morning to further discuss?

Thanks again!

Carmen

Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

On Tue, Apr 28, 2020 at 3:59 PM Brown, Christopher K. - OSHA
<Brown.Christopher.K@dol.gov> wrote:

Good afternoon, Ms. Rottenberg:

Thank you for contacting OSHA and NIOSH about the meat and poultry guidance. Our agencies are working to identify the right staff to speak with the NAMI group. In the meantime, a few logistical items we hope you can help with:

- Would you like to set-up a call line or would you prefer us to do this? We can do either; just let us know what works best.
- Do you have an idea of the number of participants who will join the planned call?
- Could you give us some proposed times tomorrow, Thursday, and Friday?
- I see you initially suggested the four questions at the bottom of this message. Would it be

possible for you to come up with a more complete list of questions you'll want to ask and have answered during the call? This will help make sure we have the right subject matter experts to talk with your group.

Thanks very much,

Chris

--

Christopher K. Brown, PhD, MPH, CPH

Special Assistant

Office of the Assistant Secretary
Occupational Safety & Health Administration (OSHA)

U.S. Department of Labor

Direct: 202-693-2368

brown.christopher.k@dol.gov

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>

Sent: Tuesday, April 28, 2020 2:21 PM

To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; (b) (6) (CDC/NIOSH/DSR)

(b) (6) @cdc.gov; (b) (6) (CDC/NIOSH/OD)(b) (6) @cdc.gov

Subject: Call with the meat and poultry industry

Good afternoon! I've recently been retained by the North American Meat Institute to assist the meat industry in navigating some of the many challenges resulting from the COVID-19 pandemic. Up until last month, I was the Administrator of USDA's Food Safety Inspection Service. I left government mid-March to start up a new consulting firm, and as you can imagine, it's been a very hectic time for the meat industry over the past several weeks.

Having worked with many state and local public health partners as a federal government employee, I know how committed they are to ensuring the health of their communities. I'm appreciative that CDC and DOL worked together on the meatpacker specific interim guidance that was published on Sunday, and as you can see in the email string, I'm hoping that CDC-NIOSH and DOL-OSHA will host a joint call for the producer groups and their members (the meat and poultry packers) to attend. I'd be happy to assemble questions ahead of the meeting and get them to you.

Please let me know what you need from me to get this set up. Thank you!

Carmen

Carmen M. Rottenberg

Managing Director

Groundswell Strategy

202-679-2483

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>

Sent: Tuesday, April 28, 2020 1:31 PM

To: Delaney, Lisa (CDC/NIOSH/OD) (b) (6)(b) (6)

Cc: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; (b) (6) (CDC/NIOSH/DSR)

<(b) (6) @cdc.gov>; (b) (6) (CDC/NIOSH/OD) (b) (6) @cdc.gov>

Subject: Re: Request for tele-com meeting

Thanks Lisa! I'll reach out to them.

Loren, is there someone from your comms team that I include in my follow-up, as well?

Thanks again!

Carmen

Sent from my iPhone

On Apr 28, 2020, at 1:25 PM, Delaney, Lisa (CDC/NIOSH/OD) (b) (6)(b) (6) > wrote:

Hi Carmen,

NIOSH would also be available to present. I am looping in my communications folks (b) (6) as your initial point of contact to assist with this request.

Best,

Lisa

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Tuesday, April 28, 2020 9:19 AM
To: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>
Cc: Delaney, Lisa (CDC/NIOSH/OD) (b) (6)(b) (6) >
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Thanks!
Carmen

Carmen M. Rottenberg

Managing Director

Groundswell Strategy

[202-679-2483](tel:202-679-2483)

From: [KatieRose McCullough](#)
To: [Trout, Douglas \(CDC/NIOSH/DFSE/HETAB\)](#); [Brown, Christopher K. - OSHA](#)
Cc: [Mark Dopp](#); [Carmen Rottenberg](#)
Subject: RE: NAMI Follow Up Questions
Date: Thursday, May 14, 2020 8:33:45 AM
Attachments: [image001.jpg](#)

Excellent. Thank you both. I will send you a final copy of the memo we send out to our member with this information as an FYI.

From: Trout, Douglas (CDC/NIOSH/DFSE/HETAB) (b) (6)(b) (6)
Sent: Thursday, May 14, 2020 8:20 AM
To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; KatieRose McCullough <KMcCullough@meatinstitute.org>
Cc: Mark Dopp <mdopp@meatinstitute.org>; Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Subject: RE: NAMI Follow Up Questions

OK with me as well, thanks

Doug

(b) (6)

From: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>
Sent: Thursday, May 14, 2020 8:18 AM
To: KatieRose McCullough <KMcCullough@meatinstitute.org>
Cc: Mark Dopp <mdopp@meatinstitute.org>; Trout, Douglas (CDC/NIOSH/DFSE/HETAB) (b) (6)(b) (6); Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Subject: RE: NAMI Follow Up Questions

That change is fine with me.

From: KatieRose McCullough <KMcCullough@meatinstitute.org>
Sent: Wednesday, May 13, 2020 9:23 PM
To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>
Cc: Mark Dopp <mdopp@meatinstitute.org>; Trout, Douglas (CDC/NIOSH/DFSE/HETAB) (b) (6)(b) (6); Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
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Thank you both! These responses are great! Thanks for getting back to me so quickly.

If you develop an FAQ, *which we think would be VERY beneficial*, please use these questions and responses. We want our communications to the industry to match what you say.

There is only one bit of follow up I think will be helpful. We have a lot establishments concerned about community spread (in addition to anything inside the establishment) that is outside of their

control (especially as things start to open up) and want to know how this effects them. Are you comfortable with the addition below in red? Let me know if it aligns with NIOSH/OSHA thinking.

1. **Question: Should employees feel safe coming to work and confident in the control of potential COVID-19 spread in establishments that implement the CDC/OSHA guidance?**

Answer: The CDC/OSHA guidance for the meat and poultry industry is written to assist establishments in completing a COVID-19 assessment and control plan. The establishment specific COVID-19 assessment and control plan is designed to reduce the potential introduction and control the potential spread of COVID-19. Establishments that have implemented the CDC/OSHA guidance should feel confident that they are doing their part to keep their employees safe while continuing their critical operations. Employers should continue to monitor their workers for signs/symptoms of illness. In workplaces that have implemented the CDC/OSHA guidance, continued spread of the disease may mean that the employer's COVID-19 plan is not fully effective or it may mean that greater community-wide mitigation activities are necessary. Control measures may need to be adjusted and workers may need to be re-trained. Knowledge about COVID-19 is continually evolving. All plans to address COVID-19 among workers and in the community may need updating and revision as more is learned.

KR

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Cc: Mark Dopp <mdopp@meatinstitute.org>; Trout, Douglas (CDC/NIOSH/DFSE/HETAB)
<(b) (6)(b) (6)>
Subject: RE: NAMI Follow Up Questions

Hi KatieRose,

See attached, and thanks for letting OSHA and CDC/NIOSH take a look at these before you finalized. We offer some suggested edits, including to clarify a few things readers might not have found as clear as you and we would probably hope.

We don't have anything in the works yet, but if we were to try to develop FAQs at some point, would you mind if we borrowed from what is already started here?

Chris

From: KatieRose McCullough <KMcCullough@meatinstitute.org>
Sent: Wednesday, May 13, 2020 5:21 PM
To: Trout, Douglas (CDC/NIOSH/DFSE/HETAB) <(b) (6)(b) (6)>; Brown, Christopher K. - OSHA

<Brown.Christopher.K@dol.gov>

Cc: Mark Dopp <mdopp@meatinstitute.org>

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Thank you again for all you are doing!

KR

KatieRose McCullough, PhD, MPH

Director of Scientific and Regulatory Affairs

North American Meat Institute

Office: 202.587-4249 / (b) (6)(b) (6)

Fax: 202.587-4300 / Email: kmccullough@meatinstitute.org

1150 Connecticut Ave., NW 12th Floor

Washington, D.C. 20036

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To: [Brown, Christopher K. - OSHA](#); [KatieRose McCullough](#)
Cc: [Mark Dopp](#); [Carmen Rottenberg](#)
Subject: RE: NAMI Follow Up Questions
Date: Thursday, May 14, 2020 8:20:31 AM
Attachments: [image001.jpg](#)

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(b) (6)

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Cc: [Mark Dopp](#); [Trout, Douglas \(CDC/NIOSH/DFSE/HETAB\)](#); [Carmen Rottenberg](#)
Subject: RE: NAMI Follow Up Questions
Date: Wednesday, May 13, 2020 9:23:04 PM
Attachments: [image001.jpg](#)

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From: [Houlroyd, Jenny L](#)
To: [Matthew Spencer](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [lfroebel@turkeyfed.org](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [dyt1@cdc.gov](#)
Subject: RE: Webinar Follow-Up Discussion
Date: Tuesday, May 5, 2020 12:00:15 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[Resources for Poultry Companies formatted.docx](#)

Also,

Here is the poultry resource list as a word document.

Thanks,
Jenny

-----Original Appointment-----

From: Matthew Spencer [mailto:mspencer@uspoultry.org]
Sent: Tuesday, May 5, 2020 11:08 AM
To: Houlroyd, Jenny L; Jones.Tina@dol.gov; Christian Richter; Paul Bredwell; apeterson@chickenusa.org; Lisa Wallenda Picard; lfroebel@turkeyfed.org; Schlumper, Paul A; Warren, Hilarie S; Cc: Kalinowski, Doug - OSHA; Williams, Arlene - OSHA; Brown, Christopher K. - OSHA; Meilinger, Francis - OSHA; Scott, Gina - OSHA; [dyt1@cdc.gov](#)
Subject: Canceled: Webinar Follow-Up Discussion
When: Tuesday, May 5, 2020 11:00 AM-12:00 PM (UTC-05:00) Eastern Time (US & Canada).
Where: Conference Call
Importance: High

[Click here to join](#)

[\(b\) \(6\)](https://join.shoretel.com/conference/(b) (6))

Dial-in Info: (b) (6)
Extension: (b) (6)
Participant Code: (b) (6)

Mobile AutoDial:
VoIP: voip://(b) (6) #
iOS Devices: +(b) (6) and press #
Other Devices: +(b) (6) #

Follow-up discussion of Webinar documents prior to distribution to all attendees.

Thank you,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
U.S. Poultry & Egg Association
1530 Cooledge Road
Tucker, GA 30084
(Phone) 678-514-1982

(b) (6)(b) (6)(b) (6)

mspencer@uspoultry.org

www.uspoultry.org



From: Houlroyd, Jenny L
To: Matthew Spencer; Jones, Tina - OSHA; Christian Richter; Paul Bredwell; apeterson@chickenusa.org; Lisa Wallenda Picard; lfroebel@turkeyfed.org; Paul Schlumper; Warren, Hilarie S; Kalinowski, Doug - OSHA; Williams, Arlene - OSHA; Brown, Christopher K. - OSHA; Meilinger, Francis - OSHA; Scott, Gina - OSHA; dyt1@cdc.gov
Subject: RE: Webinar Follow-Up Discussion
Date: Tuesday, May 5, 2020 11:19:59 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[Resources for Poultry Companies_formatted.docx](#)

Hi all,

This is the link to the training: Interim Guidance from CDC and the Occupational Safety and Health Administration (OSHA)- For the Meatpacking Indu-20200430 1806-1

Poultry

<https://gatech.webex.com/recordingservice/sites/gatech/recording/playback> (b) (6)

The password is (b) (6)

I have it password protected for now, but if we get approval to share with a broader audience, we can download, edit, and upload to our program YouTube channel.

Thanks,
Jenny

-----Original Appointment-----

From: Matthew Spencer [mailto:mspencer@uspoultry.org]
Sent: Tuesday, May 5, 2020 11:08 AM
To: Houlroyd, Jenny L; Jones.Tina@dol.gov; Christian Richter; Paul Bredwell; apeterson@chickenusa.org; Lisa Wallenda Picard; lfroebel@turkeyfed.org; Schlumper, Paul A; Warren, Hilarie S; Cc: Kalinowski, Doug - OSHA; Williams, Arlene - OSHA; Brown, Christopher K. - OSHA; Meilinger, Francis - OSHA; Scott, Gina - OSHA; dyt1@cdc.gov
Subject: Canceled: Webinar Follow-Up Discussion
When: Tuesday, May 5, 2020 11:00 AM-12:00 PM (UTC-05:00) Eastern Time (US & Canada).
Where: Conference Call
Importance: High

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Extension:	(b) (6)
Participant Code:	(b) (6)
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VoIP:	voip://+(b) (6) #
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Follow-up discussion of Webinar documents prior to distribution to all attendees.

Thank you,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
U.S. Poultry & Egg Association
1530 Cooledge Road
Tucker, GA 30084
(Phone) 678-514-1982
(b) (6)(b) (6)
mspencer@uspoultry.org
www.uspoultry.org



From: [Houlroyd, Jenny L](#)
To: [Matthew Spencer](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [lfroebel@turkeyfed.org](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [dyt1@cdc.gov](#)
Subject: RE: Webinar Follow-Up Discussion
Date: Tuesday, May 5, 2020 11:17:08 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[Poultry Questions and answers-final.docx](#)

----Original Appointment----

From: Matthew Spencer [mailto:mspencer@uspoultry.org]
Sent: Tuesday, May 5, 2020 11:08 AM
To: Houlroyd, Jenny L; Jones.Tina@dol.gov; Christian Richter; Paul Bredwell; apeterson@chickenusa.org; Lisa Wallenda Picard; lfroebel@turkeyfed.org; Schlumper, Paul A; Warren, Hilarie S; Cc: Kalinowski, Doug - OSHA; Williams, Arlene - OSHA; Brown, Christopher K. - OSHA; Meilinger, Francis - OSHA; Scott, Gina - OSHA; [dyt1@cdc.gov](#)
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[Click here to join](#)

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Dial-in Info:

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Extension:

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Follow-up discussion of Webinar documents prior to distribution to all attendees.

Thank you,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
U.S. Poultry & Egg Association
1530 Cooledge Road

Tucker, GA 30084

(Phone) 678-514-1982

(b) (6)(b) (6)(b) (6)

mspencer@uspoultry.org

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From: [Kalinowski, Doug - OSHA](#)
To: [Brad.Bothun@JBSSA.com](#); [Todd.Callahan@tyson.com](#); [mike.eckman@nationalbeef.com](#); [steve.edmonds@cargill.com](#); [hector.gonzales@Tyson.com](#); [schaynes@hormel.com](#); [Matthew.Lovell@JBSSA.com](#); [Chris.McCune@JBSSA.com](#); [mnemitz@ufcw.org](#); [tanya.teeter@cargill.com](#)
Cc: [Sweatt, Loren E. - OSHA](#); [Edens, Mandy - OSHA](#); [Pearce, Krisann - OSHA](#); [Kerr, Cheryl J. - OSHA](#); [Ingram, Kandyce - OSHA](#) CTR; [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); (b) (6) ; [Al-Mohamed, Day - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Kizer, Billie - OSHA](#); [Adams, Chris R - OSHA](#); [Harbin, Eric - OSHA](#); [Hughes, Dorinda - OSHA](#); [Boyd, Stephen - OSHA](#); [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Kalinowski, Doug - OSHA](#); [Memon, Shahida J. - OSHA](#) CTR; [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [Sloane, Walter - OSHA](#) CTR
Subject: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA
Date: Monday, April 20, 2020 1:59:48 PM

Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24th between 10 and 11am or between 1 and 4pm for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski
Directorate of Cooperative and State Programs

From: [Lovell, Matthew](#)
To: Bothun, Brad; Callahan, Todd; mike.eckman@nationalbeef.com; steve.edmonds@cargill.com; hector.gonzales@tyson.com; schaynes@hormel.com; Mccune, Chris; [Mark Nemitz \(mnemitz@ufcw.org\)](mailto:Mark.Nemitz@ufcw.org); tanya.teeter@cargill.com; Kalinowski, Doug - OSHA
Cc: Sweatt, Loren E. - OSHA; Edens, Mandy - OSHA; Pearce, Krisann - OSHA; Kerr, Cheryl J. - OSHA; Ingram, Kandyce - OSHA CTR; Williams, Arlene - OSHA; Williamson, SR - OSHA; (b) (6) ; Al-Mohamed, Day - OSHA; Petermeyer, Kurt - OSHA; Kizer, Billie - OSHA; Adams, Chris R - OSHA; Harbin, Eric - OSHA; Hughes, Dorinda - OSHA; Boyd, Stephen - OSHA; Stille, Kim - OSHA; Winingham, Bonita - OSHA; Kalinowski, Doug - OSHA; Memon, Shahida J. - OSHA CTR; Meilinger, Francis - OSHA; Scott, Gina - OSHA; Sloane, Walter - OSHA CTR
Subject: Re: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA
Date: Monday, April 20, 2020 2:04:59 PM

I will make anytime work

Sent from [Outlook Mobile](#)

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Sent: Monday, April 20, 2020 11:59:46 AM
To: Brad.Bothun@JBSSA.com <Brad.Bothun@JBSSA.com>; Todd.Callahan@tyson.com <Todd.Callahan@tyson.com>; mike.eckman@nationalbeef.com <mike.eckman@nationalbeef.com>; steve_edmonds@cargill.com <steve_edmonds@cargill.com>; hector.gonzales@Tyson.com <hector.gonzales@Tyson.com>; schaynes@hormel.com <schaynes@hormel.com>; Matthew.Lovell@JBSSA.com <Matthew.Lovell@JBSSA.com>; Chris.McCune@JBSSA.com <Chris.McCune@JBSSA.com>; mnemitz@ufcw.org <mnemitz@ufcw.org>; tanya_teeter@cargill.com <tanya_teeter@cargill.com>
Cc: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; Edens, Mandy - OSHA <Edens.Mandy@dol.gov>; Pearce, Krisann - OSHA <Pearce.Krisann@dol.gov>; Kerr, Cheryl J. - OSHA <Kerr.Cheryl.J@DOL.GOV>; Ingram, Kandyce - OSHA CTR <Ingram.Kandyce@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; (b) (6) (b) (6) ; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Kizer, Billie - OSHA <Kizer.Billie@dol.gov>; Adams, Chris R - OSHA <adams.chris.r@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>; Hughes, Dorinda - OSHA <Hughes.Dorinda@dol.gov>; Boyd, Stephen - OSHA <Boyd.Stephen@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>; Sloane, Walter - OSHA CTR <Sloane.Walter@dol.gov>
Subject: [Ext]- Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA

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Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24th between 10 and 11am or between 1 and 4pm

for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski
Directorate of Cooperative and State Programs

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From: [Steve Edmonds](#)
To: [Kalinowski, Doug - OSHA](#); [Brad.Bothun@JBSSA.com](#); [Todd.Callahan@tyson.com](#); [mike.eckman@nationalbeef.com](#); [hector.gonzales@Tyson.com](#); [schaynes@hormel.com](#); [Matthew.Lovell@JBSSA.com](#); [Chris.McCune@JBSSA.com](#); [mnemitz@ufcw.org](#); [Tanya Teeter](#)
Cc: [Sweatt, Loren E. - OSHA](#); [Edens, Mandy - OSHA](#); [Pearce, Krisann - OSHA](#); [Kerr, Cheryl J. - OSHA](#); [Ingram, Kandyce - OSHA](#) CTR; [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); (b) (6); [Al-Mohamed, Day - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Kizer, Billie - OSHA](#); [Adams, Chris R - OSHA](#); [Harbin, Eric - OSHA](#); [Hughes, Dorinda - OSHA](#); [Boyd, Stephen - OSHA](#); [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Memon, Shahida J. - OSHA](#) CTR; [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [Sloane, Walter - OSHA](#) CTR
Subject: RE: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA
Date: Monday, April 20, 2020 2:06:46 PM

Either is fine for me Doug.

Steve

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Sent: Monday, April 20, 2020 1:00 PM
To: Brad.Bothun@JBSSA.com; Todd.Callahan@tyson.com; mike.eckman@nationalbeef.com; Steve Edmonds <Steve_Edmunds@cargill.com>; hector.gonzales@Tyson.com; schaynes@hormel.com; Matthew.Lovell@JBSSA.com; Chris.McCune@JBSSA.com; mnemitz@ufcw.org; Tanya Teeter <Tanya_Teeter@cargill.com>
Cc: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; Edens, Mandy - OSHA <Edens.Mandy@dol.gov>; Pearce, Krisann - OSHA <Pearce.Krisann@dol.gov>; Kerr, Cheryl J. - OSHA <Kerr.Cheryl.J@DOL.GOV>; Ingram, Kandyce - OSHA CTR <Ingram.Kandyce@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; (b) (6) (b) (6); Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Kizer, Billie - OSHA <Kizer.Billie@dol.gov>; Adams, Chris R - OSHA <adams.chris.r@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>; Hughes, Dorinda - OSHA <Hughes.Dorinda@dol.gov>; Boyd, Stephen - OSHA <Boyd.Stephen@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>; Sloane, Walter - OSHA CTR <Sloane.Walter@dol.gov>
Subject: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA

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Doug Kalinowski
Directorate of Cooperative and State Programs

From: Kalinowski, Doug - OSHA
To: reindel@afclio.org; Jason.ragagna@delta.com; Chard, Joshua - Altec; Hale, Kristy - Altec; Hinnergardt, Darin - Altec; phil.doud@altec.com; Stygar III, Edward J. - ABSA; scott@abma.com; sahar.osmansypher@americanchemistry.com; Alexandra_peck@americanchemistry.com; Lee_Salamone@americanchemistry.com; RMoskowitz@afpm.org; KDenbow@aga.org; Walters, Jeff - American Heart Association; Mames@aiha.org; dave@ladders.com; ryan@ladders.com; BurrA@api.org; karagainer@apta.org; rioakley@sunlandconstruction.com; jheckman@americanpyro.com; David.markenson@redcross.org; TFisher@assp.org; STrebswether@assp.org; JWeiss@assp.org; LClements@assp.org; sdwyer@americanstaffing.net; bsakata@americanstaffing.net; franktrujillo@millerandlong.com; mdrury@shapiroandduncan.com; livingston@abc.org; Sizemore, Greg; wiltshire@abc.org; arfebbraro@yahoo.com; ntindall@AEM.org; bjhurst@lghealth.org; a.wiest@kamo-ms.com; EricaPoff@bcsp.org; tiera.robinson@bcsp.org; fraser@bcacs.ca; Larry.Teverbaugh@K2Share.com; lisa.london@careersafeonline.com; ibaty@cfawalls.org; erin@csda.org; MANtonucci@csatf.org; Nluther@csatf.org; cmoulton@csatf.org; Ayers, Charlie - CCAR; kah@ccar-greenlink.org; ebetit@cpwr.com; ipaxton@mhi.org; rhaire@mhi.org; cmbecker@gwbcrane.com; hesscm@harringtonhoists.com; brieh@gobel.com; M Kent Anderson@att.net; richard@aradc.org; kyle@aradc.org; gary.smith@ammonia-safety.com; lnanan@gbca.com; jim@reta.com; khudson@LineagelLogistics.com; jamesmarrella@msn.com; Randel, Lowell - GCCA; dave_rule@iia.org; gary.white@bellcold.com; rcrosson@IECI.org; lmigibson@ieci.org; davidhittinger@gmail.com; brian.feehan@indtrk.org; Cross, Gary - ITA; Chris.merther@indtrk.org; rctasovac@gmail.com; gquilford@ihmm.org; RobinWiener@isri.org; swiggins@isri.org; etorabian@isri.org; steve.keppler@intermodal.org; dave.crowley@hphood.com; cfrye@idfa.org; DQuist@idfa.org; lbauh@safetyequipment.org; cfargo@safetyequipment.org; dglucksman@safetyequipment.org; sdbright@optionline.net; bphelps@lamar.com; Wigger, Chuck - Lamar Industries; Anibarro, Gus - LIA; jeffb@masoncontractors.org; jmoore@mccgriff.com; Karen@midamericaosha.org; Thibodeaux, Mike; Donn Cahill; Alicia_Leahy@mpa.org; Matuga, Rob; Cheryl@landscapeprofessionals.org; amy@landscapeprofessionals.org; Dtdaide@nari.org; jimaugh2o@aol.com; todd@natehome.com; KarenBrioso@millerandlong.com; rominabryd@millerandlong.com; kdobson@alberici.com; bworsham@nccer.org; rwilder@nccer.org; lmottet@transequality.org; htobin@transequality.org; jlambert@demolitionassociation.com; kmckenney@demolitionassociation.com; kgrundahl@qualtim.com; Jason.earldley@adm.com; KFrye@growmark.com; GHuddleston@afia.org; Catrylatt@gmail.com; Barb.Grove@cvacoop.com; jmccluer@nqfa.org; greg.rose@perdue.com; jseibert@nqfa.org; Kristin@GEAPS.com; Steve@GEAPS.com; john@regionalhca.org; giometti@nneo.org; msilva@nneo.org; Earnest, G. Scott; Kevin@dealer.org; jonathan@dealer.org; mharrel@precast.org; rkrolewski@precast.org; mcaldarer@npga.org; Shannahan, Thomas R. - NRCA; amy.harper; kim.shambrook@nsc.org; Tom.Supinka@nsc.org; Jane.Terry@nsc.org; Brian.Callahan@nsc.org; ake3@cdc.gov; jerry.jacobs@patenergy.com; Mcgee, Marianne - OSHA; jive@fortisenergyservices.com; dowens@legacy-safety.com; william_brown@xtoenergy.com; gkennedy@nycap.rr.com; ksander@wasterecycling.org; dsmith@wasterecycling.org; dbiderman@swana.org; jmaxwell@swana.org; patagi@palletcentral.com; bgething@palletcentral.com; brent@palletcentral.com; stephanieclaus99008@gmail.com; bryan.deal@cna.com; mbambach@dpnicali.com; wendellwood@ntsafety.com; Cannon, Kevin R.; Jones, Walter; jessica.scheyder@atsa.com; Fosbroke, David - Roadway; hmarks@asphaltpavement.org; Parsons, Travis - Roadway; Sant, Brad; dnc0@cdc.gov; cfranklin@robotics.org; bf14@cdc.gov; lspangl@sandia.gov; jackie@saiaonline.org; Deanna@saiaonline.org; nicole@cranemartin.com; jeffrey@erservicesinc.com; rpilla@valcourt.net; davis.gaddy@arlaw.com; WCrow@virginiashiprepair.org; jimt5@cox.net; jon.bittner@aksbdc.org; lcfine@ualr.edu; mark.petrilli@illinois.gov; tphelps@edc.IN.gov; pnve@lbcc.edu; bparker@lsbdc.org; brophyve@qvsu.edu; Bruce.Strong@state.mn.us; m.langford@dccccd.edu; Kristin.Johnson@humboldt.edu; judy.wilhelm@ttusbdc.org; mcampbell@se.edu; midaniel@fullerton.edu; gregorm@lanecc.edu; mjackson2@swccd.edu; albert.salgado@utsa.edu; casbdc@ucmerced.edu; duane.fladland@wsbdc.org; bon.wikenheiser@uwex.edu; jdiebol@gmail.com; jennifer.mahoney@cgi.com; tarique.m.mangrio@boeing.com; luks@kmkregservices.com; Sullivan, Michele - SCHC; ERickson@smrp.org; abrilj@socma.com; dettinger@socma.com; nomae@socma.com; rothstein@socma.com; EButler@seia.org; JCain@SEIA.org; tomunderhill@seaa.net; stefan@steelnet.org; stuart@steelnet.org; rbrooks@cl2.com; Richard@aradc.org; aohare@tfi.org; Andrea@aradc.org; bbraun@jointcommission.org; Hinckley, Cathy - JC/JCR; CSchierhorn@crinc.com; paerstenberger@TCIA.org; bquerrero@ur.com; mspencer@uspoultry.org; crichter@thepolicygroup.com; apeterson@chickenusa.org; lpicard@turkeyfed.org; joe.aldridge@unlv.edu; dglowacki@kentuckyperformingarts.org; Grindle, David - USITT; Jorgensen, Kent - IATSE; Rowe, Alan - IATSE; White, Pat - USITT; jferris@worldmillworkalliance.com; ballardsafetyllc@hotmail.com; mzalle@goYellowBird.com; scott@asplundh.com; lnorthern@dhec.com; Donovan, William - OSHA; asalvadore@henkels.com; david_mullen@ibew.org; jerry_westerholm@ibew.org; joconnor@intecweb.com; jarrett.quovle@mastec.com; jose.mas@mastec.com; jeff.thiede@mdu.com; Richard, Frank; pmichels@michels.us; rmiller@michels.us; SCavanaugh@myrgroup.com; Koertner, William; Pike, J.Eric; mcrowson@powerlinesinc.com; mcompher@quantaservices.com; joneil@quantaservices.com; wyancey@quantaservices.com; mmarquart@sachscos.com; cs Spencer@eei.org; Jensen, Wayne; Jervis, Susan; Moore, Bob; White, Susan; Lewis, Cindy; Rodriguez Jr, Jose - Raytheon; staylor@vppa.org
Cc: zzOSHA-DCSP-Managers; zzOSHA-DCSP-OOSA
Subject: For Your Information: DOL Twitter Chat on Families First Coronavirus Response Act (FFCRA)
Date: Wednesday, March 25, 2020 10:57:13 AM
Importance: High

Good Morning,

We wanted to make you aware that the U.S. Department of Labor will be hosting a national

online dialogue to provide employers and employees with an innovative opportunity to offer their perspective as the Department develops compliance assistance materials and outreach strategies related to the implementation of the Families First Coronavirus Response Act (FFCRA). The ideas and comments gathered from this dialogue will inform compliance assistance guidance, resources, and tools, as well as outreach approaches, that assist employers and employees in understanding their responsibilities and rights under the FFCRA. Input is needed by March 29, 2020. Anybody who is interested can participate online at [>>https://ffcra.ideascale.com<<](https://ffcra.ideascale.com) from March 23 through March 29, 2020 or can join a Twitter chat hosted by [@ePolicyWorks](#) on March 25, 2020 at 2 p.m. using the hashtag #EPWChat.

Please share this with your members and stakeholders, as appropriate.

Doug Kalinowski
Directorate of Cooperative and State Programs

From: [Kalinowski, Doug - OSHA](#)
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Subject: For Your Information: Further Guidance On Enforcement For Use Of Respiratory Protection Equipment
Date: Monday, April 6, 2020 9:45:04 AM

Good Morning,

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has issued new [Enforcement Guidance for Use of Respiratory Protection Equipment Certified under Standards of Other Countries or Jurisdictions During the Coronavirus Disease 2019](#)

(COVID-19) Pandemic. This memorandum provides additional interim guidance to Compliance Safety and Health Officers (CSHOs) for enforcing the Respiratory Protection standard, 29 CFR § 1910.134, and certain other health standards, with regard to supply shortages of disposable N95 filtering facepiece respirators (FFRs). This guidance applies in all industries and outlines enforcement discretion to permit the use of FFRs and air-purifying elastomeric respirators that are either:

- Certified under certain standards of other countries or jurisdictions, as specified below; or
- When equipment certified under standards of other countries or jurisdictions is not available, previously certified under the standards of other countries or jurisdictions but are beyond their manufacturer's recommended shelf life (i.e., expired).

For more information about COVID -19 please visit [OSHA's COVID-19 webpage](#) and [CDC's COVID-19 webpage](#).

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Cc: [zzOSHA-DCSP-Managers](#); [zzOSHA-DCSP-OOSA](#)
Subject: For Your Information: Summary of Available OSHA and CDC COVID-19 Resources
Date: Monday, April 6, 2020 4:36:35 PM

Good Afternoon,

We understand that you are receiving emails from everywhere on COVID-19 and are sharing the information with your members and stakeholders as quickly as you are receiving them. Below, we have tried to digest the information that we have shared over the last several

weeks about the resources on OSHA's webpage, and encourage you to share this information as broadly as possible. In addition, as you receive questions and requests from your members that identify gaps in the information available for protecting their essential workers, we encourage you to share them with us as well, so that we are able to target resources to areas of need.

OSHA's primary resource is the [OSHA COVID-19 Official Webpage](#). This page is being updated routinely and we encourage you to review it frequently. Recent guidance released and housed on this page includes:

- [Guidance on Preparing Workplaces for COVID-19 \(Spanish\)](#)
- [Prevent Worker Exposure to Coronavirus \(Spanish\)](#)
- [Worker Exposure Risk to COVID-19 \(Spanish\)](#)
- Temporary Guidance on the enforcement of OSHA's [Respiratory Protection standard](#):
 - [March 14 Memo](#): on Healthcare Respiratory Protection Annual Fit-Testing for N95 Filtering Facepieces During the COVID-19 Outbreak
 - [April 3 Memo](#): on Respiratory Protection Equipment Certified Under Standards of Other Countries or Jurisdictions During the COVID-19 Pandemic
 - [April 3 Memo](#): on Respiratory Protection and the N95 Shortage Due to the Coronavirus Disease 2019 (COVID-19) Pandemic
- **NEW** Short video: [Higher Risk Jobs Need Extra Protections to Keep Workers Safe](#)
- **NEW** Poster: [Steps All Workplaces Can Take to Reduce the Risk of Exposure to Coronavirus \(Spanish\)](#)
- [Visit OSHA's Publications webpage](#) for other useful workplace safety information.

The Wage and Hour Division's (WHD) primary resource is the [WHD COVID-19 Official Webpage](#)

- Departmental national dialogue on the implementation of the [Families First Coronavirus Response Act \(FFCRA\)](#) The ideas and comments gathered from this dialogue will inform compliance assistance guidance, resources, and tools, as well as outreach approaches, that assist employers and employees in understanding their responsibilities and rights under the FFCRA. The dialogue will remain open until the close of business on April 10.

CDC's primary resource is the [CDC COVID-19 Official Web Page](#). This page is being updated routinely and we encourage you to review it frequently. Recent guidance released and housed on this page includes:

- [CDC COVID-19 Guidance Documents](#)
- [Strategies to Optimize PPE and Equipment](#) (Healthcare)
 - [Decontamination and Reuse of Filtering Facepiece Respirators using Contingency and Crisis Capacity Strategies](#) (Healthcare)

- [Strategies for Optimizing of N95 Respirators](#) (Healthcare)
- [Resources for Businesses and Employers](#)
 - [Interim Guidance for Businesses and Employers](#)
 - [Cleaning and Disinfecting Building Facility](#)
- [Cases in U.S.](#)

The World Health Organization's (WHO) primary resource is the [WHO COVID-19 Webpage](#).

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Cc: [Sweatt, Loren E. - OSHA](#); [Edens, Mandy - OSHA](#); [Pearce, Krisann - OSHA](#); [Kerr, Cheryl J. - OSHA](#); [zzOSHA-DCSP-Managers](#); [zzOSHA-DCSP-OOSA](#)

Subject: For Your Information: U.S. Department of Labor Issues Temporary Enforcement Guidance for Respirator Fit-Testing in Healthcare during COVID-19 Outbreak

Date: Monday, March 16, 2020 9:53:30 AM

Good Morning,

As you may be aware, the Occupational Safety and Health Administration (OSHA) has issued

[new temporary guidance](#) regarding the enforcement of OSHA's [Respiratory Protection standard](#). This guidance is aimed at ensuring healthcare workers have full access to needed N95 respiratory protection in light of anticipated shortages. The temporary enforcement guidance is in effect beginning March 14, 2020, and will remain in effect until further notice.

For further information about COVID-19, please visit the U.S. Department of Health and Human Services' [Centers for Disease Control and Prevention](#).

Doug Kalinowski

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Cc: zzOSHA-DCSP-OOSA; zzOSHA-DCSP-Managers
Subject: For Your Information: U.S. Department of Labor Issues COVID-19 Guidance for Respirator Shortage
Date: Friday, April 3, 2020 1:23:27 PM

Good Afternoon,

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has issued new [Enforcement Guidance for Respiratory Protection and the N95 Shortage Due to the](#)

[Coronavirus Disease 2019 \(COVID19\) Pandemic](#). This memorandum provides interim guidance to Compliance Safety and Health Officers (CSHOs) for enforcing the Respiratory Protection standard, 29 CFR § 1910.134, and certain other health standards, with regard to supply shortages of disposable N95 filtering facepiece respirators. Specifically, it outlines enforcement discretion to permit the extended use and reuse of respirators, as well as the use of respirators that are beyond their manufacturer's recommended shelf life (sometimes referred to as "expired"). This guidance applies in all industries and will also be highlighted on the [OSHA COVID-19](#) webpage shortly.

For further information about COVID-19, please visit the U.S. Department of Health and Human Services' [Centers for Disease Control and Prevention](#).

Doug Kalinowski
Directorate of Cooperative and State Programs

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Subject: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA
Date: Monday, April 20, 2020 1:59:48 PM

Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24th between 10 and 11am or between 1 and 4pm for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski
Directorate of Cooperative and State Programs

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To: [Houlroyd, Jenny L](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel](#) (lfroebel@turkeyfed.org); [Paul Bredwell](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Jones, Tina - OSHA](#); [Christian Richter - The Policy Group](#) (crichter@thepolicygroup.com); [Kalinowski, Doug - OSHA](#); [Pagan, Americo - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel](#) (lfroebel@turkeyfed.org); [Paul Schlumper](#); [Houlroyd, Jenny L](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [\(b\) \(6\)](mailto:dvt1@cdc.gov)
Subject: FW: Webex meeting invitation: Interim Guidance from CDC and the Occupational Safety and Health Administration (OSHA)- For the Meatpacking Industry
Date: Tuesday, April 28, 2020 4:55:31 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[Webex meeting invitation](#) [\(b\) \(6\)](#)
Importance: High

Thank you for the call this afternoon. Attached is the calendar invite for Thursday's webinar. Below is Jenny Houlroyd's email if you would like to send your presentations to her.

jenny.houlroyd@innovate.gatech.edu

Again we will circulate questions to you all early tomorrow.

Regards,



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Subject: Questions for Webinar
Date: Wednesday, April 29, 2020 2:29:08 PM
Attachments: [image001.png](#)
[image002.png](#)
[image005.png](#)
Importance: High

Please find below the questions provided by the industry for tomorrow's 2 PM EST webinar. If you have received any additional questions that you feel are pertinent for the webinar, please share it with the group.

- One question is, can we expect to see this interim guidance turn into regulation for enforcement purposes?
- An employee has symptoms and has a test with negative results. Symptoms continue, should the employee have the test repeated?
- Employees are trained in social distancing, and workplaces have been designed to keep employees separated. However, employees on breaks and after work do not follow the social distancing guidelines. Will the company be held accountable for an employee's actions?
- What regulations must be used for redesigning or removing Air Circulation to prevent the spread of airborne or aerosolized viruses?
- How will the USDA, under the Executive Order and the authority of the Defense Production Act, with meat processing to affirm they will operate under the CDC and OSHA guidance?
- How are the CDC and OSHA working with State Plan OSHA states for the use of the guidance?
- Do companies need to document their use of the hierarchy of controls for steps to try and eliminate processes that create exposure?
- How will the Federal government provide testing materials and protective gear for employees?
- Will anyone discuss in plant ventilation and makeup air units? Suggestions for achieving a balance between airflow requirements in the facilities and CDC recommendations.
- Correlation between HIPAA laws and steps employers can take to gain knowledge of 3rd party positive employee tests for the sole purpose of managing employee exposure events.
- How do we overcome cultural socializing traditions that are putting employees at risk (Cinco de Mayo)?
- Some religious denominations believe that God will protect people/employees from harm, and therefore, there is resistance to wearing extra PPE based on religious objections. How do we enforce extra safety precautions when some employees feel it violates their religious freedoms?

Please contact me if you have any questions.

Regards,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
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From: [Carmen Rottenberg](#)
To: [Brown, Christopher K. - OSHA](#)
Cc: [Webb, Sydney \(CDC/NIOSH/DSR\)](#); [Stevens, Stephanie \(CDC/NIOSH/OD\)](#); [Trout, Douglas \(CDC/NIOSH/DFSE/HETAB\)](#); [Mobley, Amy \(CDC/NIOSH/DFSE/HIB\)](#); [Meilinger, Francis - OSHA](#); [KatieRose McCullough](#)
Subject: Re: Call with the meat and poultry industry
Date: Wednesday, April 29, 2020 9:47:07 AM

Good morning! We anticipate that there will be 200-300 people on the call. We're open to almost anytime Thursday or Friday (4/30 or 5/1). The only time that does NOT work for the meat industry is 11:00a.m-12:00pm on Friday. We've asked members to get their questions in by COB today. We'll consolidate that list and aim to get it to you by this evening.

As soon as you identify a time and call-in info, please let me know so that I can disseminate it.

Thanks again!!

Carmen

Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

On Tue, Apr 28, 2020 at 5:12 PM Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com> wrote:

Dr. Brown,

Thanks for getting back to me so quickly!

We'd prefer that you host the meeting and provide the call-in number. We are working on the estimated number of people who are likely to join, as well as polling members for additional questions.

I'd like to aim for Thursday or Friday for the call. Are you available to connect for a few minutes tomorrow morning to further discuss?

Thanks again!

Carmen

Carmen M. Rottenberg
Managing Director
Groundswell Strategy
202-679-2483

On Tue, Apr 28, 2020 at 3:59 PM Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov> wrote:

Good afternoon, Ms. Rottenberg:

Thank you for contacting OSHA and NIOSH about the meat and poultry guidance. Our agencies are working to identify the right staff to speak with the NAMI group. In the meantime, a few logistical items we hope you can help with:

- Would you like to set-up a call line or would you prefer us to do this? We can do either; just let us know what works best.
- Do you have an idea of the number of participants who will join the planned call?
- Could you give us some proposed times tomorrow, Thursday, and Friday?
- I see you initially suggested the four questions at the bottom of this message. Would it be possible for you to come up with a more complete list of questions you'll want to ask and have answered during the call? This will help make sure we have the right subject matter experts to talk with your group.

Thanks very much,

Chris

--

Christopher K. Brown, PhD, MPH, CPH

Special Assistant

Office of the Assistant Secretary
Occupational Safety & Health Administration (OSHA)

U.S. Department of Labor
Direct: 202-693-2368
brown.christopher.k@dol.gov

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>

Sent: Tuesday, April 28, 2020 2:21 PM

To: Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; (b) (6) (CDC/NIOSH/DSR)

(b) (6) @cdc.gov>; (b) (6) (CDC/NIOSH/OD) <(b) (6) @cdc.gov>

Subject: Call with the meat and poultry industry

Good afternoon! I've recently been retained by the North American Meat Institute to assist the meat industry in navigating some of the many challenges resulting from the COVID-19 pandemic. Up until last month, I was the Administrator of USDA's Food Safety Inspection Service. I left government mid-March to start up a new consulting firm, and as you can imagine, it's been a very hectic time for the meat industry over the past several weeks.

Having worked with many state and local public health partners as a federal government employee, I know how committed they are to ensuring the health of their communities. I'm appreciative that CDC and DOL worked together on the meatpacker specific interim guidance that was published on Sunday, and as you can see in the email string, I'm hoping that CDC-NIOSH and DOL-OSHA will host a joint call for the producer groups and their members (the meat and poultry packers) to attend. I'd be happy to assemble questions ahead of the meeting and get them to you.

Please let me know what you need from me to get this set up. Thank you!

Carmen

Carmen M. Rottenberg

Managing Director

Groundswell Strategy

202-679-2483

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>

Sent: Tuesday, April 28, 2020 1:31 PM
To: Delaney, Lisa (CDC/NIOSH/OD) <lkd2@cdc.gov>
Cc: Sweat, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; (b) (6) (CDC/NIOSH/DSR)
(b) (6)@cdc.gov; (b) (6) (CDC/NIOSH/OD) <[\(b\) \(6\)@cdc.gov](mailto:(b) (6)@cdc.gov)>
Subject: Re: Request for tele-com meeting

Thanks Lisa! I'll reach out to them.

Loren, is there someone from your comms team that I include in my follow-up, as well?

Thanks again!

Carmen

Sent from my iPhone

On Apr 28, 2020, at 1:25 PM, Delaney, Lisa (CDC/NIOSH/OD) (b) (6)(b) (6) wrote:

Hi Carmen,

NIOSH would also be available to present. I am looping in my communications folks (Sydney Webb and Stephanie Stevens) as your initial point of contact to assist with this request.

Best,

Lisa

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Tuesday, April 28, 2020 9:19 AM
To: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>
Cc: Delaney, Lisa (CDC/NIOSH/OD) (b) (6)(b) (6)

Subject: Re: Request for tele-com meeting

Loren, the following questions were developed internally by NAMI. I'm sure other producer groups may have questions as well, but here are some initial questions folks had.

1. Given that there is community spread occurring across the country, if the CDC/DOL guidance is followed by the meat and poultry industry, should plants be safe to operate?
2. CDC has recognized that meat and poultry establishments are a part of critical infrastructure. How important is the DOL/CDC guidance for the state and local public health authorities to utilize to keep establishments open and operating safely?
3. In many establishments, it is very difficult or impossible for employees to maintain a distance of 6 feet apart at all times. Does the use of PPE and physical barriers reduce the risk of spread and therefore should allow for continued operation?
4. CDC has referenced its plan to publish decision trees to assist industries with reopening plans. When will these decision trees be released and what industries will they target?

Carmen

Carmen M. Rottenberg

Managing Director

Groundswell Strategy

202-679-2483

On Tue, Apr 28, 2020 at 8:26 AM Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov> wrote:

| OSHA is open to doing this, but we're wondering if you could share your questions.

That way we can determine the best format for this request. Thanks.

From: Carmen Rottenberg <carmen.rottenberg@groundswellstrat.com>
Sent: Tuesday, April 28, 2020 7:58 AM
To: (b) (6)(b) (6)(b) (6) Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>
Subject: Request for tele-com meeting

Good morning, Lisa and Loren! I'm doing some work for the Meat Institute as they navigate through the COVID-19 pandemic.

We've reviewed the joint CDC and OSHA interim guidance for meat and poultry packing industry, and would like to schedule a follow up call with CDC and OSHA to allow producers the opportunity to ask clarifying questions.

Would you be willing to host a call this week specifically for the meat and poultry industry? It would be great to have you walk through the document and then take questions, which could be submitted in advance.

Thanks!
Carmen

Carmen M. Rottenberg
Managing Director
Groundswell Strategy

[202-679-2483](tel:202-679-2483)

From: (b) (6)
To: [Kalinowski, Doug - OSHA](mailto:Kalinowski.Doug@dol.gov); Brad.Bothun@JBSSA.com; Todd.Callahan@tyson.com; mike.eckman@nationalbeef.com; steve_edmonds@cargill.com; hector.gonzales@Tyson.com; schaynes@hormel.com; Matthew.Lovell@JBSSA.com; Chris.McCune@JBSSA.com; mnemitz@ufcw.org; tanya_teeter@cargill.com
Cc: Sweatt, Loren E. - OSHA; Edens, Mandy - OSHA; Pearce, Krisann - OSHA; Kerr, Cheryl J. - OSHA; Ingram, Kandyce - OSHA CTR; Williams, Arlene - OSHA; Williamson, SR - OSHA; Al-Mohamed, Day - OSHA; Petermeyer, Kurt - OSHA; Kizer, Billie - OSHA; Adams, Chris R - OSHA; Harbin, Eric - OSHA; Hughes, Dorinda - OSHA; Boyd, Stephen - OSHA; Stille, Kim - OSHA; Winingham, Bonita - OSHA; Memon, Shahida J. - OSHA CTR; Meilinger, Francis - OSHA; Scott, Gina - OSHA; Sloane, Walter - OSHA CTR
Subject: RE: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA
Date: Monday, April 20, 2020 2:02:34 PM

Hi Doug-

I am available for either time. Thanks...Jackie

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Sent: Monday, April 20, 2020 2:00 PM
To: Brad.Bothun@JBSSA.com; Todd.Callahan@tyson.com; mike.eckman@nationalbeef.com; steve_edmonds@cargill.com; hector.gonzales@Tyson.com; schaynes@hormel.com; Matthew.Lovell@JBSSA.com; Chris.McCune@JBSSA.com; mnemitz@ufcw.org; tanya_teeter@cargill.com
Cc: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; Edens, Mandy - OSHA <Edens.Mandy@dol.gov>; Pearce, Krisann - OSHA <Pearce.Krisann@dol.gov>; Kerr, Cheryl J. - OSHA <Kerr.Cheryl.J@DOL.GOV>; Ingram, Kandyce - OSHA CTR <Ingram.Kandyce@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; (b) (6) (b) (6) >; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Kizer, Billie - OSHA <Kizer.Billie@dol.gov>; Adams, Chris R - OSHA <adams.chris.r@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>; Hughes, Dorinda - OSHA <Hughes.Dorinda@dol.gov>; Boyd, Stephen - OSHA <Boyd.Stephen@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>; Sloane, Walter - OSHA CTR <Sloane.Walter@dol.gov>
Subject: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA

Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24th between 10 and 11am or between 1 and 4pm for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski
Directorate of Cooperative and State Programs

From: [Lovell, Matthew](#)
To: Bothun, Brad; Callahan, Todd; mike.eckman@nationalbeef.com; steve.edmonds@cargill.com; hector.gonzales@tyson.com; schaynes@hormel.com; Mccune, Chris; [Mark Nemitz \(mnemitz@ufcw.org\)](mailto:Mark.Nemitz@ufcw.org); tanya.teeter@cargill.com; Kalinowski, Doug - OSHA
Cc: Sweatt, Loren E. - OSHA; Edens, Mandy - OSHA; Pearce, Krisann - OSHA; Kerr, Cheryl J. - OSHA; Ingram, Kandyce - OSHA CTR; Williams, Arlene - OSHA; Williamson, SR - OSHA (b) (6) ; Al-Mohamed, Day - OSHA; Petermeyer, Kurt - OSHA; Kizer, Billie - OSHA; Adams, Chris R - OSHA; Harbin, Eric - OSHA; Hughes, Dorinda - OSHA; Boyd, Stephen - OSHA; Stille, Kim - OSHA; Winingham, Bonita - OSHA; Kalinowski, Doug - OSHA; Memon, Shahida J. - OSHA CTR; Meilinger, Francis - OSHA; Scott, Gina - OSHA; Sloane, Walter - OSHA CTR
Subject: Re: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA
Date: Monday, April 20, 2020 2:04:17 PM

I will make anytime work

Sent from [Outlook Mobile](#)

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Sent: Monday, April 20, 2020 11:59:46 AM
To: Brad.Bothun@JBSSA.com <Brad.Bothun@JBSSA.com>; Todd.Callahan@tyson.com <Todd.Callahan@tyson.com>; mike.eckman@nationalbeef.com <mike.eckman@nationalbeef.com>; steve_edmonds@cargill.com <steve_edmonds@cargill.com>; hector.gonzales@Tyson.com <hector.gonzales@Tyson.com>; schaynes@hormel.com <schaynes@hormel.com>; Matthew.Lovell@JBSSA.com <Matthew.Lovell@JBSSA.com>; Chris.McCune@JBSSA.com <Chris.McCune@JBSSA.com>; mnemitz@ufcw.org <mnemitz@ufcw.org>; tanya_teeter@cargill.com <tanya_teeter@cargill.com>
Cc: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; Edens, Mandy - OSHA <Edens.Mandy@dol.gov>; Pearce, Krisann - OSHA <Pearce.Krisann@dol.gov>; Kerr, Cheryl J. - OSHA <Kerr.Cheryl.J@DOL.GOV>; Ingram, Kandyce - OSHA CTR <Ingram.Kandyce@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; (b) (6) (b) (6) ; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Kizer, Billie - OSHA <Kizer.Billie@dol.gov>; Adams, Chris R - OSHA <adams.chris.r@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>; Hughes, Dorinda - OSHA <Hughes.Dorinda@dol.gov>; Boyd, Stephen - OSHA <Boyd.Stephen@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>; Sloane, Walter - OSHA CTR <Sloane.Walter@dol.gov>
Subject: [Ext]- Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA

Use caution before opening attachments or links!

Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24th between 10 and 11am or between 1 and 4pm

for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski
Directorate of Cooperative and State Programs

Disclaimer

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From: [Matthew Spencer](#)
To: [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel](#) (lfroebel@turkeyfed.org); [Paul Schlumper](#); [Houlroyd, Jenny L](#); [Warren, Hilarie S](#)
Cc: [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); dvt1@cdc.gov
Subject: RE: For Your Response: Poultry Industry Alliance COVID-19 Webinar
Date: Monday, April 27, 2020 3:28:14 PM
Attachments: [image001.png](#)
[image002.png](#)
[image004.png](#)
[image006.png](#)
Importance: High

Tina,

I will send a conference line for tomorrow afternoon. Will 3 PM EST work with your schedule?

Thank you,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
U.S. Poultry & Egg Association
1530 Cooledge Road
Tucker, GA 30084
(Phone) 678-514-1982
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mspencer@uspoultry.org
www.uspoultry.org



From: Jones, Tina - OSHA <Jones.Tina@dol.gov>
Sent: Monday, April 27, 2020 3:19 PM
To: Matthew Spencer <mspencer@uspoultry.org>; Christian Richter <crichter@thepolicygroup.com>; Paul Bredwell <pbredwell@uspoultry.org>; apeterson@chickenusa.org; Lisa Wallenda Picard <lpicard@turkeyfed.org>; Lindy Froebel (lfroebel@turkeyfed.org) <lfroebel@turkeyfed.org>; Paul Schlumper <Paul.Schlumper@innovate.gatech.edu>; Houlroyd, Jenny L <jenny.houlroyd@innovate.gatech.edu>; Warren, Hilarie S <hilarie.warren@innovate.gatech.edu>
Cc: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>; **(b) (6)(b) (6)**
Subject: RE: For Your Response: Poultry Industry Alliance COVID-19 Webinar

Hi Matt – thank you – yes, I think it would help to have a short call with GA Tech and OSHA/NIOSH speakers on Tuesday, if possible. Also, if there will be a registration site or invitation developed, then we would like to share it with the OSHA field staff, State Plans, and other Consultation staff. I can follow-up with you and Christian off-line on this if needed.

Tina

From: Matthew Spencer <mspencer@uspoultry.org>

Sent: Monday, April 27, 2020 3:07 PM

To: Jones, Tina - OSHA <Jones.Tina@dol.gov>; Christian Richter <crichter@thepolicygroup.com>; Paul Bredwell <pbredwell@uspoultry.org>; apeterson@chickenusa.org; Lisa Wallenda Picard <lpicard@turkeyfed.org>; Lindy Froebel (lfroebel@turkeyfed.org) <lfroebel@turkeyfed.org>; Paul Schlumper <Paul.Schlumper@innovate.gatech.edu>; Houlroyd, Jenny L <jenny.houlroyd@innovate.gatech.edu>; Warren, Hilarie S <hilarie.warren@innovate.gatech.edu>
Cc: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>;
(b) (6)(b) (6)

Subject: RE: For Your Response: Poultry Industry Alliance COVID-19 Webinar

Importance: High

Tina,

Thank you for the quick response, Thursday, April 30, 2 PM EST will work great. You are correct, Georgia Tech will facilitate the webinar, and I have added them to the email. We will be asking our industry members to submit questions before the webinar so that we can provide Q/A response. Georgia Tech is happy to provide an overview of the consultation program during this webinar, as well.

Please let me know if a call is needed either on Tuesday or Wednesday, leading up to the webinar.

Regards,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
U.S. Poultry & Egg Association
1530 Cooledge Road
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(Phone) 678-514-1982
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www.uspoultry.org



From: Jones, Tina - OSHA <Jones.Tina@dol.gov>
Sent: Monday, April 27, 2020 2:52 PM
To: Christian Richter <crichter@thepolicygroup.com>; Matthew Spencer <mspencer@uspoultry.org>
Cc: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>
Subject: For Your Response: Poultry Industry Alliance COVID-19 Webinar
Importance: High

Hi Christian/Matt,

Thursday, April 30, at 2:00 PM works for both the OSHA and NIOSH SMEs, who are:

- Chris Brown, who led the coordination of the guidelines for OSHA and is cc'd on this email
- Douglas Trout, who is with NIOSH and coordinated with Chris on the final joint guidelines. He is not included on the email, but, I can wrap him in if needed. His contact is (b) (6)(b) (6)

I've also included our Office of Communications leadership on the email, Frank Meilinger and Gina Scott, to keep them in the loop and in case we need their assistance.

I got the sense that GA Tech would be facilitating the webinar and could speak to how OSHA Consultation could be a resource to members. How would you like to proceed with the planning – I'm happy to coordinate a call among the main participants or industry/GA Tech could do that if you wish. I will follow-up by phone, but wanted to get the email train going and provide you with the SME contacts.

Tina

Webinar Proposal:

Target Audience: Members of the U.S. Poultry and Egg Association (US Poultry), the National Chicken Council (NCC), and the National Turkey Federation (NTF)

Target Date: As soon as possible after the release of OSHA's COVID-19 Guidelines for Meatpacking and Meat Processing Employers and Workers (currently in development, will be harmonized or jointly released with NIOSH)

Goal of Webinar: Provide US Poultry/NCC/NTF members with current guidance regarding the mitigation of COVID-19 in poultry processing, and any strategies/innovative ways to slow the spread

of COVID-19 in their facilities.

Webinar Topics:

- OSHA's COVID-19 Guidelines for Meatpacking and Meat Processing Employers and Workers (currently in development)
- OSHA's On-Site Consultation Program
- NIOSH's COVID-19 Guidelines for Meatpacking and Meat Processing Employers and Workers (currently in development) and practical ways to implement the guidelines in poultry processing plants/facilities.
- Industry practices for implementing guidelines; select members implementing innovative ways to mitigate the spread of COVID-19 in their facilities will share this information with the audience.

Webinar Presenters:

- OSHA: SME on COVID-19 Guidelines
- OSHA: SME on OSHA's On-Site Consultation
- NIOSH SME on COVID-19 Guidelines/Meatpacking Meat Processing
- 2 to 3 Members of Target Audience (selection made by Alliance partners)

The Alliance Partners (US Poultry/NCC/NTF) will facilitate the webinar. Our participation in the proposed webinar will allow OSHA to leverage the resources of its alliance participants to provide information and guidance on COVID-19 to the poultry alliance participants' members/poultry industry that will help them keep their workers safe during the current COVID-19 pandemic.

From: [Houlroyd, Jenny L](#)
To: [Matthew Spencer](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [lfroebel@turkeyfed.org](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [dvt1@cdc.gov](#)
Subject: RE: Webinar Follow-Up Discussion
Date: Tuesday, May 5, 2020 12:00:15 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[Resources for Poultry Companies formatted.docx](#)

Also,

Here is the poultry resource list as a word document.

Thanks,
Jenny

-----Original Appointment-----

From: Matthew Spencer [mailto:mspencer@uspoultry.org]
Sent: Tuesday, May 5, 2020 11:08 AM
To: Houlroyd, Jenny L; Jones.Tina@dol.gov; Christian Richter; Paul Bredwell; apeterson@chickenusa.org; Lisa Wallenda Picard; lfroebel@turkeyfed.org; Schlumper, Paul A; Warren, Hilarie S; Cc: Kalinowski, Doug - OSHA; Williams, Arlene - OSHA; Brown, Christopher K. - OSHA; Meilinger, Francis - OSHA; Scott, Gina - OSHA; **(b) (6)(b) (6)**
Subject: Canceled: Webinar Follow-Up Discussion
When: Tuesday, May 5, 2020 11:00 AM-12:00 PM (UTC-05:00) Eastern Time (US & Canada).
Where: Conference Call
Importance: High

[Click here to join](#)

(b) (6)

Dial-in Info: **(b) (6)**
Extension: **(b) (6)**
Participant Code: **(b) (6)**

Mobile AutoDial:

VoIP: [voip://\(b\) \(6\) #](voip://(b) (6) #)
iOS Devices: +(b) (6) and press #
Other Devices: +(b) (6) #

Follow-up discussion of Webinar documents prior to distribution to all attendees.

Thank you,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
U.S. Poultry & Egg Association
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Tucker, GA 30084
(Phone) 678-514-1982
(b) (6)(b) (6)(b) (6)
mspencer@uspoultry.org
www.uspoultry.org



From: [Matthew Spencer](#)
To: [Houlroyd, Jenny L](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel](#) (lfroebel@turkeyfed.org); [Paul Bredwell](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Jones, Tina - OSHA](#); [Christian Richter - The Policy Group](#) (crichter@thepolicygroup.com); [Kalinowski, Doug - OSHA](#); [Pagan, Americo - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel](#) (lfroebel@turkeyfed.org); [Paul Schlumper](#); [Houlroyd, Jenny L](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [\(b\) \(6\)](mailto:dvt1@cdc.gov)
Subject: FW: Webex meeting invitation: Interim Guidance from CDC and the Occupational Safety and Health Administration (OSHA)- For the Meatpacking Industry
Date: Tuesday, April 28, 2020 4:55:31 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[Webex meeting invitation](#) [\(b\) \(6\)](#)
[\(b\) \(6\)](#) [.ics](#)
Importance: High

Thank you for the call this afternoon. Attached is the calendar invite for Thursday's webinar. Below is Jenny Houlroyd's email if you would like to send your presentations to her.

jenny.houlroyd@innovate.gatech.edu

Again we will circulate questions to you all early tomorrow.

Regards,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
U.S. Poultry & Egg Association
1530 Cooldge Road
Tucker, GA 30084
(Phone) 678-514-1982
[\(b\) \(6\)\(b\) \(6\)\(b\) \(6\)](#)
mspencer@uspoultry.org
www.uspoultry.org



From: [Matthew Spencer](#)
To: [Matthew Spencer](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Paul Bredwell](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Jones, Tina - OSHA](#); [Christian Richter - The Policy Group \(crichter@thepolicygroup.com\)](#); [Kalinowski, Doug - OSHA](#); [Pagan, Americo - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); (b) (6)
Subject: Questions for Webinar
Date: Wednesday, April 29, 2020 2:29:08 PM
Attachments: [image001.png](#)
[image002.png](#)
[image005.png](#)
Importance: High

Please find below the questions provided by the industry for tomorrow's 2 PM EST webinar. If you have received any additional questions that you feel are pertinent for the webinar, please share it with the group.

- One question is, can we expect to see this interim guidance turn into regulation for enforcement purposes?
- An employee has symptoms and has a test with negative results. Symptoms continue, should the employee have the test repeated?
- Employees are trained in social distancing, and workplaces have been designed to keep employees separated. However, employees on breaks and after work do not follow the social distancing guidelines. Will the company be held accountable for an employee's actions?
- What regulations must be used for redesigning or removing Air Circulation to prevent the spread of airborne or aerosolized viruses?
- How will the USDA, under the Executive Order and the authority of the Defense Production Act, with meat processing to affirm they will operate under the CDC and OSHA guidance?
- How are the CDC and OSHA working with State Plan OSHA states for the use of the guidance?
- Do companies need to document their use of the hierarchy of controls for steps to try and eliminate processes that create exposure?
- How will the Federal government provide testing materials and protective gear for employees?
- Will anyone discuss in plant ventilation and makeup air units? Suggestions for achieving a balance between airflow requirements in the facilities and CDC recommendations.
- Correlation between HIPAA laws and steps employers can take to gain knowledge of 3rd party positive employee tests for the sole purpose of managing employee exposure events.
- How do we overcome cultural socializing traditions that are putting employees at risk (Cinco de Mayo)?
- Some religious denominations believe that God will protect people/employees from harm, and therefore, there is resistance to wearing extra PPE based on religious objections. How do we enforce extra safety precautions when some employees feel it violates their religious freedoms?

Please contact me if you have any questions.

Regards,



Matt Spencer, CSP, SHRM-CP
Director HR & Safety Programs
U.S. Poultry & Egg Association
1530 Cooledge Road
Tucker, GA 30084
(Phone) 678-514-1982
(b) (6)(b) (6)(b) (6)
mspencer@uspoultry.org
www.uspoultry.org



From: (b) (6)
To: [Kalinowski, Doug - OSHA](#); [Brad.Bothun@JBSSA.com](#); [Todd.Callahan@tyson.com](#); [mike.eckman@nationalbeef.com](#); [steve_edmonds@cargill.com](#); [hector.gonzales@Tyson.com](#); [schaynes@hormel.com](#); [Matthew.Lovell@JBSSA.com](#); [Chris.McCune@JBSSA.com](#); [mnemitz@ufcw.org](#); [tanya_teeter@cargill.com](#)
Cc: [Sweatt, Loren E. - OSHA](#); [Edens, Mandy - OSHA](#); [Pearce, Krisann - OSHA](#); [Kerr, Cheryl J. - OSHA](#); [Ingram, Kandyce - OSHA CTR](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Kizer, Billie - OSHA](#); [Adams, Chris R - OSHA](#); [Harbin, Eric - OSHA](#); [Hughes, Dorinda - OSHA](#); [Boyd, Stephen - OSHA](#); [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Memon, Shahida J. - OSHA CTR](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [Sloane, Walter - OSHA CTR](#)
Subject: RE: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA
Date: Monday, April 20, 2020 2:02:35 PM

Hi Doug-

I am available for either time. Thanks...Jackie

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Sent: Monday, April 20, 2020 2:00 PM
To: Brad.Bothun@JBSSA.com; Todd.Callahan@tyson.com; mike.eckman@nationalbeef.com; steve_edmonds@cargill.com; hector.gonzales@Tyson.com; schaynes@hormel.com; Matthew.Lovell@JBSSA.com; Chris.McCune@JBSSA.com; mnemitz@ufcw.org; tanya_teeter@cargill.com
Cc: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; Edens, Mandy - OSHA <Edens.Mandy@dol.gov>; Pearce, Krisann - OSHA <Pearce.Krisann@dol.gov>; Kerr, Cheryl J. - OSHA <Kerr.Cheryl.J@DOL.GOV>; Ingram, Kandyce - OSHA CTR <Ingram.Kandyce@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; (b) (6) (b) (6) >; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Kizer, Billie - OSHA <Kizer.Billie@dol.gov>; Adams, Chris R - OSHA <adams.chris.r@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>; Hughes, Dorinda - OSHA <Hughes.Dorinda@dol.gov>; Boyd, Stephen - OSHA <Boyd.Stephen@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>; Sloane, Walter - OSHA CTR <Sloane.Walter@dol.gov>
Subject: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA

Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24th between 10 and 11am or between 1 and 4pm for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski
Directorate of Cooperative and State Programs

From: [Lovell, Matthew](#)
To: Bothun, Brad; Callahan, Todd; mike.eckman@nationalbeef.com; steve.edmonds@cargill.com; hector.gonzales@tyson.com; schaynes@hormel.com; Mccune, Chris; [Mark Nemitz \(mnemitz@ufcw.org\)](mailto:Mark.Nemitz@ufcw.org); tanya.teeter@cargill.com; Kalinowski, Doug - OSHA
Cc: Sweatt, Loren E. - OSHA; Edens, Mandy - OSHA; Pearce, Krisann - OSHA; Kerr, Cheryl J. - OSHA; Ingram, Kandyce - OSHA CTR; Williams, Arlene - OSHA; Williamson, SR - OSHA; (b) (6) ; Al-Mohamed, Day - OSHA; Petermeyer, Kurt - OSHA; Kizer, Billie - OSHA; Adams, Chris R - OSHA; Harbin, Eric - OSHA; Hughes, Dorinda - OSHA; Boyd, Stephen - OSHA; Stille, Kim - OSHA; Winingham, Bonita - OSHA; Kalinowski, Doug - OSHA; Memon, Shahida J. - OSHA CTR; Meilinger, Francis - OSHA; Scott, Gina - OSHA; Sloane, Walter - OSHA CTR
Subject: Re: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA
Date: Monday, April 20, 2020 2:04:30 PM

I will make anytime work

Sent from [Outlook Mobile](#)

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Sent: Monday, April 20, 2020 11:59:46 AM
To: Brad.Bothun@JBSSA.com <Brad.Bothun@JBSSA.com>; Todd.Callahan@tyson.com <Todd.Callahan@tyson.com>; mike.eckman@nationalbeef.com <mike.eckman@nationalbeef.com>; steve_edmonds@cargill.com <steve_edmonds@cargill.com>; hector.gonzales@Tyson.com <hector.gonzales@Tyson.com>; schaynes@hormel.com <schaynes@hormel.com>; Matthew.Lovell@JBSSA.com <Matthew.Lovell@JBSSA.com>; Chris.McCune@JBSSA.com <Chris.McCune@JBSSA.com>; mnemitz@ufcw.org <mnemitz@ufcw.org>; tanya_teeter@cargill.com <tanya_teeter@cargill.com>
Cc: Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; Edens, Mandy - OSHA <Edens.Mandy@dol.gov>; Pearce, Krisann - OSHA <Pearce.Krisann@dol.gov>; Kerr, Cheryl J. - OSHA <Kerr.Cheryl.J@DOL.GOV>; Ingram, Kandyce - OSHA CTR <Ingram.Kandyce@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; (b) (6) (b) (6) ; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Kizer, Billie - OSHA <Kizer.Billie@dol.gov>; Adams, Chris R - OSHA <adams.chris.r@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>; Hughes, Dorinda - OSHA <Hughes.Dorinda@dol.gov>; Boyd, Stephen - OSHA <Boyd.Stephen@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>; Sloane, Walter - OSHA CTR <Sloane.Walter@dol.gov>
Subject: [Ext]- Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA

Use caution before opening attachments or links!

Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24th between 10 and 11am or between 1 and 4pm

for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski
Directorate of Cooperative and State Programs

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From: [Jones, Tina - OSHA](#)
To: [hbongers@meatinstitute.org](#)
Cc: [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Cholmondeley, Jo Beth - OSHA](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Morgan, Christina E. - OSHA](#)
Subject: For Your Response: Suggested Timeframes to Meet with OSHA on a Potential COVID-19 Focused Alliance
Date: Friday, May 1, 2020 11:29:56 AM

Hi Mr. Bongers,

I'm following up on your request to Kim Stille below on scheduling a meeting on Monday, May 4, 2020 to discuss a potential COVID-19 focused Alliance between OSHA and NAMI. Below are suggested times for Monday, May 4th. Please let me know if any of these timeframes would work to have a 60-minute discussion.

- 9:00 AM - 11:00 AM Eastern
- 12:00 PM – 1:30 PM Eastern
- After 3:00 PM Eastern

Tina Jones
Director, Office of Outreach Services and Alliances
DOL/OSHA
202-693-1984 (Office)
(b) (6)(b) (6)(b) (6)(b) (6)(b) (6)(b) (6))

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Friday, May 1, 2020 9:31 AM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: Alliance

Hi Kim,
Would you have someone send me a meeting request to move this forward so I can get it on Julie Anna's schedule?
Thank you,

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: [Hank Bongers](#)
To: [Stille, Kim - OSHA](#)
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA
Date: Monday, April 27, 2020 4:05:21 PM

I am available all day. It will be raining (b) (6).

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [mailto:Stille.Kim@dol.gov]
Sent: Monday, April 27, 2020 3:03 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: FW: Focused Alliance Between the North American Meat Institute and OSHA

What does your availability look like for tomorrow? I would like to complete our modification of the draft alliance and get it to you before we talk. I want to make sure you are comfortable with it before proceeding. Understanding the tremendous amount of communications and guidance you have already done (and continue to do) to assist your members, I want to make sure the alliance language notes how the agency can be of value in furthering those communications - even if it is simply educating us to the challenges faced by the industry so that those challenges may be considered in future guidance.

The pandemic is causing great stressors in your industry as well as across the Agency.

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 2:16 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA

Is the next step modifying this to reflect this alliance? We do much of it already with our members.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [mailto:Stille.Kim@dol.gov]
Sent: Monday, April 27, 2020 1:58 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: Focused Alliance Between the North American Meat Institute and OSHA

Attached is the template developed and approved for use by OSHA's national office.

You may wish to review the template, but we will modify it to address specifically COVID 19 (the attached is a starting point if you will).

If we are successful (having a positive impact thru a collaboration), the alliance can be modified to embrace other safety and health topics

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From: [Hank Bongers](#)
To: [Jones, Tina - OSHA](#)
Cc: [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Cholmondeley, Jo Beth - OSHA](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Morgan, Christina E. - OSHA](#)
Subject: Re: For Your Response: Suggested Timeframes to Meet with OSHA on a Potential COVID-19 Focused Alliance
Date: Friday, May 1, 2020 3:36:57 PM

We're available 12-1:30 and anytime after 3.

Thank you,
Hank

Sent from my iPhone

On May 1, 2020, at 10:29 AM, Jones, Tina - OSHA <Jones.Tina@dol.gov> wrote:

Hi Mr. Bongers,

I'm following up on your request to Kim Stille below on scheduling a meeting on Monday, May 4, 2020 to discuss a potential COVID-19 focused Alliance between OSHA and NAMI. Below are suggested times for Monday, May 4th. Please let me know if any of these timeframes would work to have a 60-minute discussion.

<!--[if !supportLists]-->● <!--[endif]-->9:00 AM - 11:00 AM Eastern
<!--[if !supportLists]-->● <!--[endif]-->12:00 PM – 1:30 PM Eastern
<!--[if !supportLists]-->● <!--[endif]-->After 3:00 PM Eastern

Tina Jones
Director, Office of Outreach Services and Alliances
DOL/OSHA
202-693-1984 (Office)
(b) (6)(b) (6)(b) (6)(b) (6)(b) (6)(b) (6)

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Friday, May 1, 2020 9:31 AM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: Alliance

Hi Kim,
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Thank you,

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute

hbongers@meatinstitute.org

(608) 208-5783

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From: [Kalinowski, Doug - OSHA](#)
To: [Rebecca Reindel](#); [Jason.ragogna@delta.com](#); [Chard, Joshua - Altec](#); [Hale, Kristy - Altec](#); [Hinnergardt, Darin - Altec](#); [phil.doud@altec.com](#); [Stygar III, Edward J. - ABSA](#); [scott@abma.com](#); [sahar.osman-sypher@americanchemistry.com](#); [Alexandra_peck@americanchemistry.com](#); [Lee_Salamone@americanchemistry.com](#); [RMoskowitz@afpm.org](#); [KDenbow@aga.org](#); [Walters, Jeff - American Heart Association](#); [Mames@aiha.org](#); [dave@ladders.com](#); [ryan@ladders.com](#); [BurrA@api.org](#); [karagainer@apta.org](#); ["rioakley@sunlandconstruction.com"](#); [jheckman@americanpyro.com](#); [David.markenson@redcross.org](#); [Tim Fisher](#); [STrebswether@assp.org](#); [JWeiss@assp.org](#); [LClements@assp.org](#); [Stephen Dwyer](#); [Brittany Sakata](#); [Trujillo, Frank](#); [mdrury@shapiroandduncan.com](#); [livingston@abc.org](#); [Sizemore, Greg](#); [Steve Wiltshire](#); [arfebraro@yahoo.com](#); [ntindall@AEM.org](#); [bjhurst@lghealth.org](#); [a.wiest@kamo-ms.com](#); [Erica Poff \(EricaPoff@bcsp.org\)](#); [tiera.robinson@bcsp.org](#); [fraser@bcacs.ca](#); [Larry.Teverbaugh@K2Share.com](#); [Lisa London](#); [jbatty@cfwalls.org](#); [erin@cda.org](#); [MAntonucci@csatf.org](#); [NLuther@csatf.org](#); [cmoulton@csatf.org](#); [Ayers, Charlie - CCAR](#); [kah@ccar-greenlink.org](#); [Eileen Betit](#); [jpaxton@mhi.org](#); [rhaike@mhi.org](#); [cmbecker@qwbcrane.com](#); [hesscm@harringtonhoists.com](#); [bireh@gorbel.com](#); [M_Kent_Anderson@att.net](#); [richard@aradc.org](#); [kyle@aradc.org](#); [gary.smith@ammonia-safety.com](#); [Lauren Hanan](#); [jim@reta.com](#); [khudson@LineagelLogistics.com](#); [jamesmarrella@msn.com](#); [Randel, Lowell - GCCA](#); [dave_rule@iia.org](#); [gary.white@bellcold.com](#); [rcrosson@IFCI.org](#); [lmgibson@eci.org](#); [davidhittinger@gmail.com](#); [brian.feehan@indtrk.org](#); [Cross, Gary - ITA](#); [Chris.merther@indtrk.org](#); [rctasovac@gmail.com](#); [gguilford@ihmm.org](#); [RobinWiener@isri.org](#); [swiggins@isri.org](#); [etorabian@isri.org](#); [steve.keppler@intermodal.org](#); [dave.crowley@hphood.com](#); [Cary Frye](#); [Danielle Quist](#); [Lydia Baugh](#); [cfargo@safetyequipment.org](#); [Dan Glucksman](#); [sdbright@optionline.net](#); [bphelps@lamar.com](#); [Wigger, Chuck - Lamar Industries](#); [Anibarro, Gus - LTA](#); [jeffb@masoncontractors.org](#); [jmoore@mcgriff.com](#); [Karen@midamericaosha.org](#); [Thibodeaux, Mike](#); [Donn Cahill](#); [Alicia Leahy@mpaa.org](#); [Matuga, Rob](#); [Cheryl@landscapeprofessionals.org](#); [amy@landscapeprofessionals.org](#); [GAC@nari.org](#); [Jim Goldwater \(JimAuH2O@aol.com\)](#); [Todd Schlekeway \(todd@natehome.com\)](#); [KarenBriosi@millerandlong.com](#); [rominabrvd@millerandlong.com](#); [kdobson@alberici.com](#); [bworsham@nccer.org](#); [rwilder@nccer.org](#); [Imottet@transequality.org](#); [hitobin@transequality.org](#); [Lambert, Jeff](#); [kmckenney@demolitionassociation.com](#); [kgrundahl@qualtim.com](#); [Jason.eardley@adm.com](#); [KFrye@growmark.com](#); [GHuddleston@afia.org](#); [Catrylatt@gmail.com](#); [Barb.Grove@cvcoop.com](#); [Jess McCluer](#); [greg.rowe@perdue.com](#); [jseibert@ngfa.org](#); [Kristin@GEAPS.com](#); [Steve@GEAPS.com](#); [john@regionalhca.org](#); [jgiometti@nheo.org](#); [msilva@nheo.org](#); [Earnest, G. 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Subject: For Your Information: Further Guidance On Enforcement For Use Of Respiratory Protection Equipment
Date: Monday, April 6, 2020 9:45:04 AM

Good Morning,

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has issued new [Enforcement Guidance for Use of Respiratory Protection Equipment Certified under Standards of Other Countries or Jurisdictions During the Coronavirus Disease 2019](#)

[\(COVID-19\) Pandemic](#). This memorandum provides additional interim guidance to Compliance Safety and Health Officers (CSHOs) for enforcing the Respiratory Protection standard, 29 CFR § 1910.134, and certain other health standards, with regard to supply shortages of disposable N95 filtering facepiece respirators (FFRs). This guidance applies in all industries and outlines enforcement discretion to permit the use of FFRs and air-purifying elastomeric respirators that are either:

- Certified under certain standards of other countries or jurisdictions, as specified below; or
- When equipment certified under standards of other countries or jurisdictions is not available, previously certified under the standards of other countries or jurisdictions but are beyond their manufacturer's recommended shelf life (i.e., expired).

For more information about COVID -19 please visit [OSHA's COVID-19 webpage](#) and [CDC's COVID-19 webpage](#).

Doug Kalinowski
Directorate of Cooperative and State Programs

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Subject: For Your Information: U.S. Department of Labor Issues Temporary Enforcement Guidance for Respirator Fit-Testing in Healthcare during COVID-19 Outbreak

Date: Monday, March 16, 2020 9:53:30 AM

Good Morning,

As you may be aware, the Occupational Safety and Health Administration (OSHA) has issued

[new temporary guidance](#) regarding the enforcement of OSHA's [Respiratory Protection standard](#). This guidance is aimed at ensuring healthcare workers have full access to needed N95 respiratory protection in light of anticipated shortages. The temporary enforcement guidance is in effect beginning March 14, 2020, and will remain in effect until further notice.

For further information about COVID-19, please visit the U.S. Department of Health and Human Services' [Centers for Disease Control and Prevention](#).

Doug Kalinowski

From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: COVID-19 focused Alliance with NAMI
Date: Tuesday, April 28, 2020 5:59:00 PM
Attachments: [Draft National Alliance Agreement - NAMI.doc](#)

Please find attached the updated draft OSHA/NAMI national Alliance agreement.

- We've made clear throughout that the Alliance is centered around COVID-19 prevention; note in particular that all 5 Alliance objectives specifically allude to this as a focus area.
- The mention of "us[ing] available injury, illness, and hazard exposure data" in the third paragraph refers to the use of publicly available data sources (e.g., OSHA inspection records and Serious Injury Reporting (SIRS) data, as well as data from the Bureau of Labor Statistics)
- The Alliance is for the standard 2-year initial term, but either OSHA or NAMI may withdraw from the agreement at any time with 30 days' written notice.

As mentioned during our talk earlier today, we have brainstormed several activities that could be tackled through an alliance and would be of great benefit to both organizations:

- Participation of OSHA representatives (i.e., a compliance assistance specialist) in one or more of NAMI's weekly safety calls, as appropriate, to:
 - Discuss and answer member questions regarding the OSHA-CDC [Guidance for Meat and Poultry Processing Workers and Employers](#) regarding the prevention of COVID-19 transmission in meatpacking and processing facilities, and clarify OSHA's expectations with regard to enforcement questions.
 - Share information regarding OSHA guidance, compliance assistance tools, and other resources for identifying and mitigating COVID-19 hazards, including the [On-Site Consultation Program](#).
 - Provide NAMI members and other industry stakeholders the opportunity to (1) share information with the agency regarding the unique challenges faced by meatpacking and processing industry employers, including small to medium-sized businesses, in preventing COVID-19 transmission, and (2) provide suggestions regarding identified best practices.
- Work together to compile a list of guidance, tools, and training resources relevant to preventing the transmission of COVID-19 in meatpacking and processing operations, and make this information available to NAMI members and other industry stakeholders in a stand-alone portal on the NAMI website.
- Sponsor webinars or other outreach activities that spotlight best practices that small to medium-sized meatpacking and processing employers can employ to prevent COVID-19 transmission.
- Collaborate in developing toolbox talks that could be employed by front-line supervisors to elevate employees' understanding of, and adherence to, recommended best practices for preventing COVID-19 transmission at work, at home, and in the community.
- Hold an industry-wide "Stand-Up" event that encourages employers and workers in the meatpacking and processing industry to participate in COVID-19 prevention activities, such as safety training, hazard identification, and hazard correction.

Nationally OSHA entered into an alliance with the National Grain and Feed Association two years ago

for similar purposes – prevent fatalities in the grain industry primarily by addressing the engulfment hazards of grain bin entry. That alliance has been very successful for both the NGFA and OSHA. We are entering into a second iteration of the alliance this fall. The renewed alliance allows the Grain Elevator and Processing Society (GEAPS) and Grain Handling Safety Council (GHSC) to join NGFA and OSHA as signatories. The efforts of the signatories are culminated every year in an annual [Stand Up for Grain Safety Week](#), which encourages employers and workers in the grain handling industry to participate in safety related activities such as training, hazard identification, and hazard correction. Several states across the US planned events for the 2020 Stand-Up (April 13-17, 2020). Although circumstances did not allow those events to be held live, webinars were held daily. The webinars were attended by approximately 1700 people and the Stand-Up website drew viewers from across the United States and nine other countries around the globe.

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From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: Data Availability - if Interested
Date: Tuesday, April 28, 2020 9:44:00 AM
Attachments: [Draft National Alliance Agreement - NAMI.doc](#)

OSHA is now listing data specific to enforcement activities and complaints on our public website – we have been receiving a tremendous number of FOIA requests particularly involving OSHA activities during the pandemic. The enforcement and whistleblower data is updated daily, but does not list employers by name.

<https://www.osha.gov/news>

<https://www.osha.gov/enforcement/covid-19-data>

<https://www.whistleblowers.gov/covid-19-data>

However, specific information is available under the FOIA page data, such as Region (RID), Type of Activity (Act ID: C = Complaint, R = Referral, ..). The FOIA webpage is updated weekly

RID	Act ID	Primary/Site NAICS	Receipt Date	Receipt Type	Formality	Insp ID	Addl' Code

The FOIA page data will be updated once a week; here's the [link](#)
<https://www.osha.gov/foia#covid-19>

On another note – attached is the working draft for the alliance. I have a meeting with my National Office folks this afternoon regarding it, but my initial concerns revolve around the fact that it does not appear to be too focused. I need to hear from you with respect to length of participation (understanding that they are anticipating a resurgence in the fall AND the fact that anything the federal government does takes time, it would need to be in place at least a year), willingness to share / provide data in some form or fashion that would allow us (NAMI and OSHA) to adjust the alliance activities to meet the needs of your members,

There isn't anything that would prohibit us from modifying the alliance and extending it once COVID is "tackled" (if that is possible)

Let me know

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From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: Enforcement guidance regarding respirator disinfection
Date: Monday, April 27, 2020 9:15:00 AM
Attachments: [Guidance for COVID-19 Respirator Disinfection - 2020-04-24 final letterhead.pdf](#)

In the event you have not seen this - attached enforcement guidance regarding the use of respiratory protection that has been decontaminated using certain methods.

Kimberly Stille
Regional Administrator
USDOL - OSHA
Region VII, Kansas City
2300 Main Street, Suite 1010
Kansas City, MO 64108
(816) 502-9012



From: Hank Bongers
To: Hank Bongers
Subject: W An employee's view. What it's like inside the Hormel Foods plant | KAALTV.com
Date: Friday, April 24, 2020 2:27:37 PM

Click the link below for the news story. It's nice to see something positive once in a while.

Hank Bongers, CSP
Director, Worker Safety
Northeast American Meat Institute
hbongers@meatinstitute.org
(608) 206-5783

-----Original Message-----

From: Hank Bongers
Sent: Tuesday, April 21, 2020 8:46 PM
To: hbongers@hormel.com; reidher.s.sanson@hormel.com
Subject: FW: An employee's view. What it's like inside the Hormel Foods plant | KAALTV.com

Hi Bob

This speaks volumes for the work you and your team is doing at Hormel. Stories like this are few and far between and I can't express how happy I am for Hormel.

Hank Bongers, CSP
Director, Worker Safety
Northeast American Meat Institute
hbongers@meatinstitute.org
(608) 206-5783

https://go01.safelinksprotect.on.outlook.com/?url=https%3A%2F%2Furldefense.propoint.com%2F2%252Furn%253Fv%253Dhttps%253A%252Bwww.kautt.com_corona_irus_an-2Demployees-2Dew-2Dwhat-2Dits-2Dlike-2Dinside-2Dbhc-2Dhormel-2Dfoods-2Dplant_5707233_%26d%3DDde4F4Ag%26c%3DencZatcaTDLi_imEN8h7jXrwqOf-5A_C4pgnVfiMM%26e%3D87676D9inxNR-UbcT_GHDsWKJIC%7dJ1zf_shSS_cso%26m%3D2U1wGd2rRdbT0uZAdC7ueeR8S-gym9RJ3KARX3xTE%26s%3DRYmEh77midFbKwdWwXZEU1ZIL7dx5w0EV11gb_NQ%26e%3D&data=02%7C01%7CStille.Kim%_6dol.go_%7C10dc7a788821_77c1a608d7e87a5dad%7C75a6305_720_eb9126adab971d_acce%7C0%7C0%7C637233_8_570858_89&_sda=x-ZMKUauLGre0YIOnZMM6yuHsQq_7ES_wjb2dF5XAw0%3D&_reser_cd=0

From: [Hank Bongers](#)
To: [Stille, Kim - OSHA](#)
Subject: FW: Meat Industry Guidelines
Date: Friday, April 24, 2020 2:22:20 PM
Attachments: [MN COVID 19 meatpacking guidance.pdf](#)

Hi Kim,

This is how I distribute the information. I use bcc to the membership to avoid the dreaded "reply all" response.

Have a good weekend!

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Hank Bongers
Sent: Friday, April 24, 2020 1:20 PM
Cc: Julie Anna Potts <japotts@meatinstitute.org>; Mark Dopp <mdopp@meatinstitute.org>; Ann Wells <awells@meatinstitute.org>; Nicole Vetsch <nvetsch@meatinstitute.org>; Megan McCullough <MMMcCullough@meatinstitute.org>; 'Stille, Kim - OSHA' <Stille.Kim@dol.gov>
Subject: FW: Meat Industry Guidelines

Hi All,

You may have facilities in Minnesota, if so this is especially of interest to you. If you do not have facilities in Minnesota there may be practices that could be effective in your fight to keep employees safe.

Please let me know if you have questions or comments.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

To: [Hank Bongers](#)
Subject: FW: Potential Focused Alliance Between the North American Meat Institute and OSHA
Date: Monday, April 27, 2020 2:53:03 PM
Attachments: [National Alliance Agreement - OMB 0274.doc](#)

Attached is the template developed and approved for use by OSHA's national office.

You may wish to review the template, but we will modify it to address specifically COVID 19.

If we are successful (having a positive impact thru a collaboration), the alliance can be modified to embrace other safety and health topics

From: Jones, Tina - OSHA <Jones.Tina@dol.gov>
Sent: Monday, April 27, 2020 1:37 PM
To: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>
Cc: Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Morgan, Christina E. - OSHA <Morgan.Christina.E@dol.gov>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Hi Kim – we'll start modifying the attached template so that it's focused on information dissemination, outreach, etc. related to COVID-19. If you would like someone involved in any of your conversations with Hank/Mark, let me know. If you think it would help with the discussion, you may want to share the attached National Alliance template with them.

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Sent: Monday, April 27, 2020 2:15 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Cc: Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Jones, Tina - OSHA <Jones.Tina@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Tina is working on it.

From: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Sent: Monday, April 27, 2020 2:10 PM
To: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Cc: Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Jones, Tina - OSHA <Jones.Tina@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Of course.

Have you initiated a draft template for a focused alliance?

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>

Sent: Monday, April 27, 2020 1:01 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Cc: Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Jones, Tina - OSHA <Jones.Tina@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Not at all but if it is going to be a national effort, obviously we should be involved. Thanks.

From: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Sent: Monday, April 27, 2020 1:59 PM
To: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Cc: Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Jones, Tina - OSHA <Jones.Tina@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>
Subject: FW: Potential Focused Alliance Between the North American Meat Institute and OSHA

It seems Ms. Potts is extremely busy, as you might expect, with NAMI's response to the surge in COVID cases across the industry. She has requested Hank Bongers, through Mark Dopp, NAMI's Senior Vice President Regulatory and Scientific Affairs and General Counsel, to reach out to us. In that I have an established relationship with Hank – do you have any issues with me carrying forward?

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 11:31 AM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

I was just instructed by Mark to go ahead and start the process with you.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 11:08 AM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

To gage her cooperation in a focused alliance

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 11:04 AM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

I just asked Mark Dopp the question of forging ahead on her behalf. What are the particulars for the call this afternoon?

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 11:01 AM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Perhaps she was asking you to participate on the call with Doug this afternoon.

I know you have to be working overtime – I know I am. The number of COVID confirmations in Nebraska have more than doubled in a two week period. I suspect that is the case in most states with a number of meatpacking facilities (Iowa, Kansas, Wisconsin, ...)

Let me know if there is anything I can do

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 10:56 AM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Hi Kim,
I talked with Julie Anna during our staff call Friday and she asked if I was available for a conference call today. I have not gotten a follow up for the call. I'm ready to move this forward once she gives the go ahead. I would have thought the email was the best. I know this has had all of us doing extra duty trying to keep up with the situation.
I will follow up with my boss today.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 10:51 AM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: FW: Potential Focused Alliance Between the North American Meat Institute and OSHA

What is the best method to reach Ms. Potts?

Mr. Kalinowski is the Director for the Directorate of Cooperative and State Plan Programs in OSHA's National Office. He has reached out to her a couple times, with no response.

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Sent: Friday, April 24, 2020 4:22 PM
To: japotts@meatinstitute.org
Cc: Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Jones, Tina - OSHA <Jones.Tina@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>
Subject: Potential Focused Alliance Between the North American Meat Institute and OSHA

Ms. Potts,

I am writing to express OSHA's interest in exploring a focused alliance with NAMI that could address the current COVID crisis facing your members.

OSHA currently has 40 national and over 200 regional alliances with various associations and organizations. The primary purposes of these alliances are to strengthen relationships and share information in both directions. OSHA did have such an alliance with the AMI a little over 10 years ago.

I know that Hank Bongers has spoken with Kim Stille, Regional Administrator in Kansas City about this recently and has had a strong working relationship with him for a number of years. If you are interesting in further exploring such an alliance, we can arrange a call with the key OSHA staff and me to discuss what this entails and the potential benefits in more detail. We have availability Monday morning or after 3:30pm on April 27, or the afternoon of April 28th. If neither work for you, we can explore other dates/times.

Please let me know if you are interested in discussing further.

Thanks,

Doug Kalinowski, Director
Directorate of Cooperative and State Programs

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From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: Meat Industry Guidelines
Date: Friday, April 24, 2020 2:02:00 PM
Attachments: [MN COVID_19_meatpacking_guidance.pdf](#)

Getting Omaha Steaks permission to share their information (don't think it will be an issue just want to be positive)

Kimberly Stille
Regional Administrator
USDOL - OSHA
Region VII, Kansas City
2300 Main Street, Suite 1010
Kansas City, MO 64108
(816) 502-9012



From: [Kalinowski, Doug - OSHA](#)
To: japotts@meatinstitute.org
Cc: [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Williams, Arlene - OSHA](#); [Jones, Tina - OSHA](#); [Memon, Shahida J. - OSHA CTR](#)
Subject: Potential Focused Alliance Between the North American Meat Institute and OSHA
Date: Friday, April 24, 2020 5:22:05 PM

Ms. Potts,

I am writing to express OSHA's interest in exploring a focused alliance with NAMI that could address the current COVID crisis facing your members.

OSHA currently has 40 national and over 200 regional alliances with various associations and organizations. The primary purposes of these alliances are to strengthen relationships and share information in both directions. OSHA did have such an alliance with the AMI a little over 10 years ago.

I know that Hank Bongers has spoken with Kim Stille, Regional Administrator in Kansas City about this recently and has had a strong working relationship with him for a number of years. If you are interesting in further exploring such an alliance, we can arrange a call with the key OSHA staff and me to discuss what this entails and the potential benefits in more detail. We have availability Monday morning or after 3:30pm on April 27, or the afternoon of April 28th. If neither work for you, we can explore other dates/times.

Please let me know if you are interested in discussing further.

Thanks,

Doug Kalinowski, Director
Directorate of Cooperative and State Programs

From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: Re: Coronavirus (COVID-19) Update
Date: Monday, April 27, 2020 5:18:17 PM

Excellent- thank you

On Apr 27, 2020, at 4:00 PM, Hank Bongers <HBongers@meatinstitute.org> wrote:

From: Julie Anna Potts [mailto:americanmeat@meatinstituteccsend.com] **On Behalf Of** Julie Anna Potts
Sent: Monday, April 27, 2020 3:57 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: Coronavirus (COVID-19) Update



April 27, 2020

To: NAMI Members, Board of Directors, Scientific Affairs Committee, Labor and Employment Committee, Worker Safety Committee, International Affairs Committee, Food Safety and Inspection Affairs Committee, Washington Representatives
From: Julie Anna Potts, President and CEO
Subject: Coronavirus (COVID-19) Update

This memorandum includes new documents and information pertaining to the coronavirus (COVID-19) pandemic, links to several government agencies, and law firms with COVID-19 websites with useful information.

Interim Guidance for Meat and Poultry Processing Workers and Employers

The Centers for Disease Control and Prevention (CDC) and the Occupational Safety and Health Administration (OSHA) (the agencies) yesterday issued **Interim Guidance** for Meat and Poultry Processing Workers and Employers. The guidance highlights how to conduct and create a COVID-19 assessment and control plan.

The Guidance provides suggestions plants may want to consider implementing if they have not already done so, e.g., engineering controls such as modifying the alignment of workstations, including along processing lines, if feasible, erecting physical barriers, etc. The Guidance also discusses administrative controls such as encouraging single-file movement with a six-foot distance between each worker through the facility, where possible.

The Guidance also discusses the appropriate Personal Protective Equipment individuals should wear to control the spread of COVID-19 within establishments. Information on how to screen employees, manage ill employees, and allow people to return to work also is provided

Importantly, employers may permit workers exposed to COVID-19, but remain without symptoms, to continue to work, provided they adhere to additional safety precautions. The additional precautions are intended to protect them and the community. Although an objective of the Guidance was to help create a consistent approach by state and local facilities to COVID-19 issues in meat and poultry processing facilities, it remains to be seen whether that will be accomplished.

OSHA also discussed training regarding the virus and prevention. Although in-person training may be difficult due to social distancing restrictions, the Guidance provides a free poster link. The agencies recommend placing simple posters in languages common in the worker population encouraging employees to stay home when sick. The posters also include cough and sneeze etiquette and proper hand hygiene practices. These posters should be placed at the entrance to the workplace and in break areas, locker rooms, and other workplace areas where they are likely to be seen. The Guidance includes a link to the posters in multiple languages.

CDC has free, simple [posters available to download](#) and print, some of which are translated into different languages. The [Stop the Spread of Germs poster](#) is available in [Amharic](#), [Arabic](#), [Burmese](#), [Dari](#), [Farsi](#), [French](#), [Haitian Creole](#), [Kinyarwanda](#), [Karen](#), [Korean](#), [Nepali](#), [Pashto](#), [Portuguese](#), [Russian](#), [Simplified Chinese](#), [Somali](#), [Spanish](#), [Swahili](#), [Tigryna](#), [Ukrainian](#), and [Vietnamese](#).

COVID-19 Testing Considerations and Operational Continuity Document

The ability to test employees is likely to become increasingly available. The Meat Institute created a document that provides information companies may consider if they are contemplating conducting testing. That document can be found [here](#). Companies also need to take steps when employees test positive. This [document](#) includes questions to consider when that occurs. Finally, NAMI has developed "return to work" [guidance](#) for companies whose employees become ill from COVID-19 or test positive.

The Food and Drug Administration (FDA) recently posted several documents on its website that may be useful. "What to Do if You Have COVID-19 Confirmed Positive or Exposed Workers in Your Food Production, Storage, or Distribution Operations Regulated by FDA" can be found [here](#). "Use of Respirators, Facemasks, and Cloth Face Coverings in the Food and Agriculture Sector During Coronavirus Disease (COVID-19) Pandemic" can be found [here](#). And "Food Safety and the Coronavirus Disease 2019 (COVID-19)" can be found [here](#).

Testing and Personal Protective Equipment Resources

The United States Department of Agriculture (USDA) and the Federal Emergency Management Agency (FEMA) compiled a list of companies that may supply personal protective equipment, disinfectants, and sanitation supply needs for the Food and Agriculture Sector. The USDA/FEMA information has been supplemented by NAMI with additional companies and that larger list can be found [here](#).

The Meat Institute will provide other testing and personal protective equipment resources as they become available. If you have testing or PPE resources to share please send them to Mark Dopp, mdopp@meatinstitute.org.

Agricultural Marketing Service Product Solicitation

The USDA Agricultural Marketing Service (AMS) released a [Request for Proposal](#) for the USDA Farmers to Families Food Box Purchase Program on April 24. Under this program, AMS will procure an estimated \$100 million per month in fresh fruits and vegetables, \$100 million per month in a variety of dairy products, and \$100 million per month in meat products. Distributors will supply a pre-approved portfolio of fresh fruit and vegetables and dairy and meat products in a box to non-profit and governmental organizations with the capacity to distribute the boxes to individuals in need.

Proposals must include several elements including: technical information on how their role will support American agriculture; performance ability; past performance including written references; and pricing information including the pricing for a specific product, delivery information and constraints. Examples of meat (pork and chicken) that may be included are pre-cooked chicken nuggets, pre-cooked bacon, pre-cooked pork patties, pork or chicken taco filling. AMS will award contracts with regionally located distributors in seven U.S. regions with the goal of targeted coverage within the United States.

The Request for Proposal and other applicable attachments, including an informational webinar with technical details, can be found [here](#). Proposals are due to AMS by 1 p.m. ET on May 1.

* * * * *

We will update this memorandum as needed. Please contact me or Mark Dopp at mdopp@meatinstitute.org with questions.

North American Meat Institute,
1150 Connecticut Ave NW, 12th Floor, Washington, DC 20036

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Sent by japotts@meatinstitute.org in collaboration with



From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: RE: Data Availability - if Interested
Date: Wednesday, April 29, 2020 4:40:00 PM

No – I know you have to be terribly busy. No apology needed

Meatpacking industry is now commanding the attention of everyone from the President to the media

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Wednesday, April 29, 2020 3:37 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Data Availability - if Interested

No word, it is frustrating waiting on them. They are busy with handling all sorts of issues with the membership.

I do not know what the breakdown is for non-English speaking workers at the facilities.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Wednesday, April 29, 2020 3:23 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: RE: Data Availability - if Interested

Any word??

Do you know generally the percentage of non-English speaking employees at meat packing facilities? Or, is that variable based on region / state?

From: Stille, Kim - OSHA
Sent: Tuesday, April 28, 2020 8:45 AM
To: 'Hank Bongers' <HBongers@meatinstitute.org>
Subject: Data Availability - if Interested

OSHA is now listing data specific to enforcement activities and complaints on our public website – we have been receiving a tremendous number of FOIA requests particularly involving OSHA activities during the pandemic. The enforcement and whistleblower data is updated daily, but does not list employers by name.

<https://www.osha.gov/news>

<https://www.osha.gov/enforcement/covid-19-data>

<https://www.whistleblowers.gov/covid-19-data>

However, specific information is available under the FOIA page data, such as Region (RID), Type of Activity (Act ID: C = Complaint, R = Referral, ..). The FOIA webpage is updated weekly

RID	Act ID	Primary/Site NAICS	Receipt Date	Receipt Type	Formality	Insp ID	Addl' Code

The FOIA page data will be updated once a week; here's the link

<https://www.osha.gov/foia#covid-19>

On another note – attached is the working draft for the alliance. I have a meeting with my National Office folks this afternoon regarding it, but my initial concerns revolve around the fact that it does not appear to be too focused. I need to hear from you with respect to length of participation (understanding that they are anticipating a resurgence in the fall AND the fact that anything the federal government does takes time, it would need to be in place at least a year), willingness to share / provide data in some form or fashion that would allow us (NAMI and OSHA) to adjust the alliance activities to meet the needs of your members,

There isn't anything that would prohibit us from modifying the alliance and extending it once COVID is "tackled" (if that is possible)

Let me know

Kimberly Stille
Regional Administrator
USDOL - OSHA
Region VII, Kansas City
2300 Main Street, Suite 1010
Kansas City, MO 64108
(816) 502-9012



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From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA
Date: Monday, April 27, 2020 3:44:00 PM

Yes. I know you do – the alliance will do nothing to undermine those, but rather “formalize” all of your efforts for your employees for the Agency and for the public. In addition, it will open up a channel for OSHA to hear directly from your members (through you) any issues/obstacles/challenges that we may aid in addressing. In addition, it will open up communications to CDC/NIOSH, as well as other federal agencies that may have an impact on the situation

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 2:16 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA

Is the next step modifying this to reflect this alliance? We do much of it already with our members.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 1:58 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: Focused Alliance Between the North American Meat Institute and OSHA

Attached is the template developed and approved for use by OSHA’s national office.

You may wish to review the template, but we will modify it to address specifically COVID 19 (the attached is a starting point if you will).

If we are successful (having a positive impact thru a collaboration), the alliance can be modified to embrace other safety and health topics

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From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA
Date: Monday, April 27, 2020 3:22:00 PM

Very good

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 2:06 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA

Hi Kim,
We have members in all fifty states and Canada.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 2:00 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA

What is NAMI's reach? Do you have members for all 50 states?

From: Stille, Kim - OSHA
Sent: Monday, April 27, 2020 1:58 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: Focused Alliance Between the North American Meat Institute and OSHA

Attached is the template developed and approved for use by OSHA's national office.

You may wish to review the template, but we will modify it to address specifically COVID 19 (the attached is a starting point if you will).

If we are successful (having a positive impact thru a collaboration), the alliance can be modified to embrace other safety and health topics

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From: [Hank Bongers](#)
To: [Stille, Kim - OSHA](#)
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA
Date: Monday, April 27, 2020 3:16:45 PM

Is the next step modifying this to reflect this alliance? We do much of it already with our members.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [mailto:Stille.Kim@dol.gov]
Sent: Monday, April 27, 2020 1:58 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: Focused Alliance Between the North American Meat Institute and OSHA

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From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA
Date: Monday, April 27, 2020 4:05:00 PM

For once I am glad for the rain!!

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 3:05 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA

I am available all day. (b) (6) [REDACTED].

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 3:03 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: FW: Focused Alliance Between the North American Meat Institute and OSHA

What does your availability look like for tomorrow? I would like to complete our modification of the draft alliance and get it to you before we talk. I want to make sure you are comfortable with it before proceeding. Understanding the tremendous amount of communications and guidance you have already done (and continue to do) to assist your members, I want to make sure the alliance language notes how the agency can be of value in furthering those communications - even if it is simply educating us to the challenges faced by the industry so that those challenges may be considered in future guidance.

The pandemic is causing great stressors in your industry as well as across the Agency.

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 2:16 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Focused Alliance Between the North American Meat Institute and OSHA

Is the next step modifying this to reflect this alliance? We do much of it already with our members.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute

hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 1:58 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: Focused Alliance Between the North American Meat Institute and OSHA

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From: [Hank Bongers](#)
To: [Stille, Kim - OSHA](#)
Cc: [Julie Anna Potts](#); [Mark Dopp](#); [Ann Wells](#); [Nicole Vetsch](#); [Megan McCullough](#)
Subject: RE: Fogging Safety Glasses
Date: Friday, April 24, 2020 2:05:07 PM
Attachments: [Safety glasses anti.docx](#)

Hi Kim,

This is another example of the meat industry sharing information on employee safety.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Hank Bongers
Sent: Thursday, April 23, 2020 1:55 PM
Cc: Julie Anna Potts <japotts@meatinstitute.org>; Mark Dopp <mdopp@meatinstitute.org>; Ann Wells <awells@meatinstitute.org>; Nicole Vetsch <nvetsch@meatinstitute.org>; Megan McCullough <MMcCullough@meatinstitute.org>
Subject: Fogging Safety Glasses

Thank you all for the great responses to the question of how to prevent safety glasses from fogging. I've compiled the responses on the attachment so all may review the suggestions. There may be something you have not tried.

Thanks again,

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA
Date: Monday, April 27, 2020 2:25:00 PM

Thank you

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 1:19 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

We believe Tyson may have fish operations but are not aware of any other member in the business. Our members handle all animal protein except seafood and eggs.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 1:04 PM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Does NAMI have members in the fish processing industry as well as beef, pork and poultry?

From: Hank Bongers <HBongers@meatinstitute.org>
Sent: Monday, April 27, 2020 12:35 PM
To: Stille, Kim - OSHA <Stille.Kim@dol.gov>
Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

I haven't received any information on a call.
I'm available all afternoon.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 12:12 PM

To: Hank Bongers <HBongers@meatinstitute.org>

Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Very good. Thank you. I have a call at 12:30pm and one at 2pm. I will reach out to you yet today

No call to Doug this afternoon correct?

From: Hank Bongers <HBongers@meatinstitute.org>

Sent: Monday, April 27, 2020 11:54 AM

To: Stille, Kim - OSHA <Stille.Kim@dol.gov>

Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Mark is Senior Vice President Regulatory and Scientific Affairs and General Counsel. I report to him.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]

Sent: Monday, April 27, 2020 11:33 AM

To: Hank Bongers <HBongers@meatinstitute.org>

Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Thanks. What is Mark's title/role?

I am assuming that means that mean Julie Anna will not be speaking with Doug this afternoon – too busy, correct?

From: Hank Bongers <HBongers@meatinstitute.org>

Sent: Monday, April 27, 2020 11:31 AM

To: Stille, Kim - OSHA <Stille.Kim@dol.gov>

Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

I was just instructed by Mark to go ahead and start the process with you.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]

Sent: Monday, April 27, 2020 11:08 AM

To: Hank Bongers <HBongers@meatinstitute.org>

Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Not sure, but will inquire. I suspect it is to gage her cooperation

From: Hank Bongers <HBongers@meatinstitute.org>

Sent: Monday, April 27, 2020 11:04 AM

To: Stille, Kim - OSHA <Stille.Kim@dol.gov>

Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

I just asked Mark Dopp the question of forging ahead on her behalf. What are the particulars for the call this afternoon?

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]

Sent: Monday, April 27, 2020 11:01 AM

To: Hank Bongers <HBongers@meatinstitute.org>

Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Perhaps she was asking you to participate on the call with Doug this afternoon.

I know you have to be working overtime – I know I am. The number of COVID confirmations in Nebraska have more than doubled in a two week period. I suspect that is the case in most states with a number of meatpacking facilities (Iowa, Kansas, Wisconsin, ..)

Let me know if there is anything I can do

IF nationally my folks cannot seem to “get it together”, would you or Ms. Potts have issues with you and I forging ahead? Time is of the essence

From: Hank Bongers <HBongers@meatinstitute.org>

Sent: Monday, April 27, 2020 10:56 AM

To: Stille, Kim - OSHA <Stille.Kim@dol.gov>

Subject: RE: Potential Focused Alliance Between the North American Meat Institute and OSHA

Hi Kim,

I talked with Julie Anna during our staff call Friday and she asked if I was available for a conference call today. I have not gotten a follow up for the call. I'm ready to move this forward once she gives the go ahead. I would have thought the email was the best. I know this has had all of us doing extra duty trying to keep up with the situation.

I will follow up with my boss today.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]
Sent: Monday, April 27, 2020 10:51 AM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: FW: Potential Focused Alliance Between the North American Meat Institute and OSHA

What is the best method to reach Ms. Potts?

Mr. Kalinowski is the Director for the Directorate of Cooperative and State Plan Programs in OSHA's National Office. He has reached out to her a couple times, with no response.

From: Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>
Sent: Friday, April 24, 2020 4:22 PM
To: japotts@meatinstitute.org
Cc: Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Jones, Tina - OSHA <Jones.Tina@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>
Subject: Potential Focused Alliance Between the North American Meat Institute and OSHA

Ms. Potts,

I am writing to express OSHA's interest in exploring a focused alliance with NAMI that could address the current COVID crisis facing your members.

OSHA currently has 40 national and over 200 regional alliances with various associations and organizations. The primary purposes of these alliances are to strengthen relationships and share information in both directions. OSHA did have such an alliance with the AMI a little over 10 years ago.

I know that Hank Bongers has spoken with Kim Stille, Regional Administrator in Kansas City about this recently and has had a strong working relationship with him for a number of years. If you are interesting in further exploring such an alliance, we can arrange a call with the key OSHA staff and me to discuss what this entails and the potential benefits in more detail. We have availability Monday morning or after 3:30pm on April 27, or the afternoon of April 28th. If neither work for you, we can explore other dates/times.

Please let me know if you are interested in discussing further.

Thanks,

Doug Kalinowski, Director
Directorate of Cooperative and State Programs

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From: [Hank Bongers](#)
To: [Stille, Kim - OSHA](#)
Subject: RE: Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities
Date: Wednesday, April 29, 2020 9:15:05 AM
Attachments: [image001.png](#)

Thanks Kim. I sent this forward to our members.

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Stille, Kim - OSHA [mailto:Stille.Kim@dol.gov]
Sent: Wednesday, April 29, 2020 7:59 AM
To: Hank Bongers <HBongers@meatinstitute.org>
Subject: FW: Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities

News statement issued last night by the Agency

From: DOL Public Affairs <m-DOLPublicAffairs@dol.gov>
Date: April 28, 2020 at 9:05:08 PM EDT
Subject: Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities



News Statement

U.S. Department of Labor | April 28, 2020

Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities

WASHINGTON, DC – The U.S. Department of Labor issued the following statement from Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities:

“The Occupational Safety and Health Administration (OSHA) and the Centers for Disease Control and Prevention (CDC) recently issued [joint interim guidance](#) for meat and poultry processing workers and employers (Joint Meat Processing Guidance) in light of multiple outbreaks of COVID-19 among meat, pork, and poultry processing facility workers. It is vitally important that employers in this critical industry adhere to the Joint Meat Processing Guidance to protect their workers from the risk of COVID-19 infection. Moreover, the security of America’s food supply relies on meat, pork, and poultry processing facilities continuing to operate, which they cannot do without a healthy workforce. In light of President Trump’s invocation of the Defense Production Act (DPA) with respect to meat and poultry processing, OSHA and the Solicitor of Labor issue this statement to clarify the effect of the Joint Meat Processing Guidance in this circumstance.

“OSHA has issued [enforcement guidance](#) indicating the agency will use enforcement discretion for employers adhering to appropriate guidance, including the Joint Meat Processing Guidance. As stated in the Joint Meat Processing Guidance, employers should conduct worksite assessments to identify COVID-19 risks and prevention strategies and then implement them. It is important that employers seek to adhere to this Guidance. To the extent employers determine that certain measures are not feasible in the context of specific plants and circumstances, they are encouraged to document why that is the case. In the event of an investigation, OSHA will take into account good faith attempts to follow the Joint Meat Processing Guidance. OSHA does not anticipate citing employers that adhere to the Joint Meat Processing Guidance. Additionally, because of the President’s invocation of the DPA, no part of the Joint Meat Processing Guidance should be construed to indicate that state and local authorities may direct a meat and poultry processing facility to close, to remain closed, or to operate in accordance with procedures other than those provided for in this Guidance.

“In addition, courts often consider compliance with OSHA standards and guidance as evidence in an employer’s favor in litigation. Where a meat, pork, or poultry processing employer operating pursuant to the President’s invocation of the DPA has demonstrated good faith attempts to comply with the Joint Meat Processing Guidance and is sued for alleged workplace exposures, the Department of Labor will consider a request to participate in that litigation in support of the employer’s compliance program. Likewise, the Department of Labor will consider similar requests by workers if their employer has not taken steps in good faith to follow the Joint Meat Processing Guidance.

“OSHA encourages employers to contact OSHA for compliance assistance or the OSHA [On-Site Consultation Program](#) for assistance in applying the joint guidance to their worksites. Employers also may contact CDC for assistance.”

#

Media Contact:

Emily Weeks, 202-693-4681, Weeks.emily.c@dol.gov

Release Number: 20-791-NAT

U.S. Department of Labor news materials are accessible at <http://www.dol.gov>. The department's [Reasonable Accommodation Resource Center](#) converts departmental information and documents into alternative formats, which include Braille and large print. For alternative format requests, please contact the department at (202) 693-7828 (voice) or (800) 877-8339 (federal relay).

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From: [Hank Bongers](#)
To: [Stille, Kim - OSHA](#)
Cc: [Julie Anna Potts](#); [Mark Dopp](#); [KatieRose McCullough](#)
Subject: RE: Worker Safety Efforts Against Covid-19
Date: Friday, April 24, 2020 2:02:25 PM

Hi Kim,

Here is one of the communications sent to the members of the North American Meat Institute to demonstrate efforts the industry is taking to protect employees from the corona virus. We are happy to share our industries initiatives in protecting employees from the virus with OSHA and look forward to working with you as a team.

Regards,

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

From: Hank Bongers
Sent: Tuesday, April 21, 2020 9:48 AM
Cc: Julie Anna Potts <japotts@meatinstitute.org>; Mark Dopp <mdopp@meatinstitute.org>; Ann Wells <awells@meatinstitute.org>; Nicole Vetsch <nvetsch@meatinstitute.org>; Megan McCullough <MMcCullough@meatinstitute.org>; Sarah Little <SLittle@meatinstitute.org>
Subject: Worker Safety Efforts Against Covid-19

Hi All,

Here is a list of NAMI member worker safety efforts being conducted to prevent the spread of covid-19. It is not an all-inclusive list but it may give additional ideas for your employee safety efforts.
Stay safe,

Hank Bongers, CSP
Director Worker Safety
North American Meat Institute
hbongers@meatinstitute.org
(608) 208-5783

Meat and Poultry Industry Worker Safety Efforts Against COVID-19

1. Temperature testing prior to entering the facility, sometimes with hands free thermometers or thermal imaging.
2. Asking workers COVID-19 exposure assessment questions prior to entering the facility.
3. Sanitation of areas away from food production. (food production areas are required by law to be sanitized routinely). These additional areas could include breakrooms, lunch rooms, locker rooms etc.

4. Modify facilities with the addition of tents to provide more space to socially distance during breaks.
5. Slowing production lines requiring fewer employees on the line allowing them to socially distance.
6. Staggering shifts requiring less employees in the facility at any one time.
7. Staggering breaks and lunches.
8. Providing facemasks and face shields to all employees.
9. Erecting shields or barriers between employees on the production line and on cafeteria/break tables.
10. Educate employees on social distancing at home and in the community for example: no carpooling, no large gatherings.
11. Hiring dedicated staff to continuously clean facilities, including common areas beyond the production floor.
12. Removing vulnerable populations from facilities, offering full pay and benefits.
13. Requiring sick employees to stay home from work
14. Waiving short-term disability waiting periods.
15. Providing free 100% preventative care to all employees.
16. Offering free online health services that allow for virtual doctor visits at no cost.
17. Providing paid sick leave.
18. Restricting access to facilities and not allowing visitors.
19. Having CDC, OSHA, EPA, FSIS, FDA guidelines and policies on hand.
20. Ensuring detergents and sanitizers used are effective at killing the Coronavirus.
21. Adjusting traffic patterns in hallways and in workflows to aid in social distancing.
22. Conducting mid-shift temperature checks.

From: Sarah Little

Sent: Thursday, April 16, 2020 4:57 PM

To: KatieRose McCullough <KMcCullough@meatinstitute.org>; Samantha Beard <SBeard@meatinstitute.org>; Norm Robertson <NRobertson@meatinstitute.org>; Hank Bongers <HBongers@meatinstitute.org>

Subject: List for Julie Anna

Hello gang,

Julie Anna wants to have a comprehensive list of our members' efforts to protect

employees from the virus.

Samantha created a database of some of this information, but it was more toward what the companies were doing to support employees like bonuses etc.

Over the past several weeks I have assembled a list of basic efforts. I am hoping you all can help me add to it and flesh it out. This is meant to be a list of examples. I will put the ones that are most common at the top of the list, and then we can add more unique efforts as well. The list doesn't have to be detailed, just comprehensive.

Also important, if there are government requirements that are new that I am not aware of, please include.

Edit away! Thanks!

<G:\COVID-19 Info & Communications\NAMI COVID19 Memos to Members\COVID Worker Safety.docx>

Sarah Little

Vice President of Communications

North American Meat Institute

1150 Conn. Ave., NW, 12th Floor

Washington, DC 20036

Direct: (202) 587-4263

Fax: (202) 587-4300

slittle@meatinstitute.org

@meatinstitute.org

From: [Stille, Kim - OSHA](#)
To: [Hank Bongers](#)
Subject: Trump to invoke Defense Production Act to keep meat-processing plants open amid fears of supply shortage | Fox News
Date: Tuesday, April 28, 2020 3:33:00 PM

I will reach out to you after my 2:30pm call.

Though I fear you may be overwhelmed with activity. Based on my data and the recent news (see below) I suspect we need to move very quickly on any alliance

President Trump plans to sign an executive order to ensure meat processing plants stay open during the coronavirus pandemic.

<https://fxn.ws/3aK3qPN>

COVID confirmation increases experienced in Region 7 exclusively since yesterday.

- MO & KS – Approx. 300 case increase
- NE – Approx. 600 case increase
- IA – Approx. 800 case increase

Distilling the increases down to the county level, I believe the increases in NE and IA can be attributed to a great extent to meatpacking

Supply	Criticality
ITEM	Criticality
Hairnets	Yellow
Hand Sanitizer	Yellow
Disposable aprons	Yellow
Thermometers	Red
Sanitizers	Green
Disinfectant Wipes	Red
N-95 Respirators	Red
Nitrile Gloves	Yellow
Alcohol	Red
CO2	Red

Notes
days. We are developing alternatives if condition persists
Item is become tight with all suppliers to us
We do have some supply but not able to re-order normal quantities. Could be critical in 20-30 days.
lead time We are temp checking employees coming back from call ins for sickness but would not be able to
nothing that affects proper cleaning. Not a critical issue for us at this time.
Unable to source disinfectant wipes at this time. Using alternative means
temps and interacting with employees. We would don't be able to outfit employees in correct PPE if 100% temp
Have some inventory but unable to reorder
Unable to find liquid alcohol to sanitize tools and quality testing equipment.
issue in a few days.



COVID-19 Health and Safety Guidelines for the Meatpacking Industry

In order to minimize the risk from COVID-19 in the workplace, take the following steps:

Employee and visitor screening

- Conduct screening each time employees or visitors enter the facility. Use the following verbal screening for all persons:
- Have you had any of the following symptoms since your last day at work or the last time you were here? Please answer “Yes” or “No” to each question:
 - A new fever (100 F or higher), or feeling feverish?
 - A new cough?
 - Shortness of breath?
 - A new sore throat?
 - New muscle aches?
- Conduct temperature screening if it can be done with proper social distancing and hygiene.
- If a worker answers “Yes” to **any** of the screening questions **or** has an oral or aural temperature **above 99.5°** confirmed with oral or aural thermometer, the worker should be further evaluated by a plant occupational health nurse, who can determine if the employee can go home to recover, or should report to healthcare. In addition, they can confirm that isolation is feasible in the home environment and can request assistance from the local public health department for housing and any needed services.

Cleaning and disinfection

- Fully clean and disinfect work area equipment and common areas at least daily, and at every shift change. Use Environmental Protection Agency (EPA) registered disinfectants to sanitize surfaces.
- Increase staffing for cleaning and disinfecting necessary to increase frequency of cleaning and disinfection throughout the facility including break areas, lunch rooms and bathrooms
- If a worker becomes ill at work, their work area must be cleaned and disinfected immediately before another worker may be assigned to their work area.
- Check that you are following label directions and observing contact times to ensure cleaning and disinfection is effective.
- Pay special attention to high touch areas such as stair railings, tools, guards, doorknobs, computers, etc.
- CDC has issued guidance: Cleaning and Disinfecting Your Facility, www.cdc.gov/coronavirus/2019-ncov/prepare/disinfecting-building-facility.html.
- Ensure the facility is adequately ventilated and use air filters in systems where this is feasible.

Distancing

- Implement distancing guidelines in the facility.
- Implement operational changes that allow for workers' physical distancing of 6 feet required by CDC guidelines and to effectively use personal protective equipment, including mask and face shields.
- Install partitions of plexiglass or stretched plastic on a frame of nonporous, smooth material to provide barrier protection between workers where physical distancing of 6 feet cannot be consistently maintained.
- Designate one-way entrances and exits in and out of the facility to support 6-foot physical distancing for workers.
- Designate an area for isolating workers who show symptoms of COVID-19 infection, such as a wellness area, isolated first aid station or other area where access can be restricted.
- Mark out 6-foot distances or circles for workers to stand in while they wait to punch in, to conduct health assessments, to perform handwashing, waiting for transportation and in other areas where workers would normally congregate.
- Mark out a 6-foot line in front of desks used by staff.
- Ensure 6-foot distances between chairs and people during meetings.
- Designated staff to monitor and instruct workers about compliance with distancing protocols and hygiene requirements.
- Routinely inspect, maintain, clean and disinfect separation barriers and other safeguards.

Production, work-shift schedules and work-break schedules

- Adjust line speeds so workers can maintain distancing.
- Stagger work-shift schedules to prevent congregating in changing rooms, entrance areas, transport areas, health screening areas, timeclock areas.
- Revise break times to prevent congregating in cafeterias and breakrooms.
- Designate additional areas for breaks and meals.

Personal protective equipment (PPE) and facial coverings

- Require that all workers routinely wear cotton face masks, face coverings or disposable masks along with the standard PPE that is needed.
- Limit the use of filtering facepiece respirators by following other COVID-19 exposure control strategies and use of other facial coverings.
- Required PPE, along with training, is to be provided and paid for by the employer.

Personal hygiene

- Require and allow workers sufficient time to wash their hands frequently, including arrival and departure from workplace, before and after using the restroom, before eating and drinking and after touching surfaces that may be contaminated.
- Have handwashing facilities easily available that can be accessed without workers congregating in groups.
- Maintain ample supplies of soap and hand towels for handwashing.

- Provide additional (portable) handwashing stations, where needed.
- Provide work areas with hand sanitizer and sanitizer wipes.
- Require cough and sneeze etiquette.

Communication

- Communicate with workers about actions being taken to prevent COVID-19 exposure through routine meetings, postings, including electronic postings, the company website and start-of-day reminders.
- Institute a process for workers to report COVID-19 symptoms and other hazards in the workplace.
- Remind workers not to come to work if they are having symptoms of COVID-19 and fully inform and allow workers to use sick leave and other benefits if they are ill.
- Provide information in languages understood by workers and prominently post instructions and reminders about illness symptoms, handwashing and hygiene etiquette and to report if they are feeling ill.

Orientation of COVID-19 Business Plan

- Provide an orientation for workers about the company's required COVID-19 Business Plan and the measures taken to minimize exposure to COVID-19, including changes to production, maintenance, human resources and worker safety.
- Include information about the COVID-19 virus, such as illness symptoms, methods of transmission, proper hand hygiene, respiratory etiquette and other safeguards to prevent exposure.
- Managers and supervisors will monitor the effectiveness of the COVID-19 Business Plan.

Business travel

- Restrict or suspend business travel.
- Use virtual platforms for meetings when possible.

Working remotely

- Allow workers to work remotely if they are able to perform their work.
- Limit workers in business offices to only those deemed critical to facility operations.

Visitor restrictions

- Screen visitors prior to their arrival on site and confirm they have had no travel to destinations with widespread COVID-19 transmission within the past 14 days.
- Follow [CDC risk-assessment guidance](#). Limit visitors to those essential to business operations and restrict where visitors can go within the facility.

Employment and human resources items

Employment status

- Clarify employment status with workers during the COVID-19 pandemic, including alternative work shifts, working from home, not working and wage changes.
- Clarify that discrimination against workers for any reason will not be tolerated and must be reported.

Incentive programs

- Modify worker incentive programs to ensure workers stay home when they are sick to protect others working at the facility.
- Communicate clearly that workers will not face adverse consequences for staying home when they are sick.

Paid time off (PTO) and sick leave policies

- Allow flexibility on PTO accrual maximums. Allow workers to use PTO if they or someone in their household has symptoms of or tests positive for COVID-19.
- Relax attendance policies during the COVID-19 pandemic.
- If a doctor's note is required to be absent from work, don't require employees to have a doctor's note in advance of approving an absence.

Medical assistance

- Waive co-pays on medical appointments for COVID-19 related treatment.
- Provide access to medical professionals, including tele-medicine options, if an on-site nurse is not available.
- Waive the five-day waiting period for short-term disability benefits for workers who are sick with COVID-19.

Isolation

- Workers showing symptoms of the COVID-19 virus must be isolated from other workers.
- Human resources should help arrange for sick workers to return home.

Other support services

Offer worker assistance services to deal with added stresses and financial impacts associated with the COVID-19 pandemic.

The Packinghouse Workers Bill of Rights law, [Minnesota Statutes 179.86](#), requires employers to provide workers a safe workplace and the equipment necessary to safely perform their work. Visible leadership that promotes a company culture of caring for workers and the community helps to reinforce a company's efforts to promote workplace safety and protect workers.

If you provide housing, ill persons must be separated from well persons

- Discuss grouping options available for the operation. Ideally, each ill person should have a private room and a dedicated bathroom. If this is not feasible and there is more than one ill worker, then ill workers may be grouped together, but separated from non-ill workers. For ill individuals, consider using a large, well-ventilated room. In areas where ill workers are staying, keep beds at least 6 feet apart, use temporary barriers between beds (such as curtains), and request that ill persons sleep head-to-toe.
- Separate ill workers with laboratory-confirmed COVID-19 infections from ill workers with suspect COVID-19.
- **Even if you don't normally provide housing, consider providing temporary housing to ill workers living in households in which self-quarantining is not possible.**
- Provide care to the worker while sick and recovering. Contact your local public health department for assistance with needed services.
- If the worker is at greater risk of developing severe illness (e.g., aged 65 years or older or with an underlying condition such as chronic lung disease, chronic heart disease, diabetes, cancer, or weakened immune system), call a healthcare provider.
- If the worker's symptoms are getting worse, call a healthcare provider.
- If the worker has trouble breathing, persistent pain or pressure in the chest, or other emergency signs, call 911.
- Follow CDC recommendations for cleaning and disinfection the home or facility.

What can you expect if a worker is laboratory-confirmed with COVID-19?

- For laboratory-confirmed COVID-19 cases, Minnesota Department of Health (MDH) will call the ill worker to interview them. They may make recommendations about high-risk contacts of the infected person to stay at home (self-quarantine) for 14 days.

When can an ill worker return to work?

- The ill person should stay at home and, if possible, have their own room and bathroom to reduce risk to other household members. They need to stay isolated at home until their symptoms have resolved and all three of these conditions are met:
 - Symptoms have improved (this can take up to 14 days) AND,
 - At least seven days have passed since symptoms first appeared AND,
 - At least three days have passed since fever has gone (without use of fever reducing medications).

What about co-workers of ill workers when there has not been a positive lab test?

- Co-workers (not part of an official MDH quarantine or a facility quarantine) can report to work as long as they are symptom-free. They will have to carefully follow the health and safety guidelines you have developed for the facility. See above discussion of health screening, temperature checks and use of masks.

**AGREEMENT
ESTABLISHING AN ALLIANCE
BETWEEN
THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION
U.S. DEPARTMENT OF LABOR
AND
THE NORTH AMERICAN MEAT INSTITUTE**

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) and the North American Meat Institute (NAMI) recognize the value of establishing a collaborative relationship to foster safety and health practices and programs to improve American workplaces. To that end, OSHA and NAMI hereby form an Alliance to provide NAMI's members and the public with information, guidance, and access to training resources that will help them protect workers by reducing and preventing exposure to Coronavirus 2019 (COVID-19), and understand the rights of workers and the responsibilities of employers under the Occupational Safety and Health Act.

This agreement provides a framework and objectives for the Alliance's activities. Alliance participants also agree to meet the requirements for program participation laid out in the "Fundamental Requirements for OSHA Alliance Program Participants" and the "Guidelines for OSHA's Alliance Program Participants: Alliance Products and Other Alliance Projects."

Through the Alliance, the organizations will use available injury, illness, and hazard exposure data, when appropriate, to help identify areas of emphasis for Alliance awareness, outreach, and communication activities. The Alliance will also explore and implement selected options, including but not limited to member surveys, to evaluate the Alliance and measure the impact on improving workplace safety and health. In developing this Alliance, OSHA and NAMI recognize that OSHA's State Plan and On-Site Consultation Program partners are an integral part of the OSHA national effort, and that information about the products and activities of the Alliance may be shared with these partners for the advancement of common goals.

Raising Awareness: Outreach and Communication

The Participants intend to work together to achieve the following objectives:

- Share information among OSHA personnel and industry safety and health professionals regarding potential exposure to COVID-19 and the challenges for exposure control in meat packing and processing facilities.
- Work together to develop and refine OSHA guidance and NAMI good practices for preventing COVID-19 transmission, and disseminate these resources (e.g., via

print and electronic media, electronic assistance tools, and OSHA and the NAMI websites) to employers and workers in the industry.

- Conduct outreach through joint forums, roundtable discussions, stakeholder meetings, webinars, or other formats on OSHA guidance and NAMI's good practices or effective approaches for preventing COVID-19 transmission in meat packing and processing facilities.
- Speak, exhibit, or appear at OSHA and NAMI conferences, local meetings, and other events.
- Encourage NAMI members and other industry stakeholders to build relationships with OSHA's Regional and Area Offices and State Plans, and to utilize OSHA's On-Site Consultation Program to improve health and safety and prevent COVID-19 transmission in meat industry workplaces.
- Share information on OSHA's National Initiatives (Emphasis Programs, Regulatory Agenda, Outreach), and opportunities to participate in initiatives and the rulemaking process.
- Share information on occupational safety and health laws and standards, including the rights and responsibilities of workers and employers.

OSHA's Alliances provide organizations an opportunity to participate in a voluntary cooperative relationship with OSHA for purposes such as raising awareness of OSHA's initiatives, outreach, communication, training, and education. These Alliances have proven to be valuable tools for both OSHA and Alliance participants. By entering into an Alliance with an organization, OSHA is not endorsing or promoting, nor does it intend to endorse or promote, any of that organization's products or services.

An implementation team made up of representatives of each organization will meet one to two times per year to discuss the responsibilities of the participants, to share information on activities, and to track results in achieving the goals of the Alliance. OSHA team members will include representatives of the Directorate of Cooperative and State Programs, the Directorate of Technical Support and Emergency Management, and any other appropriate offices. OSHA will encourage State Plan' and OSHA On-Site Consultation programs' participation on the team.

This agreement will remain in effect for two years. Either signatory may terminate it for any reason at any time, provided they give 30 days' written notice. This agreement may be modified at any time with the written concurrence of both signatories.

Signed this <date> day of <month>, 2020.

Loren Sweatt
Principal Deputy Assistant Secretary of Labor for
Occupational Safety and Health

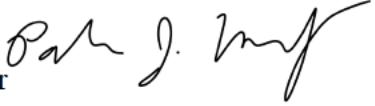
Julie Anna Potts
President and CEO
North American Meat Institute



April 24, 2020

MEMORANDUM FOR: REGIONAL ADMINISTRATORS
STATE PLAN DESIGNEES

THROUGH: AMANDA EDENS 
Deputy Assistant Secretary

FROM: PATRICK J. KAPUST, Acting Director 
Directorate of Enforcement Programs

SUBJECT: Enforcement Guidance on Decontamination of Filtering Facepiece Respirators in Healthcare During the Coronavirus Disease 2019 (COVID-19) Pandemic

This memorandum provides interim guidance to Compliance Safety and Health Officers (CSHOs) for enforcing the Respiratory Protection standard, 29 CFR § 1910.134, with regard to the reuse of filtering facepiece respirators (FFRs) that have been decontaminated through certain methods.¹

This guidance applies in workplaces in which workers need respirators to protect against exposure to infectious agents that could be inhaled into the respiratory system, including during care of patients with suspected or confirmed coronavirus disease 2019 (COVID-19) and other activities that could result in respiratory exposure to SARS-CoV-2 (the virus that causes COVID-19). The guidance describes decontamination methods for FFRs contaminated with pathogens, and is not intended to facilitate re-use of FFRs laden with other contaminants (e.g., FFRs overloaded with silica dust).

This memorandum further expands flexibilities outlined in OSHA's previous COVID-19 enforcement memoranda posted at www.osha.gov/enforcementmemos.² In light of the essential need for adequate

¹ For the purposes of this memorandum, *filtering facepiece respirators (FFRs)* means disposable filtering facepiece respirators designated as N95, N99, N100, R95, R99, R100, or P95, P99, and P100.

² "OSHA's previous COVID-19 enforcement memoranda" refers to: *Healthcare Respiratory Protection Annual Fit-Testing for N95 Filtering Facepieces During the COVID-19 Outbreak*; *Enforcement Guidance for Respiratory Protection and the N95 Shortage Due to the Coronavirus Disease 2019 (COVID-19) Pandemic*; *Enforcement Guidance for Use of Respiratory Protection Equipment Certified under Standards of Other Countries or Jurisdictions During the Coronavirus Disease 2019 (COVID-19) Pandemic*; and *Expanded Temporary Enforcement Guidance on Respiratory Protection Fit-Testing for N95 Filtering Facepieces in All Industries During the Coronavirus Disease 2019 (COVID-19) Pandemic*. See www.osha.gov/enforcementmemos.

supplies of respirators, this memorandum will take effect immediately and remain in effect until further notice. This guidance is intended to be time-limited to the current public health crisis. Please frequently check OSHA's webpage at www.osha.gov/coronavirus for updates.

Background

On January 31, 2020, the Secretary of Health and Human Services (HHS) declared the COVID-19 outbreak a public health emergency.³ The President also declared a national emergency due to COVID-19.⁴

The response to the pandemic has created an increased demand for FFRs, limiting their availability for use in protecting workers in healthcare and emergency response from exposure to the virus. As a result, the President directed the Secretary of Labor to “*consider all appropriate and necessary steps to increase the availability of respirators.*”⁵

Although the Secretary, through OSHA, has allowed for enforcement flexibility around respirators—including with regard to fit-testing, the use of respirators that are beyond their manufacturer’s recommended shelf life, extended use and reuse of respirators, and the use of alternative equipment certified by the National Institute for Occupational Safety and Health (NIOSH) or in accordance with standards of certain other countries and jurisdictions—the availability of FFRs remains a concern throughout the country.

In some circumstances, employers may find it necessary to decontaminate FFRs to facilitate their reuse. However, because of the potential for decontamination methods to affect respirator fit and/or performance, there are no NIOSH-approved methods for such processes. That is, decontamination voids the NIOSH certification for the respirator. Still, during periods of shortages of FFRs when other preferred alternative respirators (as described in *Enforcement Guidance for Respiratory Protection and the N95 Shortage Due to the 2019 Novel Coronavirus Disease (COVID-19) Pandemic* and *Enforcement Guidance for Use of Respiratory Protection Equipment Certified under Standards of Other Countries or Jurisdictions During the Coronavirus Disease 2019 (COVID-19) Pandemic*) are not available, filtering facepiece respirator decontamination and reuse may need to be considered as a crisis capacity strategy to ensure continued availability of respiratory protection equipment.⁶

Enforcement Guidance

All employers whose employees are required to use or are permitted voluntary use of respiratory protection must continue to manage their respiratory protection programs (RPPs) in accordance with the

³ The Secretary of Health and Human Services (HHS) declared on January 31, 2020 that the COVID-19 pandemic was a public health emergency. HHS, *Determination of Public Health Emergency*, 85 FR 7316 (February 7, 2020).

⁴ Proclamation 9994 of March 13, 2020, 85 FR 15337 (March 18, 2020).

⁵ Presidential Memorandum, *Memorandum on Making General Use Respirators Available*, March 11, 2020, www.whitehouse.gov/presidential-actions/memorandum-making-general-use-respirators-available/.

⁶ According to guidance on decontamination and reuse of FFRs, the Centers for Disease Control and Prevention (CDC) and NIOSH do not recommend that FFRs be decontaminated and then reused as standard care. This practice would be inconsistent with their approved use, but, in times of crisis, this option may need to be considered when FFR shortages exist. See www.cdc.gov/coronavirus/2019-ncov/hcp/ppe-strategy/decontamination-reuse-respirators.html.

OSHA respirator standard, and should pay close attention to shortages of FFRs during the COVID-19 pandemic.⁷ Paragraph (d)(1)(iii) in section 1910.134 requires employers to identify and evaluate respiratory hazards in the workplace, and paragraph (c)(1) requires employers to develop and implement written RPPs with worksite-specific procedures and to update their written programs as necessary to reflect changes in workplace conditions that affect respirator use. CSHOs should generally refer to CPL 02-00-158, *Inspection Procedures for the Respiratory Protection Standard*, 6/26/2014, for further guidance.⁸

Due to the impact on workplace conditions caused by limited supplies of FFRs, employers should reassess their engineering controls, work practices, and administrative controls to identify any changes they can make to decrease the need for respirators.

If respiratory protection must be used, and acceptable alternatives are not available for use in accordance with OSHA's previous COVID-19 enforcement memoranda, NIOSH has identified limited [available research](#) that suggests the following methods offer the most promise for decontaminating FFRs:

- Vaporous hydrogen peroxide;⁹
- Ultraviolet germicidal irradiation; and/or
- Moist heat (e.g., using water heated in an oven).

If such methods are not available, the above-referenced NIOSH-evaluated research showed the following methods could also be suitable decontamination options:

- Microwave-generated steam; and/or
- Liquid hydrogen peroxide.

Based on the above-referenced NIOSH-evaluated research, employers should not use the following methods unless objective data that sufficiently demonstrate the safety and effectiveness of such methods become available:

- Autoclaving;
- Dry heat;
- Isopropyl alcohol;
- Soap;
- Dry microwave irradiation;
- Chlorine bleach; and/or
- Disinfectant wipes, regardless of impregnation (i.e., chemical saturation); and/or
- Ethylene oxide (EtO).¹⁰

⁷ See also, OSHA letter of interpretation to John Boren, *Voluntary Use of Surgical Masks*, Dec. 20, 2017, at: www.osha.gov/laws-regs/standardinterpretations/2017-12-20.

⁸ www.osha.gov/enforcement/directives/cpl-02-00-158.

⁹ As of the date of issuance of this memorandum, the U.S. Food and Drug Administration had issued [Emergency Use Authorizations](#) for several decontamination systems that rely on vaporous hydrogen peroxide.

¹⁰ The recommendation against EtO in this category is based on OSHA's concern about worker (particularly those wearing decontaminated respirators) exposure to levels of EtO, including above the action level (0.5 ppm as an eight-hour time weighted average) in the OSHA standard (29 CFR § 1910.1047) for this substance—a [known human carcinogen](#) and teratogen. While EtO has been demonstrated to effectively deactivate viral pathogens on FFRs, additional information is

The [NIOSH-evaluated research](#) provides justification for each method evaluated.

Note that, [according to NIOSH](#), only respirator manufacturers can reliably provide guidance on how to decontaminate their specific models of FFRs. In the absence of manufacturers' recommendations, third parties (e.g., respiratory protection or other industrial hygiene consultants) may also provide guidance or procedures on how to decontaminate respirators without impacting respirator performance.

Further, the effectiveness of using any of the methods mentioned in this guidance should be explored with specific filtering facepiece respirator models and with manufacturer, and, if needed, third party expert, input and support to better understand the impact on respirator performance, including filtration and fit, and structural integrity (including integrity of head straps and other parts). Employers should be able to demonstrate effectiveness of any decontamination method(s) used against the likely contaminant(s) (i.e., pathogens) of concern. Employers should also ensure that any decontamination method(s) used do not produce additional safety hazards (e.g., electrical arcs resulting from placing FFRs with metal parts into microwaves), or that workers are adequately protected from those hazards through appropriate engineering and administrative controls, safe work practices, and personal protective equipment.

OSHA will continue to consider methods for decontamination of FFRs on a case-by-case basis as objective data demonstrating the safety and effectiveness of such methods become available, and the agency will provide updated guidance, as appropriate.

The following specific enforcement guidance is provided for CSHOs inspecting workplaces where workers are using decontaminated FFRs.

All employers should:

- Make a good-faith effort to provide and ensure workers use the most appropriate respiratory protection available for the hazards against which workers need to be protected. Efforts should be consistent with flexibilities outlined in [OSHA's previous COVID-19 enforcement memoranda](#).
- When respirators must be decontaminated to facilitate their reuse in ways consistent with OSHA's previous COVID-19 enforcement memoranda and the U.S. Centers for Disease Control and Prevention (CDC) [*Strategies for Optimizing the Supply of N95 Respirators*](#), ensure that decontamination is accomplished according to the methods described above and detailed in CDC's [*Decontamination and Reuse of Filtering Facepiece Respirators using Contingency and Crisis Capacity Strategies*](#).

needed about worker exposure to EtO associated with use of particular decontamination systems, including while conducting decontamination operations and while wearing particular FFRs that have been decontaminated using such methods.

- Ensure users perform a user seal check each time they don a respirator. Employers should not permit use of a respirator on which the user cannot perform a successful user seal check. *See 29 CFR § 1910.134, Appendix B-1, [User Seal Check Procedures](#).*¹¹
- Train employees to follow appropriate precautionary measures prior to using a decontaminated filtering facepiece respirator (FFR). *See www.cdc.gov/coronavirus/2019-ncov/hcp/ppe-strategy/decontamination-reuse-respirators.html.*
- Train employees using decontaminated respirators to understand that if the structural and functional integrity of any part of the respirator is compromised, it should not be used by that individual as respiratory protection. The inability to achieve a successful user seal check could be an indicator that the integrity of the respirator is compromised.
- Visually inspect, or ensure that workers visually inspect, the FFRs to determine if the structural and functional integrity of the respirator has been compromised. Over time or as a result of the decontamination process, components such as the straps, nose bridge, and nose foam material may degrade, which can affect the quality of the fit and seal.
- Train employees on the procedures for the sequence of donning/doffing to prevent self-contamination. *See www.cdc.gov/niosh/npptl/pdfs/PPE-Sequence-508.pdf.*
- If no manufacturer or third-party guidance or procedures are available to support the specific decontamination method(s) employed, avoid the use of decontaminated FFRs when healthcare personnel perform surgical procedures on patients infected with, or potentially infected with, SARS-CoV-2 or perform or are present for procedures expected to generate aerosols or procedures where respiratory secretions are likely to be poorly controlled (e.g., cardiopulmonary resuscitation, intubation, extubation, bronchoscopy, nebulizer therapy, sputum induction). If decontamination methods degrade FFR performance, including filtration and fit, or otherwise affect structural integrity, the decontaminated FFR may not provide the level of protection needed or expected during aerosol-generating procedures.

Citation guidance:

OSHA will, on a case-by-case basis, exercise enforcement discretion related to the reuse of FFRs that have been decontaminated using the methods recommended above when considering issuing citations under 29 CFR § 1910.134(d) and/or the equivalent respiratory protection provisions of other health standards in cases where:

- Other feasible measures, such as using partitions, restricting access, cohorting patients, or using other engineering controls, work practices, or administrative controls that reduce the need for respiratory protection, were implemented to protect employees;
- The employer has made a good faith effort to obtain other alternative FFRs, reusable elastomeric respirators, or PAPRs, including NIOSH-certified equipment or equipment that was previously NIOSH-certified but that has surpassed its manufacturer's recommended shelf life (in accordance with OSHA's April 3, 2020 memo), that is appropriate to protect workers;

¹¹ *User Seal Check Procedures*, at: www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.134AppB1. OSHA tutorial videos are available at: www.youtube.com/watch?v=Tzpz5fko-fg (English); www.youtube.com/watch?v=jgRKuRcTGeE (Spanish).

- The employer has monitored its supply of FFRs, prioritized their use according to CDC guidance (www.cdc.gov/coronavirus/2019-ncov/release-stockpiled-N95.html; www.cdc.gov/coronavirus/2019-ncov/hcp/respirators-strategy/index.html), and controlled the number of times a respirator is decontaminated before issuing a new one given supply level and burn rate considerations; and
- Surgical masks and eye protection (e.g., face shields, goggles) were provided as an interim measure to protect against splashes and large droplets (note: surgical masks are not respirators and do not provide protection during aerosol-generating procedures).

Where the above efforts are absent and respiratory protection use is required, or voluntary use is permitted, and an employer fails to comply with fit testing, maintenance, care, and training requirements, cite the applicable provision(s) of 29 CFR § 1910.134 as serious violations. If you have any questions regarding this policy, please contact the Directorate of Enforcement Programs at (202) 693-2190.

cc: DCSP
DTSEM
DSG

General

1. **Question: Should employees feel safe coming to work and confident in the control of potential COVID-19 spread in establishments that implement the CDC/OSHA guidance?**

Answer: The CDC/OSHA guidance for the meat and poultry industry is written to assist establishments in completing a COVID-19 assessment and control plan. The establishment specific COVID-19 assessment and control plan is designed to reduce the potential introduction and control the potential spread of COVID-19. Establishments that have implemented the CDC/OSHA guidance should feel confident that they are doing their part to keep their employees safe while continuing their critical operations. Establishments following CDC and OSHA guidance are doing all they can to keep employees safe.

Contact Tracing

1. **Question: Contact tracing is an important tool for COVID-19 investigations. In an establishment that is implementing controls like partitions, face shields, and face coverings, what can establishments expect in terms of contact tracing by local health authorities?**

Answer: Contact tracing is a key strategy for preventing further spread of COVID-19. During the investigation, the establishment's COVID-19 assessment and control plan should be considered in determining if tracing of in-plant co-worker contacts should be conducted. If the establishment has put into place CDC and OSHA recommended controls, the risk of exposure to other establishment employees is low, potentially alleviating the need for tracing of in-plant contacts. It is likely that tracing contacts of COVID-19 positive employees will be focused on those individuals who had prolonged close contact with the employee, and have therefore had a high-risk exposure.

Testing

1. **Question: What role does testing play in meat and poultry establishments? Should establishments test a large proportion or all of their employees? Does CDC/OSHA anticipate issuing additional guidance on the topic of asymptomatic or symptomatic testing of employees?**

Answer: CDC has released testing recommendations.¹ However, based on the severity and circumstance in specific areas of the country, establishments should be aware and in consultation with the local and state health authorities for additional recommendations. Currently, CDC does not recommend establishment-wide testing because the results are a snapshot in time and can give employees a false sense of security. Even if an employee tests negative, he or she still must follow CDC guidance to prevent future exposure to COVID-19. CDC and OSHA are constantly updating guidance on COVID-19 and there will be additional guidance provided when appropriate.

Face Coverings

1. **Question: Will there be any proposed recommendation on the construction specifications for face covers, masks? Are single layer fabric face coverings acceptable?**

Answer: The CDC provides guidance on the fit and construction of face coverings.² Cloth face coverings should fit snugly but comfortably against the side of the face, be secured with ties or ear loops, include multiple layers of fabric, allow for breathing without restriction, and be able to be laundered and machine dried without damage or change to shape.

¹ <https://www.cdc.gov/coronavirus/2019-ncov/hcp/clinical-criteria.html>

² <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html>

2. **Question: Regarding N-95 respirator masks for employees conducting the screening of personnel, does this fall under the normal OSHA standards and require a fit test? Is this OSHA standard applicable in this circumstance?**

Answer: OSHA has released N-95 enforcement discretion, where appropriate. At this time annual fit tests may be delayed. However, initial fit test are still required and establishment should encourage voluntary use which does not require any special training.

Social Distancing

1. **Question: In many establishments, it is very difficult or impossible for employees to maintain a distance of 6 feet apart at all times. Does the use of PPE, face coverings, and physical barriers reduce the risk of spread and therefore should allow for safe operation? If it is impossible to maintain 6 feet on a line or install barriers, is the face mask and personal face shield an acceptable alternative?**

Answer: Physical barriers do not replace social distancing recommendations, when feasible. When not possible to maintain 6 feet of separation between employees, the CDC and OSHA guidance is clear that other controls can and should be employed to allow safe operation. The establishment specific COVID-19 assessment and control plan should address the controls an establishment will utilize (physical barriers, face coverings, PPE, etc.). These controls should align with the CDC and OSHA guidance.

National Alliance Agreement Template

PAPERWORK REDUCTION ACT STATEMENT

OSHA's Alliance Program provides the following agreement template to assist organizations preparing an initial, national Alliance agreement. Under the Paperwork Reduction Act, a Federal agency generally cannot conduct or sponsor, and the public is generally not required to respond to, an information collection, unless it is approved by OMB and displays a valid OMB Control Number. Use of this template is voluntary. The template ensures that Alliance participants provide required information about potential Alliance activities to OSHA. OSHA estimates employer burden for the completion of this collection of information ranges from 6 to 10 hours, with an average of 8 hours. This estimate includes the time for reviewing instructions, determining goals, and developing objectives for the agreement. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to OSHAPRA@dol.gov or to OSHA's Directorate of Cooperative and State Programs, Office of Outreach Services and Alliances, Department of Labor, Room N-3662, 200 Constitution Ave., NW, Washington, DC 20210; Attn: Paperwork Reduction Act Comment. 1218-0274 (This address is for comments regarding this form only; **DO NOT SEND ANY COMPLETED TEMPLATES TO THIS OFFICE IN THIS MANNER.**)

OMB Approval # 1218-0274; Expires 02-28-2023

OSHA 12-10.1a

AGREEMENT
ESTABLISHING AN ALLIANCE
BETWEEN
THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION
U.S. DEPARTMENT OF LABOR
AND
<ORGANIZATION NAME(S)>

[The opening paragraph and overall goals may be modified to reflect the specifics of the Alliance but in general should fit this model.]

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) and <Organization Name(s)> recognize the value of establishing a collaborative relationship to foster safety and health practices and programs to improve American workplaces. To that end, OSHA and <Organization Name (s)> hereby form an Alliance to provide <Organization(s)> members and the public with information, guidance, and access to training resources that will help them protect workers by reducing and preventing exposure to <specify> hazards <and/or> addressing <specify> issues, and understand the rights of workers and the responsibilities of employers under the Occupational Safety and Health Act (OSH Act).

This agreement provides a framework and objectives for the Alliance's activities. Alliance participants also agree to meet the requirements for program participation laid out in the "Fundamental Requirements for OSHA Alliance Program Participants" and the "Guidelines for OSHA's Alliance Program Participants: Alliance Products and Other Alliance Projects."

Through the Alliance, the organizations will use available injury, illness, and hazard exposure data, when appropriate, to help identify areas of emphasis for Alliance awareness, outreach, and communication activities. The Alliance will also explore and implement selected options, including but not limited to member surveys, to evaluate the Alliance and measure the impact on improving workplace safety and health. In developing this Alliance, OSHA and <Organization Name(s)> recognize that OSHA's State Plan and On-Site Consultation Program partners are an integral part of the OSHA national effort, and that information about the products and activities of the Alliance may be shared with these partners for the advancement of common goals.

[The goals and objectives listed below are broken out by standard goal types (Raising Awareness: Outreach and Communication, and Training and Education). The goals and objectives should be customized to reflect anticipated the projects or to otherwise fit the circumstances. Delete any that do not apply.]

Raising Awareness: Outreach and Communication

The Participants intend to work together to achieve the following objective<s>:

[Following are sample objectives for this goal. Delete any that do not apply and add additional objectives consistent with anticipated activities. To the extent possible, make any applicable objectives listed below more specific by, for example, naming specific conferences to attend or the audience(s) to be reached.]

- Share information on OSHA's National Initiatives (Emphasis Programs, Regulatory Agenda, Outreach), and opportunities to participate in initiatives and the rulemaking process.
- Share information on occupational safety and health laws and standards, including the rights and responsibilities of workers and employers.
- Develop information on the recognition and prevention of workplace hazards, and communicate such information (e.g., print and electronic media, electronic assistance tools, and OSHA and the **<Organization(s)>** websites) to employers and workers in the industry.
- Speak, exhibit, or appear at OSHA and **<Organization(s)>** conferences, local meetings, or other **<specify>** events.
- Convene or participate in forums, roundtable discussions, or stakeholder meetings on **<specify topic/hazard>** to help forge innovative solutions in the workplace or to provide input on safety and health issues.
- Share information among OSHA personnel and industry safety and health professionals regarding **<specify Organization(s)>** good practices or effective approaches through training programs, workshops, seminars, and lectures (or any other applicable forum).
- Encourage worker participation in workplace safety and health by **<specify efforts to be undertaken>**.
- Collaborate with other Alliance participants on specific issues and projects on **<specify issue, industry, or audience>**.
- Develop and disseminate case studies on **<Insert topic/hazard>** and publicize their results.
- Encourage **<Organization(s) chapters/worksites>** to build relationships with OSHA's Regional and Area Offices to address health and safety issues, including **<specify>**.

Training and Education

The Participants intend to work together to achieve the following objective**<s>**:

[Following are sample objectives for this goal. Delete any that do not apply and add additional objectives consistent with anticipated activities. To the extent possible, make any applicable objectives listed below more specific by, for example, naming the type of course to be developed or the course content or updating the language to reflect specific projects.]

- Develop effective training and education programs for <specify audience> regarding <specify hazard(s) or issue area(s)>, and to communicate such information to constituent employers and workers.
- Deliver or arrange for the delivery of <specify> courses.
- Develop effective training and education programs for <specify audience> to promote understanding of workers' rights, including the use of the OSHA complaint process, and the responsibilities of employers and to communicate such information to workers and employers.

OSHA's Alliances provide organizations an opportunity to participate in a voluntary cooperative relationship with OSHA for purposes such as raising awareness of OSHA's initiatives, outreach, communication, training, and education. These Alliances have proven to be valuable tools for both OSHA and Alliance participants. By entering into an Alliance with an organization, OSHA is not endorsing or promoting, nor does it intend to endorse or promote, any of that organization's products or services.

An implementation team made up of representatives of each organization will meet one to two times per year to discuss the responsibilities of the participants, to share information on activities, and to track results in achieving the goals of the Alliance. OSHA team members will include representatives of the Directorate of Cooperative and State Programs [<other National Office Directorate>, (if applicable)] and any other appropriate offices. OSHA will encourage State Plan' and OSHA On-Site Consultation programs' participation on the team.

This agreement will remain in effect for <specify: two years/other period not to exceed two years>. <specify: Either/Any> signatory may terminate it for any reason at any time, provided they give 30 days' written notice. This agreement may be modified at any time with the written concurrence of <specify: both/all> signatories.

Signed this <date> day of <month>, <year>.

<Name>
Assistant Secretary of Labor for
Occupational Safety and Health

<Name>
<Title>
<Organization Name>

Question	Answer
Control Strategies Questions	
Will acknowledging the Hierarchy of Control sufficiently serve as a Risk Assessment for CV19?	<p>No, there is more to the Risk Assessment. All positions within the plant need to be considered within the Risk Assessment. Consult CDC's Meat and Poultry Processing Workers and Employers guidance:</p> <p>www.cdc.gov/coronavirus/2019-ncov/community/organizations/meat-poultry-processing-workers-employers.html</p>
In the CDC/OSHA Interim Guidance, it refers to physical control statements such as "ensure adequate ventilation" "place handwashing... in multiple locations," "add additional clock-in stations" and "have employees walk in single file." Is there a plan to provide guidance or standards a company can use to evaluate their current situation, e.g. what is adequate, how many per employee or sq. ft. etc.	<p>Ventilation: ASHRAE Position Document on Infectious Aerosols www.ashrae.org/file_library/about/position_documents/pd_infectiousaerosols_2020.pdf</p> <p>Distancing Measures: The goal is to prevent crowding and to maintain a distance of 6' where possible. To achieve this, companies are encouraged to evaluate where bottlenecks are prone to occur – handwashing stations and time-clocks, for example – and plan to control distance between employees with options that work for their situation. This could mean going to a touchless clock-in/clock-out (via phone app, or proximity sensor), or creating and enforcing work practice controls such as how far apart employees line up (use tape on wall or floor as guide). Additionally, as it will likely take additional time for employees to complete the necessary steps, this should be considered as decisions are made regarding number of entry or hand-washing points.</p> <p>These guidance statements represent the examples and suggestions of current and best practice control strategies for this industry. They are not an OSHA standard, but it should be stated that OSHA expects employers to follow the hierarchy of controls when it comes to controlling hazards, and that effort should be made to document the strategies considered or attempted.</p>
If physical barriers such Plexiglas/vinyl curtains are sufficient as separation devices for workers who are working within 6' of each other, does a face mask AND face shield count the same as a physical barrier in terms of contact tracing should someone present as COVID-19 positive?	<p>There is a free online training for how to conduct contact tracing: https://learn.astho.org/</p> <p>This is an "it depends" situation.</p> <p>You will have to evaluate if there is uniform compliance with the use of masks and face shields.</p> <p>During the webinar, there was discussion regarding ad hoc conversations between various state officials that if masks are mandatory and screens/dividers or face shields are in place, that is the same as 6' distancing so "close contact" definition does not apply to workers. This was overall agreed with (in</p>

	<p>principle). It's not explicitly stated, but is likely accurate in interpretation. However, if these employees have close contact on their way to and from the workstations or at other points during the day, it would be need to be reevaluated. (Such as the commute to and from work, during break times, etc.)</p>
Are all employers "required" to use CDC guidelines?	<p>Please refer to the following press release: https://www.dol.gov/newsroom/releases/osha/osha20200428-1</p> <p>Also these are the existing standards that apply to the current pandemic situation: https://www.osha.gov/SLTC/covid-19/standards.html</p>
Does this new guidance supersede the "Interim Guidance for Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19" or is it meant to be used in tandem? If we can still use this guidance in tandem, can you define the criteria for "suspected" COVID-19 for the purposes of following the steps outlined in the above mentioned guidance.	<p>They are meant to be used in tandem. Please refer to: https://www.cdc.gov/coronavirus/2019-ncov/community/critical-workers/implementing-safety-practices.html for the "Interim Guidance for Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19".</p> <p>CDC advises that critical infrastructure workers may be permitted to continue work following potential exposure to COVID-19, provided they remain asymptomatic and additional precautions are implemented to protect them and the community.</p> <p>A potential exposure means being a household contact or having close contact within 6 feet of an individual with confirmed or suspected COVID-19 [aka co-worker]. The timeframe for having contact with an individual includes the period of time of 48 hours before the individual became symptomatic.</p>
Transmission and PPE Questions	
The spread of Covid-19 is through large mass droplets and through the action of droplet spread. The masks that are suggested are to stop this mass droplet spread by collecting on the [inside of the] mask from the wearer. Can you elaborate on this once again? The methods that are currently believed to cause disease transmission.	<p>From CDC's FAQ on COVID-19: www.cdc.gov/coronavirus/2019-ncov/faq.html#How-COVID-19-Spreads</p> <p>The virus that causes COVID-19 is thought to spread mainly from person to person, mainly through respiratory droplets produced when an infected person coughs or sneezes. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs. Spread is more likely when people are in close contact with one another (within about 6 feet).</p>

	<p>COVID-19 seems to be spreading easily and sustainably in the community (“community spread”) in many affected geographic areas. Community spread means people have been infected with the virus in an area, including some who are not sure how or where they became infected.</p> <p>Additionally, there is evidence of viral material surviving on surfaces (and for varying durations of time) – although transmissibility/infectiousness is still under investigation. This is why best practice is to clean/disinfect all routinely touched surfaces with regularity in order to reduce the possibility of contact transmission.</p>
Should we (poultry/meat-packing industry) require the use of face mask and face shield?	<p>First, be clear on the difference between a face covering (such as a cloth face covering), a surgical face mask, and a respirator https://www.cdc.gov/niosh/nptl/pdfs/UnderstandDifferenceInfographic-508.pdf. Currently (5/4/2020), the CDC recommends wearing cloth face coverings as a protective measure in addition to social distancing (i.e., staying at least 6 feet away from others). Cloth face coverings may be especially important when social distancing is not possible or feasible based on working conditions. A cloth face covering may reduce the amount of large respiratory droplets that a person spreads when talking, sneezing, or coughing. Cloth face coverings may prevent people who do not know they have the virus that causes COVID-19 from spreading it to others. Cloth face coverings are intended to protect other people from the wearer’s aerosolized droplets (sneezes, coughs, speech).</p> <p>Cloth face coverings are not traditional PPE, nor are they appropriate substitutes for PPE such as respirators (like N95 respirators) or medical facemasks (like surgical masks) in workplaces where respirators or facemasks are recommended or required to protect the wearer.</p> <p>A faceshield can be used to prevent the contamination of the face covering, disposable facemask, or disposable respirator during work on the line or when closer than 6’ to another employee.</p> <p>While wearing cloth face coverings is a public health measure intended to reduce the spread of COVID-19 in communities, it may not be practical for workers to wear a single cloth face covering for the full duration of a work shift (e.g., eight or more hours) in a meat or poultry processing facility if they</p>

	<p>become wet, soiled, or otherwise visibly contaminated during the work shift. If cloth face coverings are worn in these facilities, employers should provide readily available clean cloth face coverings (or disposable facemask options) for workers to use when the coverings become wet, soiled, or otherwise visibly contaminated.</p> <p>Employers who determine that cloth face coverings should be worn in the workplace, including to comply with state or local requirements for their use, should ensure the cloth face coverings:</p> <ul style="list-style-type: none">• fit over the nose and mouth and fit snugly but comfortably against the side of the face;• are secured with ties or ear loops;• include multiple layers of fabric;• allow for breathing without restriction;• can be laundered using the warmest appropriate water setting and machine dried daily after the shift, without damage or change to shape (a clean cloth face covering should be used each day);• are not used if they become wet or contaminated;• are replaced with clean replacements, provided by employer, as needed.• are handled as little as possible to prevent transferring infectious materials to the cloth; and• are not worn with or instead of <u>respiratory protection</u> when respirators are needed.
If facial coverings are not PPE, is the employer responsible for providing it to the employees at no cost?	At this point you need to determine what it is you are asking employees to do, how burdensome it is, how work activity/performance is affected, and what you want in regards to compliance. Best practice would be to provide adequate face coverings (and replacements) for all affected employees if you are unable to achieve the recommended compliance via engineering controls per the Hierarchy of Controls. As part of their hazard assessments, employers must always consider whether PPE is necessary to protect workers.
What recommendations do you have for employers if the face mask presents a direct threat due to the health of that employee or an entanglement hazard?	Use the hierarchy of controls to provide a higher level or protection to the employee if the use of a facemask creates a greater risk. For certain employees, if wearing the facemask provides a health risk (i.e. the employee is claustrophobic, or if the employee is working in a hot environment), then the employer must find a suitable protective alternative. Additionally, the Interim Guidance for Meat-packing and

	<p>Poultry discusses the need to ensure that any face mask/face covering fits snugly to the face and uses ties/earloops to secure it. If the employer determines that this face mask presents a direct threat, then the employer must find a different way for the job to be completed that keeps the employee safe from these hazards.</p>
<p>Under the PPE section near the end of the guidance there is a list of items under "Employers should" that includes the last bullet "PPE worn at the facility should not be taken home or shared." As the surgical masks are not PPE, does this mean that it's not an issue to allow the employees to wear employer provided face coverings home? If they are clean, why can the employees not wear them home (surgical masks) if they are carpooling?</p>	<p>Surgical masks and cloth face coverings are not considered PPE because they do not protect the <i>wearer</i> – they are worn to protect <i>others</i> from the wearer. Typically, OSHA standards prohibit employees taking home PPE because there is a contamination risk – if there is contamination in the workplace and it gets on PPE, and the employee takes that PPE home then others may have an exposure.</p> <p>In this current situation, due to the recommendation that individuals who are unable to maintain a 6' distance in ANY setting (work, home, carpooling, etc.) are encouraged to use a face covering, AND that some companies have begun requiring employees to use face coverings on this basis, this could be considered attire required for the workplace. Employers need to determine what approach will work best for their employee population – whether it is providing disposable surgical masks daily, providing clean reusable face coverings daily on-site, or allowing employees to take them home for individual laundering. The challenge is that handling of a used (aka "contaminated") face covering is also a potential hazard. If employees had clean face coverings to wear home (or during carpooling), that would in this instance be considered best practice.</p>
<p>Has anyone tested the masks (tight) for protection against COVID-19 when comparing droplet or airborne?</p>	<p>Assuming the question is asking if N95's – or tight-fitting respirators – are known/tested to ensure they actually provide protection, the following applies: tight-fitting masks (aka "respirators") and their filtration materials are tested via rigorous protocols, https://www.cdc.gov/niosh/npptl/stps/respirator_testing.html, and then provided the employee passes a "fit-test" [via OSHA 1910.134(f)], then the wearer would have documented protection against COVID-19. This is why healthcare workers are deemed most in need of tight-fitting masks ("respirators") because their risk is highest.</p> <p>A study of data from New York by Arizona State University researchers suggests that immediate "broad adoption," by 80% of New Yorkers, in using "moderately" effective face masks could have a significant impact on the spread of disease, along with other social distancing methods.</p>

	<p>According to the researchers, the data suggests that the use of masks could reduce the number of deaths due to the virus by between 17 percent and 45 percent in the next two months. The full study is here: https://arxiv.org/pdf/2004.03251.pdf</p>
HR/Recordkeeping Questions	
Can you give guidance on Covid-19 whether to record or not record on the OSHA 300 log?	<p>https://www.osha.gov/memos/2020-04-10/enforcement-guidance-recording-cases-coronavirus-disease-2019-covid-19</p>
What do you do for vendors or contractors that may need to enter the site?	<p>Best practice to hold them to the same standards: aka temperature/symptom screening, social distance requirements, etc.</p>
If an employer were checking employees for fever when entering the workplace, is there any concern about legal privacy issues?	<p>See EEOC guidance: https://www.eeoc.gov/eeoc/newsroom/wysk/wysk_ada_rehabilitaion_act_coronavirus.cfm</p> <p>https://www.fisherphillips.com/faqs</p> <p>From Fisherphillips FAQs:</p> <p>It is important to remember that you must maintain all information about employee illness as a confidential medical record in compliance with the ADA.</p> <p>Note: If your company does business in the State of California (e.g., if you have one or more locations, employees, customers, suppliers, etc. in the state), and your business is subject to the California Consumer Privacy Act (CCPA), then you must provide employees a CCPA-compliant notice prior to or at the same time as your collection of this information. For advice on CCPA compliance, please reach out to any member of our Data Security and Workplace Privacy Practice Group at any of California offices.</p> <p>Additionally: Employers should evaluate the burdens and benefits of recording workers' temperatures or asking them to complete written questionnaires. These types of written products become records that must be retained for the duration of the workers' employment plus 30 years. See OSHA's Access to Employee Exposure and Medical Records standard: 29 CFR 1910.1020)</p>

General

1. Given community spread occurring across the country, if the CDC/OSHA guidance is followed by the meat and poultry industry, should plants be safe to operate?
2. Should employees feel safe coming to work and confident in the control of potential COVID-19 spread in establishments that implement the CDC/OSHA guidance?

Contact Tracing

1. Contact tracing is an important tool for COVID-19 investigations. Is CDC considering amending guidance for conducting contact tracing specifically in meat and poultry plants that are implementing the guidance? In an establishment that is implementing controls like plexiglass partitions, vinyl curtains, face shields and face coverings, some potential exposure events should be considered low-risk while others present a high-risk of transmission exposure. Can CDC/OSHA strengthen the language around cloth/disposable/surgical masks used with face shields and other engineering controls as adequate exposure controls or barriers while conducting contact tracing for a positive case in the context of risk of spread?

Testing

1. What role does testing play in meat and poultry establishments? Should establishments, urged by the state and local health departments, test a large proportion or all of their employees?
2. Does CDC/OSHA anticipate issuing additional guidance on the topic of asymptomatic or symptomatic testing of employees?
3. Because COVID-19 is a recordable illness, and notwithstanding circumstances involving multiple positives at a single plant location, will OSHA enforce 29 CFR §1904 if the employer has reason to believe that community spread is at least a factor in explaining a positive test for COVID-19 by an employee?
4. **Whole Plant – What is the threshold/criteria/best practice for whole plant testing? What tests should be used for this? PCR and/or antibody? What is required for follow up and frequency?**

Return to Work

1. Regarding critical infrastructure workers who have had an exposure but remain asymptomatic; when they return to work, can you please explain the “regular monitoring” practice further? It says the employee should self-monitor under the supervision of their employer’s occupational health program. Should the supervision come from a physician, and if so when/how often (initially and then again 14 days later)?

Face Coverings

1. Will there be any proposed recommendation on the construction specifications for face covers, masks? Are single layer fabric face coverings acceptable? It would be helpful to simply have a minimum specification that the industry can procure.
2. Regarding N-95 respirator masks for employees conducting the screening of personnel, does this fall under the normal OSHA standards and require a fit test? Some plants typically send people to a medical clinic for this testing. However, under the pandemic, this would seem to put an unnecessary additional burden on the healthcare system and even increase employees’ potential exposure to COVID-19. Is this OSHA standard applicable in this circumstance? Is OSHA considering any temporary waivers for this? Is there any additional training or support from OSHA or CDC to assist with fit testing compliance? At some point should N-95 masks become more widely available and we issue to all employees, would fit tests be required for all employees?

3. There is a lot of information available about face coverings (disposable masks, homemade mask, etc.) We are having fogging issues with safety glasses while wearing face coverings. Are face shields an approved alternative as another form of face coverings? Can we use face shields rather than mask?
4. Because of Covid-19 and Covid-19 only – if a food manufacturer requires employees to wear cloth face coverings as PPE, is the company required to comply with OSHA's Respiratory Protection standard (29 CFR 1910.134)? Which in turn results in workers being medically evaluated by a physician or other licensed health care professional using OSHA's mandatory medical questionnaire before an employee can wear company provided PPE? Companies are subject to large fines if they don't comply
5. If a food manufacturer requires employees to wear cloth face covering as PPE and the company runs out of masks due to supply chain interruptions, does the facility need to shut down until cloth face coverings are available? Would homemade masks be an acceptable alternative?
6. Will the guidance be revised to include specific requirements for the types of face masks to be worn? What actions will be taken to facilitate getting PPE to industry? Are there recommendations for face masks for specific jobs like sanitation, where chemicals are handled and the mask could increase risk of other injury?

Social distancing

1. In many establishments, it is very difficult or impossible for employees to maintain a distance of 6 feet apart at all times. Does the use of PPE, face coverings, and physical barriers reduce the risk of spread and therefore should allow for safe operation?
2. If it is impossible to maintain 6 feet on a line or install barriers, is the face mask and personal face shield an acceptable alternative for safe operation?
3. Has a determination been made that dividers are best practice and preferred over mandatory face shields and face masks in all positions? Sometimes partitions can create issue and may contradict guidance for air flow, etc. Define the risk assessment rational of installing barriers when feasible in how or who can make that determination? Can properly worn face mask, safety glasses and a face shield be used in place of physical barriers between employees?
4. Can employee be working on a line back to back and not be six feet apart or have a face shield over their face? They are wearing a bonnet that covers their face and a face mask. The only area open is around their eyes.

Misc.

1. OSHA guidelines require us to consider “workers’ individual risk factors (e.g. older age; presence of chronic medical conditions, including immunocompromising conditions, pregnancy) — how are we to implement this with existing ADA, HIPAA and other EEOC/DOL non-discrimination regulations?
2. Is there a number of sinks and sanitizer stations that should be followed?

Resources for Poultry Companies

Start with These Websites

- [CDC/NIOSH/OSHA Joint Interim Guidance on Meat and Poultry Processing Workers and Employers](#)
- OSHA [COVID-19 Webpage](#)
- CDC [COVID-19 Webpage](#)
- CDC COVID-19 Webpage with [Resources for Businesses and Workplaces](#)
- If you perform contact tracing, there is a free training on the CDC recommended practice:
<https://learn.astho.org/p/ContactTracer>

Involving the Workforce

- Listen to what employees are saying (This was recorded on 4/30/2020):
 - https://americasvoice.org/press_releases/rural-faith-leaders-join-workers-calling-for-protection-and-relief-from-covid-19-outbreaks/
- How to engage as a Public Health Communicator
 - <https://www.cdc.gov/coronavirus/2019-ncov/php/public-health-communicators-get-your-community-ready.html>
- The COMUNICATION FOR BEHAVIOURAL IMPACT (COMBI) Model
 - <https://www.who.int/emergencies/risk-communications>
- Look for Global Health Communication Strategies Specific to COVID-19 that are Country of Origin Specific
 - <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance/risk-communication-and-community-engagement>
- Infographic for cultural competency: <https://www.qualityinteractions.com/blog/cultural-competency-and-covid-19>
- Consider hiring a public health communicator or coordinating with the community.

Request Consultation

- Georgia Tech OSHA Consultation: www.oshainfo.gatech.edu
- OSHA Consultation Directory: <https://www.osha.gov/consultation>

Risk Communication in a Time of Crisis

- The Research
 - <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4504362/table/tbl3/?report=objectonly>
- The Practice
 - https://www.paho.org/disasters/index.php?option=com_docman&view=download&category_slug=tools&alias=540-pandinflu-leadershipduring-tool-13&Itemid=1179&lang=en
- The Training
 - <https://www.who.int/risk-communication/training/Module-B3.pdf>

Seek Out Additional Resources

- Georgia Tech OSHA Consultation Program COVID-19 Resource Page
 - <https://oshainfo.gatech.edu/shes-covid-19-resource-page/>
- Department News Release Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt Regarding Meat And Poultry Processing Facilities
 - <https://www.dol.gov/newsroom/releases/osh/a/osh20200428-1>
- OSHA Standards Potentially Applicable to Novel Coronavirus
This Web page highlights OSHA standards and directives (instructions for compliance officers) and other related information that may apply to worker exposure to the novel coronavirus, SARS-CoV-2, that causes Coronavirus Disease 2019 (COVID-19).
 - <https://www.osha.gov/SLTC/covid-19/standards.html>
- CDC Recommendation Regarding the Use of Cloth Face Coverings
 - <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover.html>
- Enforcement Guidance for Recording Cases of Coronavirus Disease 2019 (COVID-19)
 - <https://www.osha.gov/memos/2020-04-10/enforcement-guidance-recording-cases-coronavirus-disease-2019-covid-19>
- World Health Organization (WHO) Coronavirus disease (COVID-19) technical guidance: Risk communication and community engagement online training
 - <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance/risk-communication-and-community-engagement>
- Refer to the [“Position Document on Infectious Aerosols”](#) from the American Society of Heating, Refrigeration, and Air Conditioning Engineers (ASHRAE) for specifications on ventilation.



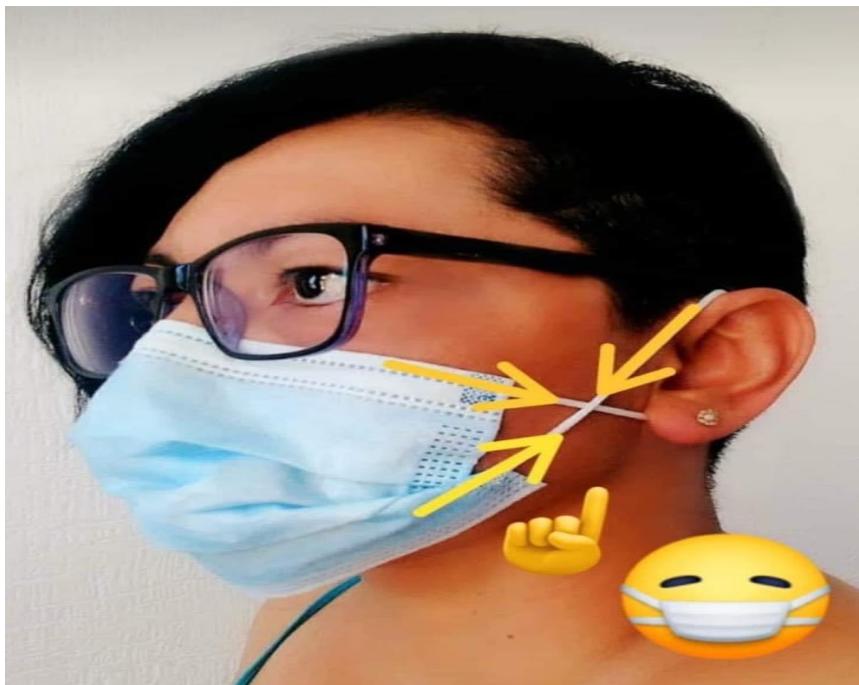
Safety glasses anti-fogging recommendations from members:

- We have been using medical paper tape to tape the mask to the bridge of the nose and top of cheekbones. It's not perfect, but we've had some success.
<https://www.nytimes.com/article/glasses-fog-wearing-mask-coronavirus.html>
<https://www.newsweek.com/how-keep-glasses-fogging-wearing-face-mask-coronavirus-covid-19-1498933>
- Wipe lenses with hand soap, rinse under running water and then air dry. Leaves a slight soap film which helps Fogging.
Also look at dive shops for anti-fogging wipes and solutions in scuba masks
- 3M S11012GAF Clear Scotchgard Anti-fog safety glasses. We've deployed several hundred of them here and the plant and they work very well. They're a little pricey, but worth the investment.
- We discussed fogging of safety glasses due to face masks in our weekly safety manager webinar on Tuesday and again this morning. For non-impact jobs, we are running a pilot program using a 9" W x 13" L clear face shield that fits underneath the hard hat instead of using safety glasses. The interior side of the face shield has an anti-fog coating and the clear plastic shield provides a barrier for the eyes. The face shield will be used in conjunction with a face mask and will allow the employee to wear the face mask properly.

<https://www.scmp.com/lifestyle/fashion-beauty/article/3080804/how-stop-face-mask-fogging-your-glasses>

- Also with the cloth masks, take one of the ear loops and turn it 1/2 rotation before putting it over the ear
- On my prescription safety glasses, I have used RainEx Anti-fog for about 30 years with great success on my 3rd shift tours and we all know the challenges on 3rd shift.
- If there is not an anti-fog or other coating already on the safety glasses, it works well there also. However, if the safety glasses already have any coating on them what so ever, it will ruin (cracked eggshell) the safety glasses. On those without any coating, it works great!
- We have gone to face shields and allowed them to be used rather than safety glasses.....it's of course based on risk and there are exceptions.
- There are numerous anti-fog lens cleaners out there as well. One of my favorites is "cat crap"....yes that's the name.
- We are ordering Iron Wear anti fogging glasses
- One thing that works decent is to apply dawn dish soap. It is not a cure but does help.

- Untested here, however am hearing that “shaving cream” applied then wiped off- prevents fogging. We are currently using the lens cleaning towelettes that have anti-fog ingredients- MCR Safety manufacturer. www.mcrsafety.com
- We use Iron-Fog 3085-B-C/A safety glasses.
- We found that if the user follows the instructions on the back of the box “Wash with mild soap and warm water. Rinse clean and remove excess water with soft tissue or cloth. Do not use ammonia, alkaline cleaners, solvents or abrasive compounds.”, and doesn’t use the lens cleaning wipes or solutions, there is minimal fogging.



You must put your face mask crosswise, this will prevent fogging in glasses
Coloca tu mascarilla de forma cruzada para evitar que se empañe los lentes