



COVID-19 SAFETY PLAN

Athena Engineering is committed to ensuring the health and well-being of our employees and their families. Therefore, we all must remain focused in mitigating our exposure. We have developed a COVID-19 Exposure Prevention, Preparedness, and Response Plan to be implemented throughout the Company and at all our jobsites.

Management and Project Supervision must be familiar with this Plan and be ready to answer questions from employees and trade partners. Management and Project Supervision must always follow this Plan. This involves practicing good personal hygiene and jobsite safety practices to prevent the spread of the virus. Management and Project Supervision must encourage this same behavior from all employees and trade partners.

Any questions regarding this plan can be addressed to our COVID-19 Safety Compliance Officer:

Athena Chiera
amc@athenaengineering.com
Office: (909) 971-8439
Cell: (949) 395-7972

A. COVID-19 Background

The novel coronavirus, SARS-CoV-2, causes a viral respiratory illness called COVID-19, which can make people sick with flu-like and other symptoms. The [virus spreads](#) easily when an infected person sneezes, coughs, or speaks, sending tiny droplets into the air. These droplets can land in the nose, mouth, or eyes of someone nearby and cause illness. The virus can also be caught from airborne virus, when small particles of infectious virus remain suspended in the air and people inhale them. People can also become infected if they touch an infectious droplet on a surface and then touch their own nose, mouth, or eyes.

Some of the [symptoms](#) of COVID-19 are cough, fever, shortness of breath, and new loss of taste or smell. Some people with mild cases may have no symptoms at all yet still can spread the virus. Staying at least six feet away from people outside of your household, covering your nose and mouth with a face covering, and washing hands often with soap and water can help stop COVID-19 from spreading in the workplace.

B. COVID-19 Prevention Program

Athena Engineering is committed to protecting our employees and preventing the spread of COVID-19 at our workplace. We developed this program to reduce our workers' risk of catching and spreading this virus. We encourage employees to share information about potential COVID-19 hazards at our workplace and assist in evaluating these hazards. We will investigate all workplace illnesses and correct hazards that are identified. We stay informed on the virus presence in our community as well as recommendations made by national and local health agencies. We review and update this plan as necessary. This plan was last reviewed on January 19, 2021

C. Designation of Responsibility

Athena Chiera has the authority and responsibility for implementing this plan in our workplace. All managers and supervisors are responsible for implementing this plan in their assigned work areas and ensuring employees' questions are answered in a language they understand.

All employees are required to follow the policies and procedures laid out in this plan, use safe work practices, and assist in maintaining a safe work environment. Any questions regarding this plan can be addressed to our COVID-19 Safety Compliance Officer:

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D. Identification & Evaluation of COVID-19 Hazards

We evaluate our workplace and operations to identify tasks that may have exposure to COVID-19. The evaluation includes all interactions, areas, activities, processes, equipment, and materials that could present potential exposure to COVID-19. Assessments include employee interactions with all persons who may be present in the workplace: contractors, vendors, customers, and members of the public. Evaluations include:

- Identification of places and times when people may gather or come in contact with each other, even if they aren't working. Examples: meetings, trainings, workplace entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting rooms.
- Employees' potential workplace exposure to all persons at the workplace. We will consider how employees and others enter, leave, and travel through the workplace. Examples: co-workers, employees of other businesses, the public, customers or clients, and independent contractors.
- Existing COVID-19 prevention measures and whether we need different or additional control measures.

Employee Participation - We encourage employees to participate in this evaluation. They can contact Athena Chiera to share information on potential COVID-19 hazards at our workplace or to assist in evaluating these hazards. We will evaluate how to maximize the amount of outdoor air entering our indoor spaces and if it is possible to increase the filtration efficiency to the highest level possible for our ventilation system.

Employees may confidentially inform us if they have a higher risk for severe illness from COVID-19, such as those with conditions like lung disease, obesity, or cancer. They will have priority for lower exposure job assignments or working from home whenever possible.

E. Management & Employee Responsibilities

Athena Engineering has implemented various housekeeping, social distancing, and other best practices at our jobsites. All employees must follow these. In addition, employees are expected to report to their managers or supervisors if they are experiencing signs or symptoms of COVID-19, as described below. If you have a specific question about this Plan or COVID-19, please ask your manager or supervisor.

The CDC and OSHA have provided the following control and preventative guidance to all workers, regardless of exposure risk:

- Frequently wash your hands with soap and water for at least 20 seconds. When soap and

- running water are unavailable, use an alcohol-based hand rub with at least 60% alcohol.
- Avoid touching your eyes, nose, or mouth with unwashed hands.
- Follow appropriate respiratory etiquette, which includes covering your mouth and nose or using the inside of your elbow for coughs and sneezes.
- Avoid close contact with people who are sick.

F. Employee Travel Restrictions

Travel is highly discouraged, especially for non-essential purposes. Per the State of California:

When you travel, you spend more time outside your home and come into contact with people outside your household. You are near new people in airports, train stations, gas stations, grocery stores, restaurants, hotels, short-term rentals, sightseeing attractions, and retail stores. These new people may be exposing you to COVID-19, or you may be unknowingly exposing them. People arriving in California from other states or Californians returning from other states or countries could also introduce new sources of infection (potentially including new strains of the coronavirus) to California. This contributes to community spread of the disease, which leads to more illness and death.

Athena Engineering requires all employees or subcontractor employees arriving in or returning to California from other states or countries, to [self-quarantine](#) for 10 days after arrival, except as necessary to meet urgent critical healthcare staffing needs or to otherwise engage in emergency response. Additionally, this recommendation does not apply to individuals who routinely cross state or country borders for essential travel.

For up to date information on travel advisories, see the [California Department of Health Website for Travel Advisories](#). In addition, when travelling outside of the County, employees must report travelling to high risk counties and be screened each day for temperature and other symptoms. See the [CDC's Travel Recommendations by Destination](#).

G. Employee Screening

The purpose of employee screening is to establish a process for all projects to incorporate daily COVID-19 employee screening methods for all personnel entering the project. This is to include the entire workforce, deliveries, and visitors entering a project. All procedures must comply with known CDC and OSHA health and safety requirements. This requirement will remain in place until it is determined not to be necessary.

Employee Self-Screening

- Employees will be required to perform self-screening prior to coming to work. Posters providing guidance on self-screening are available on the [Athena Engineering COVID-19 Resources Page](#)

Project Site Screening Tools & Resources

- Project sites will be provided with “spot-check” temperature screening tools and resources, when available, that will include “non-contact” forehead temperature screening tools. This tool is available to utilize when an employee is showing signs or symptoms or requests verification of their temperature.

Project Site Screening Process - If the project site is required to conduct site specific employee screening by local jurisdictions, owner requirements, or other applicable regulations, the following procedures will be used:

- Each site must create designated entry point(s) for the workforce to be screened.
- COVID-19 educational safety & health information must be posted at entry points to the project.
- Measures will be established to maintain “social distancing” requirements. This may require paint marks on the ground, delineators and other means to control separation. This process is not to be conducted in small areas or spaces where “social distancing” is not possible.
- The Employee Screening Form or Employee Screening Log, or similar type form, will be used to facilitate and document screening.
 - Any positive (yes) responses to the screening form will require the individual to not be admitted on the project site for 24 hours after the symptom has went away.
 - Completed Employee Screening Forms will be destroyed by the end of each work shift.
- If temperature screening is required:
 - All employees will receive a “non-contact” forehead temperature screen prior to being permitted access to the jobsite.
 - If someone indicates a high temperature, please move them to an area away from others and ask them to protect with a surgical type face mask. The person conducting the screening must wear the same type of mask.
 - If an employee’s temperature is less 100.4 degrees F, and they do not exhibit symptoms consistent with the COVID-19 virus, the employee may access the jobsite to proceed with work.
 - If an employee has a temperature of 100.4 degrees F or greater, or does exhibit symptoms consistent with the virus, the employee will not be allowed on the project site for 24 hours after the fever has been reduced without the aid of medication.
- The supervising employee assigned to conduct the screening will notify Project Supervision of any employees that have symptoms related to COVID-19, so that appropriate measures per CDC guidelines are implemented and the person safely exits the project.
- All health and safety precautions must be taken by those performing screening to ensure their safety and the safety of those being screened. At a minimum:
 - Wear appropriate PPE (disposable type gloves, safety glasses, surgical type mask, etc.)
 - Follow all social distancing measures.
 - Ensure all equipment used must be cleaned in accordance with manufacturer’s instructions between every use.

H. Jobsite Protective Measures

Athena Engineering has instituted the following protective measures at all jobsites.

General Safety Policies & Rules

- Project sites and trade partners will develop and implement a COVID-19 Site- Specific Safety Plan that addresses the specific protective measures applicable to their project.
- For safety meetings and Task Hazard Analysis Meetings (THA) conducted in- person, attendance will be collected verbally and or video record/photographed, and supervision will sign-in each attendee. Utilize megaphones and or speaker systems to broadcast the safety meetings over a large area for all to hear while maintaining social distancing. Attendance will not be tracked through passed-around sign-in sheets or mobile devices. During any in-person safety meetings,

avoid gathering in groups of more than 10 people and participants must remain at least six (6) feet apart.

- Only 4 workers (3 workers plus the operator) will be allowed in a man/material hoist at one time to maintain social distancing, unless spacing in the hoist allows otherwise.
- Crews should be brought in early or stay late to utilize man/material hoist for material loading/unloading so the man/material hoist can be better utilized for personnel during normal work hours.
- Employees must avoid physical contact with others and direct employees/contractors/visitors to increase personal space to at least six (6) feet, where possible. For our office trailers, only necessary employees should enter the trailers and all employees should maintain social distancing while inside the trailers.
- All in-person meetings will be limited to only those deemed essential. To the extent possible, meetings will be conducted by video conferencing or telephone. All in-person meetings shall be limited to less than ten (10) people
- Employees will be encouraged to stagger breaks and lunches, if practicable, to reduce the size of any group at any one time to less than ten (10) people.
- Jobsites, if possible, shall establish permanent hand washing stations with running potable water.
- For jobsite hand washing stations that do not have access to running water, Athena Engineering will provide, if available, alcohol-based hand sanitizers and/or wipes.
- Employees should limit the use of a co-worker's tools and equipment. To the extent tools must be shared, the Company will provide alcohol-based wipes and/or Hudson sprayers containing a disinfecting agent to clean tools before and after use. When cleaning tools and equipment, consult manufacturing recommendations for proper cleaning techniques and restrictions.
- Athena Engineering will adjust work schedules and add additional, where possible and if needed, so workers can maintain social distancing to at least 6 feet, where possible.
- Athena Engineering shall limit one passenger (driver) for all Athena Engineering company vehicles.
- If practicable, employees should operate/drive the same truck or piece of equipment every shift.
- In lieu of using a common source of drinking water, employees should use individual water bottles.
- For tasks in which social distancing is not feasible, the following recommendations apply:
 - Tasks should be addressed on the crew's Task Hazard Analysis.
 - Alternative measures should be evaluated to verify that lack of social distancing is not feasible.
 - Employees have confirmed they are comfortable performing the work task within a 6' distance.
- Employees failing to adhere to these protective measures could be subject to disciplinary action, up to and including, removal from the project site.

Working in Occupied Building or Campuses

- When performing construction and maintenance activities within occupied buildings, and other establishments, these work locations present unique hazards with regards to COVID-19 exposures. Athena Engineering will evaluate the specific hazards when determining best practices related to COVID-19.
- During this work, employees must sanitize the work areas upon arrival, throughout the workday, and immediately before departure. The project site will provide alcohol-based wipes, a Hudson sprayer containing a disinfecting agent, or other cleaning materials for this purpose.
- Employees should ask other occupants to keep a personal distance of six (6) feet at a minimum. Workers should wash or sanitize hands immediately before starting and after completing the work.

I. Jobsite Visitors

- The project site shall limit jobsite visitors to only those deemed essential.
- All visitors will be screened in advance of arriving on the job site. If the visitor answers “yes” to any of the following questions, he/she should not be permitted to access the jobsite:
 - Have you, or anyone in your residence, come into close contact (within 6 feet) with someone who has a suspected or confirmed COVID-19 diagnosis in the past 14 days either at home or on a jobsite, etc.?
 - Are you experiencing a new or sudden onset of any of the following symptoms: fever or chills, cough, shortness of breath or difficulty breathing, new loss of taste or smell, muscle or body aches, headache, sore throat, diarrhea, congestion or runny nose, nausea or vomiting, and/or fatigue?
 - Are you experiencing a fever above 100.4 F, or have you in the last 24 hours?
- Site deliveries will be permitted but should be properly coordinated in line with the employer’s minimal contact and cleaning protocols

J. Personal Protective Equipment & Work Practice Controls

In addition to regular PPE for workers engaged in various tasks (fall protection, hard hats, hearing protection), the following PPE requirements apply:

- Gloves shall always be worn while on-site. The type of glove worn should be appropriate to the task. Employees should avoid sharing gloves. Be aware that general work gloves will not protect you from COVID-19. It is important to maintain good personal hygiene while wearing gloves. Avoid touching your face and wash your hands once gloves are removed.
- Eye protection shall always be worn while on-site.
- The CDC has updated their recommendations on wearing cloth face coverings in public settings where other social distancing measures are difficult to maintain, especially in areas where there is significant community-based transmission of COVID-19. To provide the safest work environment, all Athena Engineering employees, trade partners, vendors and all other visitors will be required to wear face coverings while on our projects and in our offices:
 - when outside of an individual’s enclosed space, private workspace or area,
 - or when mandated by local jurisdictions, owner requirements, or other applicable regulations.
 - The only exceptions to this requirement are:
 - when an individual is working alone in an enclosed space such as an office or an equipment cab,
 - when an individual is working alone in a private workspace or area and social distancing by at least 6’, such as a cubicle or workstation, or a room or general work area,
 - or while eating in a defined area while social distancing by at least 6’. Cloth type masks are a great option as they are washable and longer lasting. The CDC provides guidance on face masks on their [website](#).
 - **NOTE:** The CDC is currently not recommending that healthy people wear N95 respirators to prevent the spread of COVID-19. Employees should only wear N95 respirators if required by the work task and if available.

K. Jobsite Cleaning & Disinfecting

Athena Engineering has instituted regular housekeeping practices, which includes cleaning and disinfecting frequently used tools and equipment, and other elements of the work environment, where possible. Employees should regularly do the same in their assigned work areas.

- Jobsite trailers and break/lunchroom areas will be cleaned at least once per day. Employees performing cleaning will be issued proper personal protective equipment (“PPE”), such as nitrile, latex, or vinyl gloves and gowns, as recommended by the CDC.
- Any trash collected from the jobsite must be changed frequently by someone wearing nitrile, latex, or vinyl gloves.
- Any portable jobsite toilets should be cleaned a minimum twice per week and disinfected on the inside. Athena Engineering will ensure that hand sanitizer dispensers are always filled.
- Frequently touched items (i.e. door pulls and toilet seats) will be disinfected frequently.
- Vehicles and equipment/tools should be cleaned at least once per day and before change in operator or rider.
- Athena Engineering will maintain disinfectant supplies at the jobsite. Examples of these are:
 - Common EPA-registered household disinfectants
 - Alcohol solution with at least 60% alcohol; or
 - Diluted household bleach solutions (these can be used if appropriate for the surface).
 - Please reference [Athena Engineering’s COVID-19 Resources Page](#) for a [list of approved cleaning alternatives](#).
- Athena Engineering will maintain Safety Data Sheets of all disinfectants used on site.

L. Jobsite Exposure Control Situations

If someone at your project is believed to have been exposed to COVID-19, or demonstrates symptoms of the virus, that location must follow the actions outlined below:

- Remain Calm. It is important to avoid overreacting in order to prevent panic on the jobsite.
- Report immediately to the following:
 - Human Resources Director
 - Safety Director
 - Mechanical Superintendent
 - Athena Engineering Executive Vice President
 - Project Manager
- Subject to other direction from those listed above, the individual should contact their local medical provider or their county health department hotline for further guidance. In addition, you should identify any other individuals who had prolonged contact too and within 6 feet of that individual and send those individuals home until further notice.
- Wage compensation of potentially affected employee(s) will be evaluated by Human Resources and Legal.

The following protocol will be followed for each case scenario:

<p>Employee Exhibiting COVID-19 Symptoms</p>	<ul style="list-style-type: none"> ■ If an employee exhibits COVID-19 symptoms, the employee must remain at home until he or she is symptom-free for 24 hours without the use of fever-reducing or other symptom-altering medicines (<i>e.g., cough suppressants</i>). Athena Engineering will similarly require an employee that reports to work with symptoms to return home until they are symptom-free for 24 hours. To the extent practical, employees are required to obtain a doctor’s note clearing them to return to work.
<p>Employee Tests Positive for COVID-19</p>	<ul style="list-style-type: none"> ■ Report immediately to the following: <ul style="list-style-type: none"> □ Human Resources Director □ Safety Director □ Mechanical Superintendent □ Athena Engineering Executive Vice President □ Project Manager ■ If the individual is our employee, he or she should be interviewed via phone call by their assigned manager and/or Human Resources. If he or she is a subcontractor employee or other third-party, Human Resources will work with that person’s employer to obtain this information. ■ All potential areas of exposure should be immediately isolated. ■ Once information is gathered and recommendations tendered, project supervision will create and implement a cleaning protocol for the specific situation, which may involve contacting a qualified local cleaning provider. Ensure the cleaning or disinfection protocol is aligned with current recommendations from the CDC and World Health Organization (WHO). The following spaces should be included in the assessment. <ul style="list-style-type: none"> □ All common areas: Meeting spaces, bathrooms, kitchen and break areas, entry and exit points, elevators and man/material hoists, stair towers, copy and production spaces, the employee’s immediate work area and adjacent working areas. ■ An enhanced clean should include the following: <ul style="list-style-type: none"> □ VAV filter replacement around the affected area, □ Other spaces identified as “touch points” throughout the facility □ Air conditioning systems should have the filters replaced. ■ Issue an internal communication detailing the following: <ul style="list-style-type: none"> □ Notify personnel of the case and their potential exposure □ Detail what actions have been taken including SDSs for cleaning products □ Detail what actions are due to be taken □ Reiterate professional responsibilities for limiting exposure □ Provide a point of contact for internal inquiries ■ An employee that tests positive for COVID-19 will be directed to self- quarantine away from work. Employees that test positive and who have stayed home (<i>home isolated</i>) can return to work under the following conditions provided by the CDC: <u>The employee may return to work</u> after these three things have happened: <ul style="list-style-type: none"> ■ The employee has had no fever for at least 24 hours (<i>that is one full-day of no fever without the use medicine that reduces fevers</i>) <li style="text-align: center;">AND ■ other symptoms have improved (<i>for example, when a cough or shortness of breath have improved</i>) <li style="text-align: center;">AND ■ at least 10 days have passed since the symptoms first appeared. ■ In all cases, employees will be instructed to follow the guidance of their healthcare provider and local health department. The decision to stop home isolation should be

	<p>made in consultation with your healthcare provider and state and local health departments. Local decisions depend on local circumstances.</p>
<p>Employee Who Did Not Have COVID-19 Symptoms, But Tested Positive And Has Stayed Home (<i>Home Isolated</i>)</p>	<p><u>If the employee has not had a test</u> to determine if they are still contagious, they can leave home after these two things have happened:</p> <ul style="list-style-type: none"> ■ At least 10 days have passed since the date of their first positive test <p>AND</p> <ul style="list-style-type: none"> ■ they continue to have no symptoms (<i>no cough or shortness of breath</i>) since the test. <p><u>If the employee has had a test</u> to determine if they are still contagious, they can leave home after:</p> <ul style="list-style-type: none"> ■ They employee has received two negative tests in a row, at least 24 hours apart. The employee’s doctor will follow <u>CDC guidelines</u>.
<p>Employee Has Close Contact with a Test- Positive COVID-19 Individual</p>	<ul style="list-style-type: none"> ■ Employees that have come into close contact with a confirmed- positive COVID-19 individual (<i>co-worker or otherwise</i>), will be directed to self-quarantine for 10 days from the last date of close contact with the carrier. The CDC outlines close contact: <ul style="list-style-type: none"> ○ Within 6’ of someone who has COVID-19 for at least 15 minutes ○ Providing care at home to someone who is sick with COVID- 19 ○ Having direct physical contact with a person with COVID-19 (touching, hugged, and/or kissed) ○ Sharing eating or drinking utensils ○ Being sneezed, coughed, or somehow getting droplets on you from an individual with COVID-19 ■ An employee may return to work after day 7 of quarantine after receiving a negative test result (test must occur on day 5 following exposure or later) ■ If an employee learns that he or she has come into close contact with a confirmed-positive individual outside of the workplace, he/she must alert a manager or supervisor of the close contact and also self-quarantine for 10 days from the last date of close contact with the carrier, based on CDC recommendations <p>The CDC states that regardless of a negative test, employees should self-quarantine for 10 days.</p>

M. Reporting, Recordkeeping, and Access

- Reporting
 - [Reporting to the Local Health Department \(LHD\)](#) – This requirement also complies with AB 685.
 - Within 48-hours of knowledge, Athena Chiera will notify the [local health department](#) (LHD), Los Angeles County Health Department of any workplace outbreak of COVID-19. An outbreak reportable to our LHD is defined as at least three COVID-19 cases among workers at the same worksite within a 14-day period. We will work with the LHD to carry out contact tracing and follow all LHD recommendations including temporary closure of our business if advised.
 - [Reporting to our Claims Administrator – SB 1159](#) (This section applies to employers with five or more employees)
 - Athena Chiera will report to the company’s workers compensation insurance provider when an employee has tested positive for COVID-19. This report will be made within three days of knowledge of an employees’ positive test result.
 - [CAL/OSHA Recording/Reporting](#) - We will record on our 300 log all work-related COVID-19 cases that meet one of the following criteria: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, significant injury or illness diagnoses by a physician or other licensed health care professional.
 - We will report any serious COVID-19 illness that required inpatient hospitalization or resulted in death to our local Cal/OSHA office as soon as possible, but in no case more than eight hours after knowledge.
- Recordkeeping
 - Athena Engineering maintains records of the steps taken to implement this written program. These records include but are not limited to training, inspections, hazard identification, etc. We keep a record of and track all COVID-19 cases. These records include the employee’s:
 - Name
 - Contact information
 - Occupation
 - Location where the employee worked
 - Date of the last day at the workplace
 - Date of positive COVID-19 test
 - All medical information will be kept confidential. The log of COVID cases, with names and contact information removed, will be made available to employees, authorized employee representatives, or as otherwise required by law.
- Access
 - This program will be made available at the workplace to employees, authorized employee representatives, and to representatives of Cal/OSHA.

N. Communication Systems

We ask all employees to confidentially report, without fear of discrimination or retaliation, any symptoms, potential exposures, and possible hazards relating to COVID-19 at the workplace. Employees should make these reports to Athena Chiera.

We explain to all employees how we accommodate employees at higher risk of severe COVID-19 illness. An employee can make a confidential report of his/her own high-risk condition to Athena Chiera. If an employee is suspected of having a workplace exposure to COVID-19, we will provide information about access to COVID-19 testing at no cost. We will inform affected employees of the reason for testing and the potential consequences of a positive test. Local COVID-19 testing is available in our area through the following:

LA County Testing: [Search here](#)
Riverside County Testing: [Search here](#)
San Bernardino County Testing: [Search here](#)
Orange County Testing: [Search here](#)

We communicate information about COVID-19 hazards and our COVID-19 policies and procedures to employees and other employers, persons, and entities that come in contact with our workplace. Other employers must ensure their employees follow our plan or equivalent to ensure protection of both their and our employees. When our employees are at another worksite, we will verify that procedures at the other worksite are protective of our employees, such as mask wearing and social distancing.

O. Employee Training & Instruction

We provide all employees training and instruction on the symptoms of COVID-19 illness and exposure control methods in place at Athena Engineering, Inc. including:

- Information on how COVID-19 spreads and infects people.
- Symptoms of COVID-19
- The importance of getting a COVID-19 test and staying out of the workplace if you have symptoms.
- Our symptom screening procedures for employees and all other visitors to the workplace
- Risk of exposure to COVID-19 on the job.
- Cleaning and disinfection schedules and procedures for our workplace.
- Control measures to protect employees from exposure and infection:
 - Requiring employees to stay home when sick.
 - Physical distancing. Employees must maintain at least 6' of separation from other individuals in the workplace. Since infectious aerosols can travel further than 6', face covering are required along with physical distancing at all indoor workplaces.
 - Frequent handwashing with soap and water for at least 20 seconds, or using hand sanitizer when handwashing sinks are not readily accessible.
 - Proper use of a face coverings and the fact that a face covering is NOT respiratory protection.
 - Covering coughs and sneezes.
- Acceptable PPE and proper use.
- What to do if they are sick and how to obtain a COVID-19 test.
- Information on COVID-19-related leave benefits available under workers' compensation law, the federal Families First Coronavirus Response Act, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, local governmental requirements, the Athena Engineering leave policies, and leave guaranteed by contract.
- The contents of this plan

P. Essential Industry

Several States and localities are issuing orders that prohibit work and travel, except for essential businesses. In general, construction work has been deemed essential and Athena Engineering is committed to continuing operations safely. If upon your travel to and from the worksite, you are stopped by State or local authorities, you will be provided a letter that you can show the authorities indicating that you are employed in an “essential” industry and are commuting to and from work.

Q. Confidentiality/Privacy

Except for circumstances in which Athena Engineering is legally required to report workplace occurrences of communicable disease, the confidentiality of all medical conditions will be maintained in accordance with applicable law and to the extent practical under the circumstances. When it is required, the number of persons who will be informed of an employee’s condition will be kept at the minimum needed not only to comply with legally required reporting, but also to assure proper care of the employee and to detect situations where the potential for transmission may increase. Athena Engineering reserves the right to inform other employees that a co-worker (without disclosing the person’s name) has been diagnosed with COVID-19 if the other employees might have been exposed to the disease so the employees may take measures to protect their own health.