



## **Guidance for the Safety of Essential Workers: Pennsylvania Department of Health Order of April 15, 2020**

Are you still working because your workplace is an "essential" business? If so, you are entitled to health and safety protections at work. Employers *must* take certain actions to ensure the health and safety of its employees, including:

- **Enhanced cleaning and disinfecting, in accordance with CDC guidance.**
- **If the business finds out it has been exposed to an individual with Covid-19, it must:**
  - Close off the area where the sick employee has been working
  - Ventilate the area for 24 hours before beginning to clean it
  - Identify employees who were in close contact with the sick individual
  - Test employee's temperatures when they begin their shift
  - Employees with symptoms should *stay home from work*
- **Employee work schedule changes**
  - Stagger employees' shift start and end times so that they are not in groups
  - Stagger employees' break times so that they are not taking breaks in large groups
- **Provide enough space for social distancing at work**
  - Provide enough space for employees to have breaks and meals while remaining at least 6 feet apart from one another
  - Limit the number of employees in common areas
  - Conduct meetings virtually when possible
  - Do not require meetings of more than 10 people or within 6 feet of each other
- **Provide its employees with access to frequent hand washing with soap and water, hand sanitizer, disinfectant wipes, and protective masks *to be worn at all times***
- **Businesses open to the public must also:**
  - Limit the number of customers and employees in the building at one time
  - Install shields or barriers in check-out areas to separate cashiers from customers
  - Require all customers to wear a mask in the building (with limited exceptions)

**If you have questions about this guidance or believe your employers is not following it, contact Justice at Work at 215-733-0878. All calls are confidential.**