



Virginia Enacts Emergency Safety & Health Regulations for COVID-19

Virginia has become the first state in the U.S. to adopt enforceable workplace safety standards for COVID-19.

While this standard only applies to companies operating in Virginia, it does pave the way for similar legislation in the other 21 states that operate their own state-run OSHA plans. Key points related to this new standard include:

- The standard is effective July 27, 2020.
- Required training must be provided by Aug. 26, 2020.
- Written infectious disease preparedness and response plan and training need to be completed by Sept. 26, 2020.
- Standard will expire after six months or upon expiration of the governor's state of emergency, or when superseded by a permanent standard.
- Covers most private employers in Virginia, as well as all state and local employees, regardless of COVID-19 exposure level.
- Exempts private and public institutions of higher education with reopening plans certified by the State Council of Higher Education in Virginia (SCHEV).

While the standard incorporates guidelines from the CDC and OSHA, it also requires employers to:

- Assess hazard levels of all job tasks (i.e., very high, high, medium or lower risk levels).
- Inform employees of the methods of and encourage employees to self-monitor for signs and symptoms of COVID-19.
- Develop and implement procedures for employees to report when they are experiencing symptoms consistent with COVID-19 and when they can safely return to work (e.g., test or symptom-based strategy).
- Provide flexible sick leave policies, telework and staggered shifts when feasible.
- Provide both handwashing stations and hand sanitizer when feasible.
- Ensure employees maintain social distancing while on company property and when social distancing is not feasible, personal protective equipment must be used.
- Notify the Virginia Department of Health of positive COVID-19 tests within 24 hours.
- Notify Virginia Occupational Safety and Health (VOSH) of three or more positive COVID-19 tests within a two-week period within 24 hours.
- Maintain air handling systems in accordance with manufacturers' instructions and American National Standards Institute (ANSI) and American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) standards.



[PLEASE SEE THE FOLLOWING LINKS](#) for additional details and to review the actual VOSH standard:

[The Virginia Department of Labor and Industry: SHCB Adopts Emergency Temporary Standard](#)

[EHS Today: Virginia Passes First-In-Nation OSHA Standard for COVID-19](#)

[National Safety Council: COVID-19 pandemic: Virginia approves nation's first emergency temporary standard](#)