



Trinity Health

Supplemental Slides SARS-CoV-2 Preparedness, Notification, and Response Plan

General Training for All Colleagues

Overview

This supplemental training program provides updates to Trinity Health's SARS-CoV-2 Preparedness, Notification, and Response Plan (PNRP) HealthStream required course for all colleagues. This training is applicable to all colleagues and covers additional requirements of the Occupational Safety and Health Administration (OSHA) COVID-19 Emergency Temporary Standard (ETS), which was issued June 21, 2021.

The PNRP is available on your ministry's local intranet site or similar location for sharing policies and other documents; it is also available through the Safety Coordinator or Human Resources. The PNRP Safety Coordinator is typically the Chief Human Resources Officer (CHRO).

For locations with multiple employers, all employers in the building must share their PNRP, employer-specific infection control policies and procedures, when/how they use common areas, and when/how they use shared equipment that affect employees at the workplace from any employer.

All Colleagues

This training is required for all colleagues; the training is focused on the non-clinical aspects of SARS-CoV-2 (the virus that causes COVID-19), and how we can help prevent the spread of COVID-19.

Clinical Colleagues

For clinical aspects of SARS-CoV-2, including how to protect yourself and others when providing care or interacting with our communities, refer to the Trinity Health COVID-19 site and/or your local ministry COVID-19 site.

**Trinity Health
COVID-19
Resources**

Click to open link, then select document

COVID-19 Vaccination



**Trinity Health
COVID-19
Vaccination
Resources site:**

[vaccine-requirement-qa-for-colleagues.pdf \(trinity-health.org\)](#)

[TD Template - JOB AID TEMPLATE 2017 Branding \(trinity-health.org\)](#)

- Effective July 8, 2021, all Colleagues, Clinical Staff and Partners in Trinity Health Ministries are required to be vaccinated against COVID-19
- With more than 331 million doses administered in the U.S, COVID-19 vaccines have proven safe and extremely effective against symptomatic infections, hospitalizations and death from this infection
- The vaccines are so effective that as of this writing more than 99% of people who die from COVID-19 in the United States are unvaccinated
- Colleagues who have received the vaccine need to submit documentation of vaccination
 - Colleagues who have received the vaccine need to submit documentation of vaccination in the HR4U portal and receive an approval
 - Colleagues may also use forms available through HR4U to request an exemption/deferral from vaccine due to contraindication or for strongly held religious beliefs
 - colleagues who request an exemption will be notified as to whether or not that exemption is approved
 - See the vaccine resources links for more details
 - The vaccination is available at no charge, even if you do not have insurance
 - If you are requesting an exemption/deferral from vaccine due to contraindication or for strongly held religious beliefs, visit the Trinity Health COVID-19 Vaccination Resources site for more details

OSHA COVID-19 ETS introduces two new paid time requirements

- Trinity Health is communicating new paid time benefits for:
 - Vaccination and vaccination side effects
 - Medical removal protection benefits as a result of a COVID-19 exposure or diagnosis
 - Will include options such as potential use of alternative work locations if available and appropriate
 - COVID-19 pay benefits are being implemented; the ETS caps benefits at \$1,400 per week, but colleagues can supplement their coverage with their PTO if applicable
- Colleagues must follow the process for reporting exposure and/or diagnosis to be released to return to work
 - This process includes taking COVID-19 tests as requested; if a colleague refuses to be tested, the colleague is not eligible for any COVID-19 pay benefits

Select Exemptions of Physical Distancing, Physical Barriers, and PPE for Fully Vaccinated Colleagues in Well-Defined Areas of Healthcare Settings

- Ministries may identify “Well-Defined Areas” (WDAs) within their buildings and/or on the campus where there is no reasonable expectation that any person with suspected or confirmed COVID-19 will be present (generally this means where patients or visitors would not typically be present).
 - Fully vaccinated colleagues working in these WDAs are exempted the requirements for PPE, physical distancing, and physical barriers
 - Policies and procedures must be in place to determine employee vaccination status because fully-vaccinated colleagues may be exempt from the requirements for PPE, physical distancing, and physical barriers in these WDAs

Facemasks and Respirators

- Facemasks are not substitutes for other policies and procedures to protect against COVID-19 and must be worn in healthcare settings
 - Facemasks are not required in healthcare settings under certain conditions that involve physical distancing, barriers, and WDAs
 - Facemasks can become soiled after each use and may be contaminated with bacteria and viruses (including COVID-19), which is why it is important to replace facemasks at least daily, whenever they become damaged or soiled, and more frequently as necessary (e.g., patient care reasons)
 - If your role requires facemasks, you can provide your own respirator instead of wearing a facemask, but your respirator must meet Trinity Health's requirements for authorized respirators
- Facemasks are not required in non-clinical administrative settings that are independent buildings not on a healthcare campus, except for those who are not fully vaccinated or are considered at-risk

Prohibition of Retaliation and Protection When Reporting Unsafe Work Conditions

Always observe COVID-19 best practices for staying safe and avoiding exposure.

Colleagues can report unsafe conditions in multiple ways:

- Talk with your supervisor.
- Contact a colleague safety representative.
 - Not sure whom to contact at your ministry? Reach out to your supervisor or to Human Resources for guidance.
- Connect through the Trinity Health or your ministry's Compliance Hotline.

Trinity Health does not discharge or in any manner discriminate against a colleague for exercising workplace safety protections or for engaging in actions that are required by OSHA standards.

Trinity Health does not discriminate against a colleague for reporting a safety and health complaint, or otherwise exercising any rights afforded by the OSH Act.



Contact Information for Further Questions

If you have any questions, please email us at: TH-OSHAQuestions@trinity-health.org