



Key COVID-19 Updates for Fully Vaccinated Employees (June 30, 2021)

Jobsite Guidelines

Updated state COVID-19 workplace safety and health guidance from the Washington Department of Labor & Industries (L&I)

- Workers outdoors do not have to wear masks regardless of their vaccination status.
- Masks are required indoors for employees/subcontractors that are not fully vaccinated or their vaccination status is unknown.
- Fully vaccinated employees do not have to wear a mask or socially distance.
- Foushée and subcontractors will confirm employees are fully vaccinated before lifting mask requirements (indoors) by requesting employees to either sign a document attesting to their status or provide proof of vaccination. See self-attestation log.
 - Employers must be able to show the process used to verify employee vaccination status.
 - Verification methods may include a log of employees who have verified they have been vaccinated and the date of verification.
- Acceptable documentation for verifying an employee's vaccine status includes a CDC vaccination card, a photo of the card, documentation from a health care provider, a signed self-attestation from the employee, or documentation from the state immunization information system.
- Evidence of Foushée's verification system (vaccination log) will be available to L&I upon request.
- Keep employees/subcontractors with possible or confirmed cases of COVID-19 from working around others. CDC quarantine measures still apply.
- Provide handwashing facilities and supplies.
- Train employees to recognize and respond to workplace hazards, including COVID-19. Continue COVID-19 awareness as part of the safety orientation process and weekly safety meetings.
- Assess the workplace for hazards, including COVID-19, and where appropriate, take additional steps to protect unvaccinated workers. Refer to advisory section on "Guidance for Protecting Unvaccinated Workers" on page 2.
- The Project Superintendent will notify the Foushée Safety Department immediately of any COVID-19 case.
 - Employees will be notified in writing within one business day if someone they had close contact with tests positive for COVID-19 (without disclosing the person's identity).
 - Report COVID-19 outbreaks of 10 or more employees (at worksites with more than 50 workers) to L&I within 24 hours. Notify the Foushée Safety Department of any outbreaks.
- Foushée/ subcontractors will provide cloth face coverings or a more protective mask to employees when use of a mask is required.
- Foushée may require or encourage mask use when warranted.
- Employees have the right to wear a mask or other protective equipment if they choose to, regardless of vaccination status.
- Foushée will accommodate employees at high risk of contracting COVID-19 and that are seeking accommodation that protects them from COVID-19 exposure.
- Foushée will continue to check with the King County health department, and other local health agencies which may have more stringent requirements or recommendations.



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The following information is for advisory and guidance and intended to help employers provide a safe and healthy workplace.

- Contact the Foushée Safety Department if you need assistance or support with protecting unvaccinated employees.
- A COVID-19 vaccine is the best tool to prevent the spread of the virus. Support and encourage workers to get vaccinated.
- Other ways to reduce the risk of COVID-19 transmission for unvaccinated employees include:
 - Continuing distancing between unvaccinated employees, especially in indoor areas with poor ventilation or while working with the public.
 - Maximizing fresh air and air filtration settings on HVAC systems, and adding filtration in areas with poor ventilation.
 - Providing a mask that is more protective than a cloth face covering for unvaccinated workers who are generally not able to maintain distance from other unvaccinated workers or the public. Examples could include surgical masks or KN95s.