

COVID-19 Preparedness & Response Plan for Our Mother of Perpetual Help Parish

[Updated 1 June 2021]

General

The following COVID-19 preparedness & response plan has been established for Our Mother of Perpetual Help Parish in accordance with MIOSHA Emergency Rules for Coronavirus disease 2019 (COVID-19). The purpose of this plan is to minimize or eliminate employee exposure to SARS-CoV-2.

The Emergency Rules have general safeguards applicable for all workplaces and specific safeguards for certain industries. Fr. Paul Chateau has read these emergency rules carefully, developed the safeguards appropriate to Our Mother of Perpetual Help Parish based on its type of business or operation, and has incorporated those safeguards into this COVID-19 preparedness and response plan.

Our Mother of Perpetual Help Parish has designated one or more worksites supervisors to implement, monitor, and report on the COVID-19 control strategies developed in this plan. The worksite supervisor(s) is Fr. Paul Chateau. The supervisor will remain on-site at all times when employees are present on site. An on-site employee may be designated to perform the supervisory role.

The plan will be made readily available to our employees and their representatives. The plan will be made available via website and hard copy.

✔ Important Notes

- **Religious services take place once a week on Sundays (9:00 am in Oak Park and 11:00 am in Ferndale).**
- **Funerals, weddings, baptisms, and other services are scheduled as needed.**
- **Capacity for all religious services is limited to 125 people.**
- **Worship spaces are thoroughly cleaned after every service.**
- **Signage is posted at both worship locations as follows:**
 - **Unvaccinated persons are required to wear masks and social distance.**
- **The office areas at the Ferndale location are completely closed due to the pandemic. Signage is posted as follows:**
 - **NO parishioners, volunteers, visitors, or staff are to enter it at any time.**
 - **This office is closed until further notice. For assistance, please contact the parish office located at 13500 Oak Park Blvd., Oak Park, MI 48237. 248-545-2310**
- **The only staff at the Ferndale location are part time – housekeeper and maintenance worker who work different shifts.**
- **The parish office located in Oak Park office is open Monday, Wednesday and Friday.**
- **The onsite staff at the Oak Park location are part time – housekeeper and maintenance worker who work different shifts.**

- **Director of Finance works in a private office and will socially distance as needed.**
- **Office Admin Support position is currently vacant.**
- **Pastor resides at the Oak Park location**
- **Signage is posted at both office/rectory locations as follows:**
 - **Unvaccinated persons are required to wear masks and social distance.**
 - **Health screening is required before persons are allowed entrance to location.**
 - **Social distancing is requested for all.**

☑ **Exposure Determination**

Our Mother of Perpetual Help Parish has evaluated routine and reasonably anticipated tasks and procedures for all employees to determine whether there is actual or reasonably anticipated employee exposure to SARS-CoV-2. Vicki Mazurek was responsible for the exposure determination.

Our Mother of Perpetual Help Parish has determined that its employees' jobs fall into only the lower exposure and medium exposure risk categories as defined by the OSHA Guidance on Preparing Workplaces for COVID-19:

- **Lower Exposure Risk Jobs.** These jobs do not require contact with known or suspected cases of COVID-19 nor frequent close contact (for example, within six feet) with the general public. Workers in this category have minimal occupational contact with the public and other coworkers. Examples are small offices, small manufacturing plants (less than 10 employees), small construction operations (less than 10 employees), and low-volume retail establishments, provided employees have infrequent close contact with coworkers and the public.
- **Medium Exposure Risk Jobs.** These jobs are those that require frequent or close contact (for example, within six feet) with people who may be infected with SARS-CoV-2, but who are not known or suspected COVID-19 patients.

Examples are most jobs at manufacturing plants, construction sites, schools, high-volume retail settings, and other high-population-density work environments.

Vicki Mazurek verifies that Our Mother of Perpetual Help Parish has no high-risk exposure jobs. High exposure risk jobs have high potential for exposure to known and suspected cases of COVID-19. Examples are most jobs in healthcare, medical transport, nursing homes and residential care facilities, mortuaries, law enforcement, and correctional facilities. This sample plan is not intended for employers who have high exposure risk jobs.

Our Mother of Perpetual Help Parish has categorized its jobs as follows:

NOTE: Some jobs may have more than one type of exposure risk depending on the task or qualifying factors.

Job/Task	Exposure Risk Determination (Lower or Medium)	Qualifying Factors (Ex. No Public Contact, Public Contact)
Housekeeper	Low	Little to no public contact – Can maintain 6’ distance
Maintenance Worker	Low	Little to no public contact – can maintain 6’ distance
Finance Director	Low	Little public contact – can maintain 6’ distance
Administrative Support	Low	Little public contact – can maintain 6’ distance
Pastor	Low	Little public contact – can maintain 6’ distance

Engineering Controls

Our Mother of Perpetual Help Parish has implemented feasible engineering controls to minimize or eliminate employee exposure to SARS-CoV-2. Engineering controls involve isolating employees from work-related hazards using ventilation and other engineered solutions. In workplaces where they are appropriate, these types of controls reduce exposure to hazards without relying on worker behavior and can be the most cost-effective solution to implement.

For lower exposure risk jobs, new engineering controls are not required. For medium exposure risk jobs, engineering controls can include:

- Installing physical barriers (such as clear plastic sneeze guards) between coworkers or between workers and customers. ***[Plastic barriers are used in the parish office and Director of Finance and Office Administration Office.]***
- Installing a drive-through window for customer service. ***[There is a mail slot which people can use to drop items off.]***
- Increasing the amount of ventilation in the building.
- Increasing the amount of fresh outdoor air that is introduced into the building.

Vicki Mazurek will be responsible for seeing that the correct engineering controls are chosen, installed, maintained for effectiveness, and serviced when necessary.

The following engineering controls have been implemented:

Job/Task	Engineering Control
Director of Finance	Physical barrier installed
Office Administrative Support	Physical barrier installed
House keepers	Increasing the amount of fresh air that is introduced into the building
Maintenance	Increasing the amount of fresh air that is introduced into the building
Pastor	Increasing the amount of fresh air that is introduced into the building

✔ Administrative Controls

Administrative controls are workplace policies, procedures, and practices that minimize or eliminate employee exposure to the hazard. Paul F. Chateau will be responsible for seeing that the correct administrative controls are chosen, implemented, and maintained for effectiveness.

The following administrative controls have been established for Our Mother of Perpetual Help Parish:

Job/Task	Administrative Control (For Example, Workplace Distancing, Remote Work, Notifying Customers)
All employees	Maintain at least six feet from everyone on the worksite.
Office Administrative Support and Finance Director	Use physical barriers to prompt employees to remain six feet from others.
Housekeeper Maintenance Workers	Promote flexible work hours (staggered shifts) to minimize the number of employees in the facility at one time.
All employees	Restrict business-related travel for employees to essential travel only.
All employees	Limit face-to-face meetings. Communicate with others through phone, email, teleconferencing, and web conferencing.
Pastor	Restrict the number of parishioners/visitors on parish grounds at any given time.
Housekeeper Maintenance Workers	Minimize the sharing of tools, equipment, and items.
All Employees	Provide employees with non-medical grade face coverings (cloth face coverings).
All Employees	Require unvaccinated employees to wear cloth face coverings and consistently maintain six feet of separation from other individuals in the workplace.
All Employees	Require unvaccinated parishioners and the public to wear cloth face coverings.
Pastor / Office Admin / Finance Director	Keep parishioners informed about symptoms of COVID-19 and ask sick parishioners to stay at home until healthy again.

All Employees	Provide customers and the public with tissues and trash receptacles.
All Employees	Encourage proper cough and sneeze etiquette by employees, including covering coughs and sneezes and coughing and sneezing in one's elbows rather than hands.
Director of Finance Pastor	Ensure that sick leave policies are flexible and consistent with public health guidance, so employees do not go to work sick.
Director of Finance Pastor	Do not require a healthcare provider's note for employees who are sick with acute respiratory illness to validate their illness.
Director of Finance Pastor	Maintain flexible policies that permit employees to stay home to care for a sick family member.

✔ Hand Hygiene

Paul F. Chateau will be responsible for seeing that adequate handwashing facilities are available in the workplace and that regular handwashing is required. Frequency of such handwashing will be determined in part by factors such as when and how often the employees' hands are potentially exposed to SARS-CoV-2. When handwashing facilities are not available, Our Mother of Perpetual Help Parish shall provide employees with antiseptic hand sanitizers or towelettes. Our Mother of Perpetual Help Parish will provide time for employees to wash hands frequently and to use hand sanitizer.

Our Mother of Perpetual Help Parish shall promote frequent and thorough hand washing, including by providing workers, customers, and worksite visitors with a place to wash their hands. If soap and running water are not immediately available, provide antiseptic hand sanitizers or alcohol-based hand towelettes containing at least 60 percent alcohol.

✔ Disinfection of Environmental Surfaces

Our Mother of Perpetual Help Parish will increase facility cleaning and disinfection to limit exposure to COVID-19, especially on high-touch surfaces (for example, door handles), paying special attention to parts, products, and shared equipment (for example tools, machinery, vehicles). Our Mother of Perpetual Help Parish will make cleaning supplies available to employees upon entry and at the worksite.

Housekeepers and Maintenance workers will be responsible for seeing that environmental surfaces in the workplace are cleaned and/or disinfected. Frequency of such cleaning/disinfection will be determined in part by factors such as when and how often the environmental surfaces are potentially exposed to SARS-CoV-2. When choosing cleaning chemicals, Our Mother of Perpetual Help Parish will consult information on Environmental Protection Agency (EPA)-approved disinfectant labels with claims against emerging viral pathogens. Products with EPA-approved emerging viral pathogens claims are expected to be effective against SARS-CoV-2 based on data for harder to kill viruses. The manufacturer’s instructions for use of all cleaning and disinfection products will be strictly adhered to.

The following is a list of environmental surfaces, methods used to disinfect, and the frequency of such disinfection:

Surface	Method/Disinfectant Used	Schedule/Frequency
All Doorknobs and entry/exit doors	Cleaned with disinfectant cleaner	At least twice per day.
Telephones, Desks, office areas, office equipment and supplies	Cleaned with disinfectant cleaner	At start of the work day, mid-day, and at end of work day.
Countertops, tables, chairs, and appliances (kitchen and laundry room)	Cleaned with disinfectant cleaner	After each use.
Bathrooms	Cleaned with disinfectant cleaner	Periodically throughout the day as needed. At least once per day.
Church	Cleaned with appropriate cleaner, vacuumed	After each Mass or service.
Any other surfaces that are touched	Normal cleaning	Once per day

Our Mother of Perpetual Help Parish will perform enhanced cleaning and disinfection after persons confirmed to have COVID-19 have been in a work area. In the interim, that work area will be temporarily closed, and employees will be sent home or relocated. Paul F. Chateau will be responsible for seeing that this protocol is followed.

The following methods will be used for enhanced cleaning and disinfection:

Thorough cleaning by professional cleaning company.

✔ Personal Protective Equipment (PPE)

Our Mother of Perpetual Help Parish will provide employees with the types of personal protective equipment, including respirators if necessary, for protection from SARS-CoV-2 appropriate to the exposure risk associated with the job. The employer must follow current CDC and OSHA guidance for personal protective equipment.

All types of PPE are to be:

- Selected based upon the hazard to the worker.
- Properly fitted and periodically refitted as applicable.
- Consistently and properly worn.
- Regularly inspected, maintained, and replaced, as necessary.
- Properly removed, cleaned, and stored or disposed of, as applicable, to avoid contamination of self, others, or the environment.

Our Mother of Perpetual Help Parish will provide non-medical grade face coverings (cloth face coverings) to employees (cloth face coverings are technically not considered PPE). Our Mother of Perpetual Help Parish will require unvaccinated employees to wear face coverings and maintain six feet of separation from other individuals in the workplace.

The following type(s) of PPE have been selected for use:

Job/Task	PPE
Housekeepers	Gloves and face masks
Maintenance	Gloves and face masks
Director of Finance	Face masks
Office Admin Support	Face masks
Pastor	Face masks

✔ Health Surveillance

Our Mother of Perpetual Help Parish will conduct a daily entry self-screening protocol for all employees, volunteers, and contractors entering the workplace, including, at a minimum, a questionnaire covering symptoms and suspected or confirmed exposure to people with possible COVID-19, together with, if possible, a temperature screening. Paul F. Chateau or Vicki Mazurek will be responsible for ensuring that all required health surveillance provisions are performed.

As workers enter the place of employment at the start of each work shift, Our Mother of Perpetual Parish will have employees self-screen for COVID-19. Our Mother of Perpetual Help Parish will have employees complete a questionnaire covering the signs and symptoms of COVID-19 and their exposure to people with suspected or confirmed COVID-19. When obtainable, a no-touch thermometer will be used for temperature screening of employees. Our Mother of Perpetual Help Parish will similarly screen volunteers, contractors, suppliers, and any other individuals entering the worksite.

Employees have been directed to promptly report any signs and symptoms of COVID-19 to Vicki Mazurek and Paul F. Chateau before and during the work shift. Our Mother of Perpetual Help Parish has provided employees with instructions for how to make such a report to the employer.

The specific instructions for employee reporting signs and symptoms of COVID-19 are as follows:

Immediately contacting Director of Finance and Pastor of any signs and symptoms of COVID-19.

Our Mother of Perpetual Help Parish will physically isolate any employees with known or suspected COVID-19 from the remainder of the workforce, using measures such as, but are not limited to:

- Not allowing known or suspected cases to report to or remain at their work location.
- Sending known or suspected cases to a location (for example, home) where they are self-isolating during their illness.
- Assigning known or suspected cases to work alone at the location where they are self-isolating during their illness.

Our Mother of Perpetual Help Parish will not discharge, discipline, or otherwise retaliate against employees who stay at home or who leave work when they are at particular risk of infecting others with COVID-19.

When an employee is identified with a confirmed case of COVID-19, Vicki Mazurek will notify the local public health department immediately, and any co-workers, volunteers, contractors, or suppliers who may have come into contact with the person who is the confirmed case of COVID-19, within 24 hours. When notifying coworkers, volunteers, contractors, and suppliers, Our Mother of Perpetual Help Parish **will not reveal the name or identity of the confirmed case.**

Our Mother of Perpetual Help Parish will allow employees with a confirmed or suspected case of COVID-19 to return to the workplace only after they are no longer infectious according to the latest guidelines from the CDC.

✔ Training

Pastor and Director of Finance shall coordinate SARS-CoV-2 training and ensure compliance with all training requirements.

Our Mother of Perpetual Help Parish will train workers on, at a minimum:

- Workplace infection-control practices.
- The proper use of personal protective equipment.
- Steps the employee must take to notify the business or operation of any symptoms of COVID-19 or a suspected or confirmed diagnosis of COVID-19.
- How to report unsafe working conditions.

Vicki Mazurek shall create a record of the training. Records should include the name of the employee(s) trained and the date of the training.

✔ Recordkeeping

Our Mother of Perpetual Help Parish will maintain records of the following requirements:

- Training. The employer shall maintain a record of all COVID-19 employee training.
- Screening protocols. The employer shall maintain a record of screening for each employee or visitor entering the workplace.
- When an employee is identified with a confirmed case of COVID-19, record when the local public health department was notified; as well as any co-workers, contractors, or suppliers who may have come into contact with the person who was the confirmed case of COVID-19.

Vicki Mazurek will ensure that the records are kept as required.