

Avian Influenza Information for Employers

Employers are responsible for ensuring a safe and healthy workplace for their employees. This includes protecting workers from the hazards posed by occupational exposure to avian flu. The following is an overview of some of the California Code of Regulations, Title 8, sections applicable to avian influenza prevention and exposure that employers must comply with.

Required Programs

Employers must develop, implement, and maintain the following effective written program requirements:

- **[Section 3203](#)**: Establish, implement, and maintain an effective, written workplace injury and illness prevention program (IIPP)
- **[Section 5144](#)**: Develop and implement an effective respiratory protection program with worksite-specific procedures and elements for required respirator use
- **[Section 5199\(f\)](#)**: Establish, implement, and maintain an effective biosafety plan to minimize worker exposures to aerosol transmissible diseases (ATDs) when working in laboratories
- **[Section 5199.1](#)**: Ensure that:
 - The workplace IIPP addresses effective procedures for preventing worker exposure to zoonotic ATDs
 - Additional worker exposure control measures are taken should the workplace be subject to quarantine measures or other infection control orders

Protective Equipment and Control Measures

- **[Sections 3380 through 3387](#)**: Provide workers with personal protective equipment that is suitable for the hazards (chemical, biological, or impact) they are exposed to:
 - Head
 - Eye and face
 - Body

- Hand
- Foot
- **Section 5141:** Control harmful workers' exposures to substances capable of producing adverse health effects
- **Section 5192:** Ensure adequate training and exposure control measures for workers required to handle and dispose of dead livestock
- **Sections 5221 through 5223:** Provide effective training and exposure control measures for workers involved in fumigation

Sanitation

- **Sections 3360 through 3368:** Where required, provide workers with suitable:
 - Water supplies for drinking
 - Hand washing
 - Toilets
 - Change rooms
 - Areas for consumption of food and beverages

Reporting and Recording Requirements

- **Section 342:** Report work-connected worker fatalities and serious injuries. Employers have a legal responsibility to immediately report to Cal/OSHA any serious injury or illness, or death (including any due to H5N1 avian influenza) of an employee occurring in a place of employment or in connection with any employment. Employers also have responsibilities to control workers' exposure to hazardous materials and zoonotic aerosol transmissible diseases.
 - Zoonotic diseases are those that are able to be transmitted between animals and humans.
- **Section 14300:** Ensure all recordable workplace injuries are documented according to Form 300, 300A, and 301 requirements.

What Should Employers Do to Prevent Avian Influenza Infection Among Workers?

Employers must establish, implement, and maintain effective procedures for preventing worker exposure to zoonotic aerosol transmissible pathogens in accordance with Section 3203. These procedures must include:

- Sanitation.
- Investigation of occupational injuries and illnesses.
- Training that covers the employer's exposure control procedures and is appropriate in content and vocabulary for the education level, literacy, and language of their employees.
- Where applicable - biosecurity and the use of personal protective equipment.

Use additional protections if your worksite is under a quarantine order, movement restriction, or other infection control order.

Adopt written procedures, controls, and work practices that reduce workers' exposure, which may include:

- Use of personal protective equipment (PPE)
 - Coveralls
 - Aprons
 - Gloves
 - Head coverings
 - Shoe covers
 - Eye protection
 - Respiratory protection (use in compliance with [section 5144](#))
- Safe work practices, such as:
 - Modifying tasks to minimize production of aerosols (small particles or droplets of respiratory secretions or other body fluids containing the avian flu virus).
 - Wetting down areas when cleaning animal areas (e.g., cleaning bird droppings or animal pens) to prevent dried material from getting into the air.
 - Proper disposal of dead animals.
- Engineering controls, such as:
 - Installation of screens on barns to prevent infected wildlife from entering.
 - Appropriate ventilation equipment to remove pathogens from employee work areas.
 - Enclosed ventilated cabinets.

- Sanitation and Biosecurity
 - Frequently washing hands and not touching the eyes, nose, or mouth.
 - Confining animals to certain areas.
 - Using boot washes or shoe coverings when entering barns.
 - Providing change rooms and requiring the use of showers to enter and exit animal areas.
 - Controlling traffic into, out of, and within the facility.
 - Installing screens on barns and other enclosed animal areas to prevent entrance of wild birds or rodents that may spread disease.
- Communication and Training
 - Employee training for implementation of zoonotic ATD plan.
 - How to recognize signs of animal disease, such as an increase in the number of animal deaths and changes in their eating patterns.
 - The safety equipment that the employer provides to protect employees from zoonotic ATD hazards, including control measures, PPE, and respiratory protective equipment.
 - Work practices that employees can use to protect themselves, such as frequent handwashing, decontamination procedures, and other sanitation procedures.
 - The employer's occupational injury and illness investigation procedures.
 - Employer's biosecurity procedures, if applicable.
 - Employer's medical services program, including surveillance, vaccinations, prophylaxis, and heat illness prevention, if applicable.
- Illness investigations consistent with the employer's Injury and Illness Prevention Program.

For more requirements for protecting workers from avian influenza and other zoonotic aerosol transmissible diseases, please see the full regulation, section [5199.1](#).

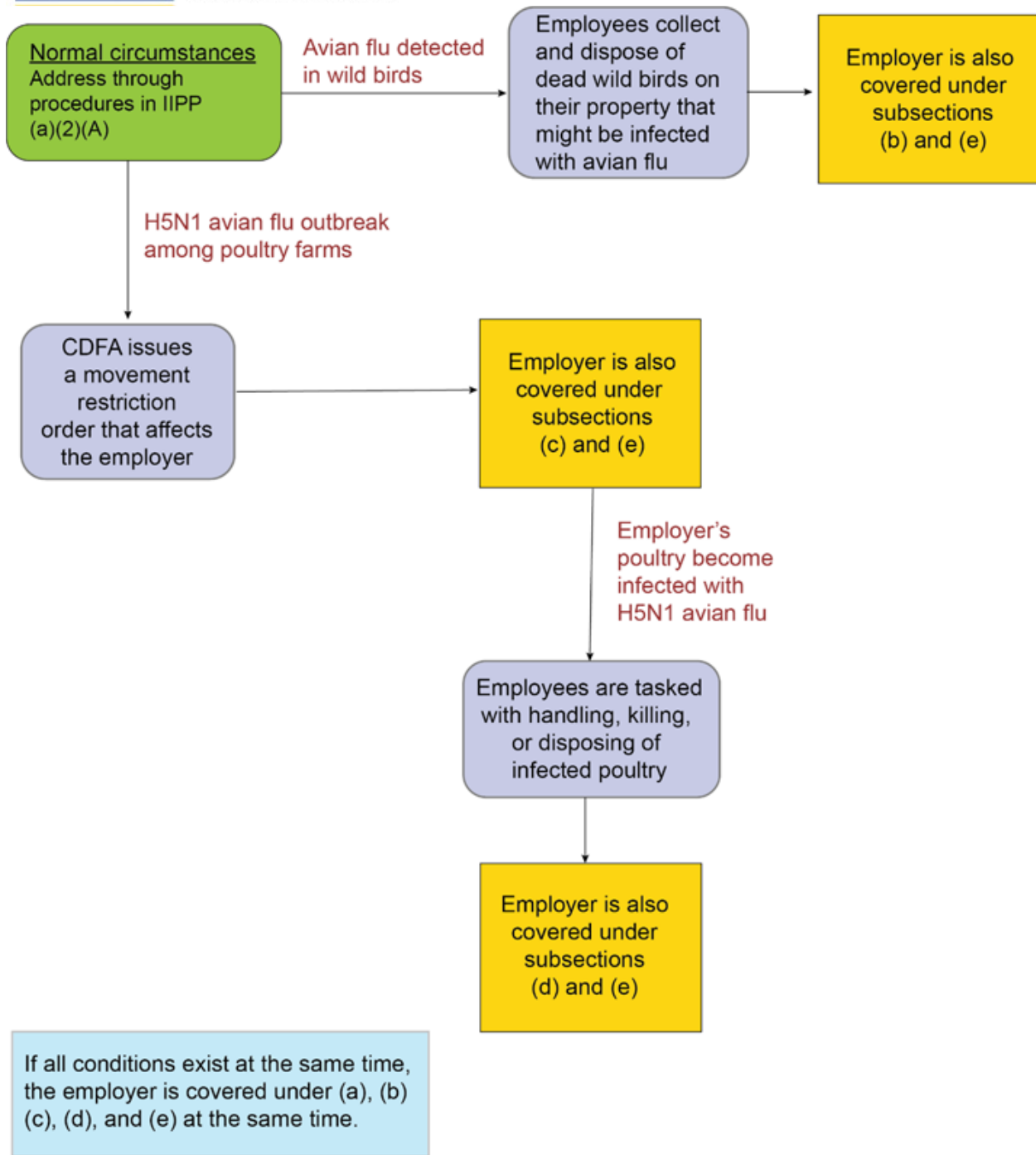
What should employers do if a worker reports Avian flu symptoms?

- Immediately contact your local public health department's communicable disease controller or public health nurse to request help in getting the worker tested for avian flu. Testing is needed to diagnose avian influenza. The local health department (LHD) will work with you and/or the employee to arrange for testing at an appropriate location. Testing can only occur at a public health laboratory (not a commercial lab). The LHD can also help provide information about

accessing appropriate care and treatment, if needed. Contact information for the LHD can be found at CDPH [LHD Communicable Disease Contact List](#).

- After connecting the LHD to the health care provider, send the worker to a workers' compensation healthcare provider or occupational medicine clinic whose staff is knowledgeable about avian influenza. Physicians must submit a **"Doctor's First Report of Occupational Injury or Illness" (Form 5021)** for each employee evaluated for occupational illness.
- Report all hospitalized cases and deaths to Cal/OSHA.
- Complete the **"Employer's Report of Occupational Injury or Illness" (Form 5020)** for each suspected occupational avian influenza illness.
- **Record all cases** on the Cal/OSHA Log 300.

Example of How a Single Employer's Requirements Under the Zoonotic Aerosol Transmissible Diseases Standard, California Code of Regulations, Title 8, **Section 5199.1**, May Change



Resources for Employers

- Cal/OSHA
 - [Cal/OSHA Consultation](#)

- [Cal/OSHA Publications](#)
- [Exposure to Zoonotic Aerosol Transmissible Disease Hazards](#)
- [Model Injury and Illness Prevention Program to Address Zoonotic Aerosol Transmissible Disease Hazards](#)
- CDC Influenza (flu)
 - [H5N1 Bird Flu: Current Situation Summary](#)
 - [Information on Bird Flu](#)
 - [Updated Interim Recommendations for Worker Protection and Use of Personal Protective Equipment \(PPE\) to Reduce Exposure to Novel Influenza A Viruses Associated with Disease in Humans](#)
- California Department of Public Health
 - [Avian and Novel Influenza Quicksheet](#)
 - [How to Request Personal Protective Equipment \(PPE\) for Farmworkers to Protect Against Avian Influenza](#) – **deadline for ordering is July 9, 2024**
 - [Influenza in Animals](#)
- California Department of Food and Agriculture
 - [Avian Flu Updates](#)
 - [Commercial Poultry Biosecurity](#)
 - [Highly Pathogenic Avian Influenza \(HPAI\) H5N1 Virus in Livestock](#)
- UC Davis Western Center for Agricultural Health and Safety
 - [Limiting Farmworker Exposure to Bird Flu](#)