



September 6, 2022

Emma Lewis  
American Oversight  
1030 15<sup>th</sup> Street, NW  
Suite B255  
Washington, DC 20005

By email: [foia@americanoversight.org](mailto:foia@americanoversight.org)

Re: FOIA Request 2022-F-00709

Dear Ms. Lewis:

This decision is in response to your Freedom of Information Act (FOIA) request dated October 20, 2021, to the Occupational Safety and Health Administration (OSHA), requesting communications between: 1. Region 3 Administrator Michael Rivera; 2. Region 4 Administrator Kurt Petermeyer; 3. Region 6 Administrator Eric Harbin; 4. Region 7 Administrator Kim Stille; and 5. Acting Region 8 Administrator Nancy Hauter: with 1. American Association of Meat Processors (@aamp.com); 2. American Farm Bureau Federation (@fb.org); 3. Cargill (@cargill.com); 4. Cattlemen's Beef Board (@beefboard.org); 5. Consumer Brands Association (@consumerbrandsassociation.org); 6. Iowa Meat Processors Association (@iowameatprocessors.org); 7. Iowa Pork Producers Association (@iowapork.org); 8. JBS (@jbssa.com); 9. Livestock Marketing Association (@lmaweb.com); 10. Mountaire Farms (@mountaire.com); 11. National Beef (@nationalbeef.com); 12. National Cattlemen's Beef Association (@ncba.org); 13. National Chicken Council (@chickenusa.org); 14. National Pork Board (@pork.org); 15. National Pork Producers Council (@nppc.org); 16. North American Meat Institute (@meatinstitute.org); 17. Perdue Farms Inc. (@perdue.com); 18. The Poultry Federation (@thepoultryfederation.com); 19. Seaboard Foods (@seaboardfoods.com); 20. Smithfield Foods (@smithfield.com or @smithfieldfoods.com); 21. Triumph Foods (@triumphfoods.com); 22. Tyson Foods Inc. (@tyson.com); 23. US Poultry and Egg Association (@uspoultry.org)

Additionally, you request a fee waiver.

OSHA conducted a search for the communications and deduplicated the records using the technology available to us. However, there is still duplication in the 185 pages of records

released. Selected personal identifying information was redacted pursuant to exemption 6.

Exemption 6 permits the withholding of information contained in “personnel and medical files and similar files the disclosure of which would constitute a clearly unwarranted invasion of personal privacy.” 5 U.S.C. § 552(b)(6). The Supreme Court has ruled that the term “similar files” encompasses any government record that concerns a particular individual; the term is not limited to records contained in personnel or medical files. See, e.g., Dep’t of State v. Washington Post, 456 U.S. 595 (1982). We find that release of personal identifying information withheld here reasonably could be expected to have a negative impact on an individual’s privacy.

OSHA grants your request for a fee waiver.

If you have any questions about this FOIA determination, please contact Christopher Durso, OSHA’s National Office FOIA Coordinator, at 202-693-2009.

You have the right to appeal this decision with the Solicitor of Labor within 90 days from the date of this letter. The appeal must state, in writing, the grounds for the appeal, including any supporting statements or arguments. The appeal should also include a copy of your initial request and a copy of this letter.

If you appeal, you may mail your appeal to: Solicitor of Labor, U.S. Department of Labor, Room N-2420, 200 Constitution Avenue, N.W., Washington, D.C. 20210 or fax your appeal to (202) 693-5538. Alternatively, you may email your appeal to [foiaappeal@dol.gov](mailto:foiaappeal@dol.gov); appeals submitted to any other email address will not be accepted. The envelope (if mailed), subject line (if emailed), or fax cover sheet (if faxed), and the letter indicating the grounds for appeal, should be clearly marked: “Freedom of Information Act Appeal.”

In addition to filing an appeal, you may contact the Department’s FOIA Public Liaison, Thomas G. Hicks, Sr. at (202) 693-5427 or [hicks.thomas@dol.gov](mailto:hicks.thomas@dol.gov) for assistance in resolving disputes.

You also may contact the Office of Government Information Services (OGIS) for assistance. OGIS offers mediation services to resolve disputes between FOIA requesters and Federal agencies as a non-exclusive alternative to litigation. Using OGIS services does not affect your right to pursue litigation. You may mail OGIS at the Office of

Government Information Services, National Archives and Records Administration, 8601 Adelphi Road – OGIS, College Park, MD 20740-6001. Alternatively, you may email or contact OGIS through its website at: [ogis@nara.gov](mailto:ogis@nara.gov); web: <https://ogis.archives.gov>. Finally, you can call or fax OGIS at: telephone: (202) 741-5770; fax: (202) 741-5769; toll-free: 1-877-684-6448.

It is also important to note that the services offered by OGIS is not an alternative to filing an administrative FOIA appeal.

Sincerely,

*Francis Meilinger*

Francis Meilinger  
Director, Office of Communications  
OSHA

Email Attachment

**From:** [Kalinowski, Doug - OSHA](#)  
**To:** "[Brad.Bothun@JBSSA.com](#)"; "[Todd.Callahan@tyson.com](#)"; "[mike.eckman@nationalbeef.com](#)"; "[steve\\_edmonds@cargill.com](#)"; "[hector.gonzales@Tyson.com](#)"; "[schaynes@hormel.com](#)"; "[Matthew.Lovell@JBSSA.com](#)"; "[Chris.McCune@JBSSA.com](#)"; "[mnemitz@ufcw.org](#)"; "[tanya\\_teeter@cargill.com](#)"; "[Sweatt, Loren E. - OSHA](#)"; "[Edens, Mandy - OSHA](#)"; "[Pearce, Krisann - OSHA](#)"; "[Kerr, Cheryl J. - OSHA](#)"; "[Ingram, Kandyce - OSHA CTR](#)"; "[Williams, Arlene - OSHA](#)"; "[Williamson, SR - OSHA](#)"; "[Annis, Jackie - OSHA](#)"; "[Al-Mohamed, Day - OSHA](#)"; "[Petermeyer, Kurt - OSHA](#)"; "[Kizer, Billie - OSHA](#)"; "[Adams, Chris R - OSHA](#)"; "[Harbin, Eric - OSHA](#)"; "[Hughes, Dorinda - OSHA](#)"; "[Boyd, Stephen - OSHA](#)"; "[Stille, Kim - OSHA](#)"; "[Winingham, Bonita - OSHA](#)"; "[Kalinowski, Doug - OSHA](#)"; "[Memon, Shahida J. - OSHA CTR](#)"; "[Meilinger, Francis - OSHA](#)"; "[Scott, Gina - OSHA](#)"; "[Sloane, Walter - OSHA CTR](#)"; "[Brown, Christopher K. - OSHA](#)"  
**Subject:** COVID - 19 Discussion with Loren Sweatt

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Loren Sweatt invites you to join her and key OSHA staff in discussing the Protein Industry Group's challenges and responses to the current COVID – 19 situation.

**From:** [Memon, Shahida J. - OSHA CTR](#) on behalf of [Kalinowski, Doug - OSHA](#)  
**To:** "[Matthew.Lovell@jbssa.com](mailto:Matthew.Lovell@jbssa.com)"; "[Tanya Teeter@cargill.com](mailto:Tanya_Teeter@cargill.com)"; "[hector.gonzalez@tyson.com](mailto:hector.gonzalez@tyson.com)"; "[mike.eckman@nationalbeef.com](mailto:mike.eckman@nationalbeef.com)"; "[schaynes@hormel.com](mailto:schaynes@hormel.com)"; "[mnemitz@ufcw.org](mailto:mnemitz@ufcw.org)"; "[mlauritsen@ufcw.org](mailto:mlauritsen@ufcw.org)"; "[Steve\\_Edmonds@cargill.com](mailto:Steve_Edmonds@cargill.com)"; "[todd.callahan@tyson.com](mailto:todd.callahan@tyson.com)"; "[Chris.Mccune@jbssa.com](mailto:Chris.Mccune@jbssa.com)"; "[Brad.Bothun@jbssa.com](mailto:Brad.Bothun@jbssa.com)"; [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** Discussion: Revised PIG Agreement  
**Attachments:** [PIG Agreement Draft \(H\) Clean.20200220.docx](#)

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Greetings Everyone!

All – Please see the attached PIG Agreement Draft for your convenience --- Topic: Discussion on the Revised PIG Agreement

\* Dial-In Number: (b) (6) || Participant Pass Code: (b) (Leader Code: (b) )

If you have any further questions or concerns, please feel free to contact me directly.

Best,

Shahida J. Memon

Administrative & Program Analytical Support | Contractor

U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)

Directorate of Cooperative and State Programs (DCSP)

200 Constitution Avenue NW - Room N3700

Washington, DC 20210

Office: 202.693.2549

## **OSHA Strategic Partnership with Protein Industry Group-Joint Labor Management, United Food & Commercial Workers International Union, and Retail, Wholesale and Department Store Union**

### **I. Partners**

The OSHA Strategic Partnership (OSP) with members of the Protein Industry Group (PIG)-Joint Labor Management (JLM), and United Food & Commercial Workers International Union, hereafter referred to as the PIG OSP. The partners are as follows:

- Protein Industry Group Employers:
  - Cargill Meat Solutions, Inc.
  - Hormel Foods Corporation
  - JBS USA
  - National Beef
  - Pilgrim's
  - Tyson Foods
- The United Food & Commercial Workers International Union (UFCW)
- Retail, Wholesale and Department Store Union (RWDSU)
- The United States Department of Labor, Occupational Safety and Health Administration (OSHA)
  - National Office
  - Region IV – Atlanta Regional Office
  - Region VI – Dallas Regional Office
  - Region VII – Kansas City Regional Office

### **II. Purpose/Scope**

This agreement creates a partnership with members of the PIG-JLM, labor, and OSHA to focus on the reduction of injuries, illnesses, and eliminate fatalities in workplaces of the protein industry as a whole; to create a proactive culture of safety and health within the industry; and to demonstrate leadership, responsibility, and accountability in furthering worker safety and health. Data collection and analyses will be used in the development of collaborative industry initiatives.

The OSP is based on mutual trust where all parties are involved in, and accountable for, the systematic anticipation, identification, evaluation, and control of safety and health hazards in the participants' facilities. Lastly, all industry partners commit to having elements or foundational concepts of systems-based Safety and Health programs as outlined in OSHA's Recommended Practices for Safety and Health Programs, October 2016. Through commitment to this OSP, the communication, relationships, and interactions within the partnership group and between industry, labor, and OSHA will be enhanced.

### **III. OSP Management and Operation**

A partnership steering team will be comprised of one representative from each partner company who is principally responsible for employee safety and health for that Partner. Additional members will include representatives from the UFCW (one each from the International and one representing Local), the RWDSU, OSHA's National Office (Office of Partnerships and Recognition), and one representative from each participating OSHA Regional Office. The steering team participants will be assigned based on their understanding of the OSP and its goals, and processes. The members will have authority to speak for their partner company; and much as possible, the composition of the steering team will be diverse and without bias to gender and culture.

The steering team will perform activities to manage the overall OSP operations including, but not limited to, collecting and analyzing data reflecting the partnership performance measures, developing and implementing an Annual OSP Work plan, coordinating the selection and conduct of verification site visits, and reviewing data and verification reports. The steering team will meet at least quarterly to resolve any issues that arise during the course of this partnership.

Working sub-groups may be formed to focus on one or more discrete topic(s). These working groups will be temporary and relatively small and efficient; and will be comprised of partner staff members skilled in the designated purpose of the assigned tasks. The sub-groups will receive task-specific instruction and recommendations from the steering team but also will have some autonomous abilities in the development of recommended actions going back to the steering team.

### **IV. Safety and Health Management Systems (SHMS)**

Each of the participants have agreed to work together and provide needed support toward developing and enhancing their SHMS to provide a consistent approach in evaluating and managing occupational safety and health programs at all of the participating industry sites. OSHA agrees to assist the partners and will provide information about SHMS development, including the guidance in OSHA's Recommended Practices for Safety and Health Programs, issued in October 2016. [Recommended Practices for Safety & Health Programs | Occupational Safety and Health Administration](#)

### **V. Goals/Strategies/Measures**

The primary goal of this partnership is to eliminate fatal incidents and reduce injuries and illnesses at the participating facilities listed in Appendix A. The partners agree to provide site-specific, injury and illness data to a partner-selected neutral third party, as defined by the Steering Team, in line with the OSP agreement with the third party. This third party will agree to redact all personal identifiers, including the names of the companies and will supply the data, under the identification of the industry by NAICS code, to the OSP steering team. The data will be OSHA injury and illness data from each of the participating facilities, as determined by the

steering team and as collected by the aforementioned neutral, third party. By signing this agreement and entering into the OSP each partner agrees to work toward all of the partnership goals through the creation of a pro-active health and safety culture, and a cooperative non-adversarial relationship that optimizes the resources of all parties.

The steering team will obtain the data quarterly from the selected data collection entity and analyze the data, including identification of incident trends. The partners will focus on trend analysis to identify discrete injury and illness topics. The results of the analysis will be included in the annual OSP evaluation and used to support modification of partnership goals and strategies as necessary. A complete list of the partnership goals, strategies, and performance measures is included in Appendix B.

## **VI. Partner Assurances**

In agreeing to participate in the partnership as outlined in this Agreement document, all of the participants further agree to:

### *FIG-JLM*

- Employ safety and health professionals at the operations and corporate levels
- Include in their SHMS, at a minimum, all the elements described in OSHA's Recommended Practices for Safety and Health Programs issued in October 2016
- Participate actively in the OSP and work toward achieving the partnership goals
- Strive for continuous improvement in the partner's health and safety efforts. This work will be performed by the industry leadership and labor
- Provide agreed upon occupational injury and illness data for data analysis purposes
- Utilize the partnership annual work plan as a guide to reach/exceed the established OSP goals
- Distribute information about the partnership, its goals, and achievements to participating industry facilities and union membership
- Inform the partners if goals or strategy modification becomes necessary; and
- Have formal partnership commitment statements from management and labor leadership and/or affected local unions in every impacted collective bargaining agreement (CBA)

### *OSHA*

- Provide partnership-specific expertise and knowledge based on the OSP policy and experience collaborating with industries
- Gather data for and draft an annual partnership evaluation (as part of the steering team). Evaluation content will be reviewed with all participants
- Utilize the partnership annual work plan to assist when developing the annual evaluation;
- Provide technical resources (including applicable best practices from other industries), when available, and if requested by partners
- Provide recordkeeping and other technical training when requested or deemed necessary
- Provide information regarding any newly promulgated recordkeeping requirements
- Share information about applicable best practices used by others
- Provide input on agency policy issues

- Aid in crafting meaningful strategies
- Work collaboratively with the partners to support discussions, projects, and decisions to promote the partnership goals
- Distribute information about the partnership its goals, and achievements to other OSHA offices, professional associations and industry representatives; and,
- Promote the OSP through OSHA's social media and internet mechanisms, as well as in speeches to internal and external stakeholders

## VII. Partnership Benefits

- A. On-site, non-enforcement verifications are performed with the sole purpose of identifying and recognizing the work being done by partner companies to meet and exceed the established OSP goals. The verification visits will include a review of established protocols that will be developed by OSHA, and be based on the 10 to 15 most frequently identified hazards for the protein processing industries. Protocols may be added/removed via steering team consensus, without making modifications to this agreement.
1. The review of established protocols during the non-enforcement verification visits allow the partners to maximize their time and resources to collaborate on programs and policies that can improve employee safety and health.
  2. Information gathered during on-site, non-enforcement verification visits will be used in the evaluation of the OSP as outlined in Section VIII of this agreement.
- B. Where the OSP facilities have fully implemented comprehensive SHMS and are demonstrating continued commitment to achieving the goals of the OSP, OSHA will recognize the good faith efforts made by the partner companies. OSHA agrees to:
1. When determining the classification of violations, OSHA will take into account required factors of substantial probability of death or serious physical harm as a result of the condition, the type of hazardous exposure, the type of injury or illness that could result, and employer knowledge of the hazardous condition.
  2. Generally, in the event an unprogrammed inspection (i.e., inspections resulting from an employee complaint, referral, reported accident or incident, etc.) is conducted, it will be conducted as a partial inspection. As detailed in OSHA's Field Operations Manual "...A partial inspection is one whose scope is limited to certain potentially hazardous areas, operations, conditions, or practices at the establishment... The scope of the partial inspection should be limited to the specific work areas, operations, conditions, or practices forming the basis of the unprogrammed inspection."
  3. Provide any and all reduction factors, based on the agency's current policies for good-faith reductions for effective safety and health programs, and as detailed in the current version of OSHA's Field Operations Manual.

## **VIII. Annual Evaluation**

OSHA will develop a written, annual partnership evaluation using the template located in Appendix C of the OSP Program Directive. Additional information relevant to the OSP and its progression to meet/exceed the goals set forth in this agreement will be included in the evaluation as necessary. The Partners agree to provide the annual evaluation data used to address the performance measures identified by this Agreement in Appendix A and, also to address trends noted in the injury and illness data based on a calendar year.

The annual partnership evaluation will include an analysis of performance measures, summaries of the effectiveness of partner verification efforts, protocol-related analysis and results from the verification visits conducted during the year, and needed changes to the partnership goals, strategies, or performance measures. Each year the evaluation will also include information assessing the partners' progression in meeting/exceeding the established goals. The development of the materials used to create the annual evaluation will be a collaborative effort of the partners.

## **IX. OSHA Verifications**

OSHA will verify that all OSP participants are upholding their responsibilities under this agreement. Each year, OSHA will perform, at a percentage of participating facilities, on-site, non-enforcement verification visits (verifications). The intent is to perform a verification visit at each site, once during the course of the OSP term. During the first six months of the OSP, the steering team will develop the processes for conducting the verifications, as well as, for selecting the sites to receive verification visits. These processes will include a mechanism to select, at random, the partner facilities that will receive the visits, as well as a list of information to be provided by the establishment in advance of the on-site visit. The information and team observations collected during the verifications will be included as a part of each annual evaluation.

The verification teams will be comprised of representatives from the following: the PIG representative from of the selected partner site, the UFCW-Food Processing, Packing and Manufacturing Division, the appropriate Union local, and from the RWDSU, if the site is so represented. OSHA's representatives will include, at a minimum, one representative from the OSHA Region where the site is located. OSHA will make efforts to ensure their representatives are not enforcement compliance officers.

As a portion of each verification, a walk through of the facility will be conducted. A site walk through provides the on-site team an enhanced perspective of the work being performed by the partner company. If hazards are observed during the walk through, the partners ensure they will be corrected immediately, or as soon as feasible, without resulting in citations and penalties. Interim protective measures will be implemented if an observed hazard cannot be corrected immediately.

The steering team will request site-specific safety and health information in preparation for upcoming verifications. The requested information may vary based on the work performed at the site, including information related to established safety and health, partnership protocols.

These requests will be made at least two weeks prior to the visit. The provided information will assist the verification teams in preparation for the visits. The report from the verifications will be in writing, provided to the steering team, and will be a collaborative effort of the on-site verification team. The verifications will assess the abilities of the partners in meeting or exceeding the partnership goals. Appendix C provides an outline for on-site, non-enforcement verifications, including types of information and documentation to be requested in advance of a verification visit.

**X. Worker Involvement**

Worker involvement is a key to the successful implementation and conduct of an OSHA Strategic Partnership. The PIG OSP will demonstrate its level of employee involvement in many ways. The existing joint labor-management (JLM) component demonstrates a dedication and commitment to worker safety and health from the top level of leadership. The employees working in facilities owned by the partner corporations are represented by a collective bargaining representative that is a union signatory to this partnership agreement. It is expected that information about the partnership, its goals, and its achievements will be distributed to individual facilities, and Union locals. It is also expected and required that all steering team members will attend the quarterly meetings and will be actively involved and engaged in partnership activities and any relevant OSHA initiatives.

The partners will work together to determine the timing and best ways to integrate non-union and OSHA State Plan state facilities into the OSP as a long-term OSP goal. This will not preclude any non-partnering industry establishment from incorporating any partnership-developed program or best practice into their safety and health management programs and tools.

**XI. Worker and Employer Rights**

This partnership does not preclude employees and/or employers from exercising any right provided under the OSH Act (the Act) or, for federal employees under, 29CFR 1960; nor does it abrogate any responsibility to comply with rules and regulations adopted pursuant to the Act.

**XII. OSHA Enforcement Activity**

The industry partners recognize that this partnership does not preclude OSHA inspections of their facilities to investigate compliance with the OSH Act in accordance with OSHA enforcement procedures. However, as a benefit of the OSP, programmed inspections at partnership facilities will be conducted using the established protocols. However, the scope of programmed inspections at partner facilities may be expanded if hazardous conditions are observed. Additionally, referrals for enforcement may be made if hazards identified during a verification visit are not corrected in a timely manner and/or where employees continue to be exposed to hazardous conditions. OSHA's inspection and investigation practices are detailed in the OSHA Field Operations Manual.

**XIII. OSP Term**

This agreement will terminate three years from the date of signing. Each partner entity agrees to actively participate in this OSP for one year, at a minimum. Subsequently, if any signatory to this agreement wishes to modify, amend, or terminate their participation prior to the established termination date, written notice within 30 days shall be provided of the intent to withdraw to all other signatories and this agreement will terminate as to the party withdrawing on that date. Continued participation in the OSP is contingent on a Partner's continued ability and willingness to act in a manner designed to achieve the goals established in the Agreement and to comply with the terms of the Agreement. A Partner company or individual establishments may be asked to withdraw from the partnership if these conditions are not met. If OSHA or the Partner union withdraws their support, then the partnership established by this agreement will be terminated.

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## APPENDIX A

### Goals, Strategies and Performance Measures

Goals	Strategies	Performance Measures
<p>1. To assist in building solid working relationships among all partners, work plans will be created annually to identify priorities for action and milestones in achieving partnership goals</p>	<p>The steering team will develop and distribute the annual work plan during the first month of each year of the OSP</p> <p>The work plan(s) will focus on areas identified through the injury and illness data analysis</p>	<p>Number of years (out of three) where an annual work plan was developed</p> <p>Number of individual projects identified, managed by project plans, and tracked to completion within established time frames</p>
<p>2a. Reduce Injury &amp; Illness (I&amp;I) rates at partner facilities</p> <p>2b. Eliminate Fatalities at partner facilities</p>	<p>Partners will develop and implement partner-specific, consistent, and comprehensive recordkeeping systems allowing for ease in I&amp;I trend identification and tracking</p> <p>OSP will establish baseline measures for data comparison</p> <p>Comparison, where possible to existing industry data for partner collected information</p> <p>An independent third party will collect data for analysis of all partner facility's injury and illness rates and using lagging indicators {Total Case Incident Rate (TCIR) and Days Away, Restricted Activity, and Transfer (DART) rates}</p> <p>The OSP will implement a focus to collect data for occurrences of fatalities, amputations, hospitalizations and losses of an eye</p>	<p><b><u>I&amp;I Data</u></b> Incidence rates for individual collected occurrences Comparison of injury and illness rate information to industry rates (NAICS 3116)</p> <p><b><u>I&amp;I Data: Serious Incident Injury</u></b> Numbers and incidence rates for hospitalizations, amputations, and loss of an eye occurrences experienced by OSP facilities</p> <p><b><u>Fatality Data</u></b> Number of fatal accidents at partner facilities</p> <p>Comparison of fatality information to industry rates (NAICS 3116)</p> <p>Causal factors identified in fatality investigations</p>

	<ul style="list-style-type: none"> <li>• Calculate incidence rates of the above occurrences</li> <li>• Obtain information about each event and provide that information to the Steering Team</li> <li>• Obtain incident information and identify causal factors</li> </ul> <p><b>Comparative Analyses</b> Each year the OSP evaluation will include discussion of the progress achieved related to this goal. Modifications in the goals and strategies can be made based on these comparisons.</p>	<p>Calculated reductions in fatalities, injuries and illness</p>
<p>3. Develop best practices to affect a reduction in serious injuries and illnesses</p>	<p>Through results of data analysis from Goal #2, identify specific opportunities for best practices development</p> <p>The OSP protocols used during site verifications and programmed inspection activities will be considered during the development of best practices. The protocols are developed using varied sources such as, known industry hazards, information on focus requested by the partners, and OSHA emphasis programs.</p>	<p>Number of best practices developed and implemented</p> <p>Number of partner facilities using the best practices</p> <p>Number of workers impacted by, and trained on implemented Best Practices</p> <p>Effectiveness of Best Practices (possibly measured by identifying and reducing near miss measures)</p>

**APPENDIX B**  
**List of Participating Facilities**

**Cargill**

Facility Name	City	State	Facility Function	Protein Type	Estimated # of Employees	NAICS 4 Digits	OSHA Region	Union Local
Cargill Grind Plant	Ft. Worth	TX	Further Processing (ground beef)	Beef	250	3116	VI	UFCW Local 540
Cargill Beef Plant	Friona	TX	Harvest and Fabrication (slaughter and processing)	Beef	2200	3116	VI	UFCW Local 540
Cargill Beef Plant	Dodge City	KS	Harvest and Fabrication (slaughter and processing)	Beef	2200	3116	VII	UFCW Local 2
Cargill Case Ready Plant	Marshall	MO	Further Processing (retail processing and packaging)	Beef & Pork	500	3116	VII	UFCW Local 2
Cargill Cooked Meats Plant	Nebraska City	NE	Further Processing (lunch meat and cooked meat products)	Beef, Pork & Turkey	400	3116	VII	UFCW Local 293
Cargill Beef	Schuyler	NE	Harvest and Fabrication	Beef	2200	3116	VII	UFCW Local 293

JBS/Pilgrims

Facility Name	City	State	Facility Function	Protein Type	Estimated # of Employees	NAICS 4 Digits	OSHA Region	Union Local
JBS Beef	Cactus	TX	Harvest and Fabrication	Beef	3220	3116	VI	UFCW Local 540
JBS Beef	Grand Island	NE	Harvest and Fabrication	Beef	3499	3116	VII	UFCW Local 293
JBS Beef	Omaha	NE	Harvest and Fabrication	Beef	590	3116	VII	UFCW Local 293
Pilgrims	Nacogdoches	TX	Slaughter and Processing	Poultry	1601	3116	VI	UFCW Local 540
Pilgrims	Lufkin	TX	Slaughter and Processing	Poultry	1331	3116	VI	UFCW Local 540
Pilgrims	Natchitoches	LA	Slaughter and Processing	Poultry	622	3116	VI	UFCW Local 455
Pilgrims	Athens	GA	Slaughter and Processing	Poultry	1100	3116	IV	UFCW Local 1996
Pilgrims	Elberton	GA	Slaughter and Processing	Poultry	Y	400	IV	UFCE Local 1996
Pilgrims	Enterprise	AL	Slaughter and Processing	Poultry	Y	1100	IV	RWDSU Mid South
Pilgrims	Russellville	AL	Slaughter and Processing	Poultry	Y	1100	IV	RWDSU Mid South

Commented [AJ-01]: Please correct entries in columns 6 and 7

Commented [AJ-02]: See above

Commented [AJ-03]: See above

**National Beef**

Facility Name	City	State	Facility Function	Protein Type	Estimated # of Employees	NAICS 4 Digits	OSHA Region	Union Local
National Beef Packing	Liberal	KS	Beef Slaughter/Fabrication	Beef	3,147	3116	VII	UFCW Local 2
National Beef Packing	Dodge City	KS	Beef Slaughter/Fabrication	Beef	2,934	3116	VII	UFCW Local 2

**Tyson**

Facility Name	City	State	Facility Function	Protein Type	Estimated # of Employees	NAICS 4 Digits	OSHA Region	Union Local
Tyson Prepared Foods	North Richland Hills	TX	Processing of Prepared Foods	Variety	320	3116	VI	UFCW Local 540
Carthage Complex	Carthage	TX	Slaughter and Processing	Chicken	600	3116	VI	UFCW Local 540
Center Processing Plant	Center	TX	Slaughter and Processing	Chicken	1400	3116	VI	UFCW Local 540
Tyson Fresh Meats	Dakota City	NE	Slaughter and Processing	Beef	4050	3116	VII	UFCW Local 222
Concordia Prepared Foods	Concordia	MO	Processing of Prepared Foods	Variety	220	3116	VII	UFCW Local 2
St Joseph Prepared Foods	St. Joseph	MO	Processing of Prepared Foods	Variety	700	3116	VII	UFCW Local 2

**Hormel**

Facility Name	City	State	Facility Function	Protein Type	JLM Facility (Y-N)	Estimated # of Employees	NAICS 4 digits	OSHA Region	Union Local
Hormel Foods Plant	Tucker	GA	Grocery Product Further Processing	Variety	Y (Predicted)	325	3116	IV	UFCW Local 1996

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**Appendix C**  
**On-site Non-Enforcement Verification Template**

**Note: This Appendix will be developed by the partners and completed prior to clearance and partnership signing**

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**Signature Page**

Based upon a mutual interest to eliminate fatalities and reduce injuries and illnesses, the Partners below, on behalf of their respective organizations, agree to the above terms of this OSHA Strategic Partnership Agreement.

Signed this XX day of XXXXXXX, 2020

***PARTNERS***

For OSHA

For JBS USA

\_\_\_\_\_  
Loren Sweatt, Principal Deputy Assistant  
Secretary of Labor, Occupational Safety and  
Health

\_\_\_\_\_  
Chief Executive Officer

For The United Food & Commercial Workers  
International Union (UFCW)

For Pilgrims

\_\_\_\_\_  
International President

\_\_\_\_\_  
Chief Administrative Officer

For Cargill Meat Solutions Corporation

For Tyson Foods

\_\_\_\_\_  
President, Cargill Protein

\_\_\_\_\_  
Chief Executive Officer

For RWDSU

For National Beef

\_\_\_\_\_  
President

\_\_\_\_\_  
Chief Executive Officer

DRAFT

**From:** Jones, Tina - OSHA  
**To:** Christian, R dier; Matthew Spencer; Lisa Wallenda Picard; Ashley Peterson; Pagan, Americo - OSHA; Hodgson, Michael - OSHA; Orr, Gary - OSHA; Lee, Joey C. - OSHA; Bojey, Tom - OSHA; Huddleston, Douglas - OSHA; Lisette Reyes; DeJesse, Nicholas - OSHA; DeOliveira, Isabel - OSHA; Gal, Zowski, Doug - OSHA; Petermeyer, Kurt - OSHA; Adams, Chris R. - OSHA; Thompkins-Lewis, Shahanazade - OSHA; Harbin, Eric - OSHA; Boudloche, Sandra - OSHA; Conference Room, DCSP (N3660) - OSHA; fwoebel@turkeyfed.org  
**Subject:** OSHA USPOULTRY NCC and NTF All-ance Implementation Team Meeting  
**Attachments:** USPOULTRY NCC NTF 8-9-18 Meeting Notes 10-23-18.doc  
OSHA US POULTRY NCC and NTF ITM Agenda - 2-24-2020 - Final.docx  
Poultry REP State (CV18-1151).docx  
CV2018 Poultry Process ng States.vv - FINAL.pdf

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This is a quarterly Implementation Team Meeting. Attached for reference are notes from the previous meeting; an agenda is now attached along with data on the R REP and general HLS data.

Join Skype Meeting

(b) (6)

[OC(1033)]

**Meeting Notes: OSHA, USPOULTRY, NCC, and NTF Alliance Kick-off  
Team Meeting  
October 23, 2019**

**Attendees:**

<b>OSHA</b>	<p>Doug Kalinowski, Director, Directorate of Cooperative and State Programs (DCSP)  Tina Jones, DCSP, Office of Outreach Services and Alliances (OOSA), OSHA Alliance Coordinator  Shaharazade Thompkins-Lewis, OOSA  Joey Lee, OOSA  Chrissy Morgan, OOSA  Gary Orr, Directorate of Enforcement Programs (DEP)  Isabel DeOliveira, Regional Compliance Assistance Coordinator, Region 3  Kurt Petermeyer, Regional Administrator, Region 4  Americo Pagan, Assistant Regional Administrator, Region 4  Tom Bosley, Regional Alliance Coordinator, Region 4  Eric Harbin, Acting Regional Administrator, Region 6  Sandra Boudloche, Labor Liaison, Region 6</p>
<b>Poultry Association Representatives</b>	<p>Matt Spencer, US Poultry &amp; Egg Association (US POULTRY)  Lissette Reyes, US POULTRY  Ashley Peterson, National Chicken Council (NCC)  Lindy Froebel, National Turkey Federation (NTF)  Christian Richter, The Policy Group</p>

**Action Items:**

- Tina to provide Christian/Matt with contacts for ET&D, NSC, and ASSP on worker surveys. (in-progress)
- Christian/Matt will have a follow-up conversation w/GATech after the implementation team meeting.
- The implementation team will reconvene on November 20 to discuss the outcome of the action items, progress on the worker survey, and next steps.
- OSHA to provide industry a document or PowerPoint presentation to “frame-up the discussion” on root cause analysis and operation/tasks data gathering to help each of the associations convey the purpose and “asks” for their members, who could then think about and provide feedback.
- OSHA to share information about the work that they are already doing on these issues and leading indicators.
  - Information on upcoming [stakeholder meeting on leading indicators](#) on November 7.
  - OSHA information on [Using Leading Indicators to Improve Safety and Health Outcomes](#)
- Tina to provide a PDF of the presentation for reference and internal sharing. (attached)
- Next Implementation Team Meeting– February 24, 2:30 PM – 3:30 PM (Eastern)

# Meeting Notes: OSHA, USPOULTRY, NCC, and NTF Alliance Kick-off Team Meeting October 23, 2019

## Associations:

[U.S. Egg and Poultry Association](#) (USPOULTRY) was established in 1947 and is considered the largest and most active poultry organization. Membership includes producers and processors of broilers, turkeys, ducks, eggs, and breeding stock, as well as allied companies. The association has affiliations in 27 states and member companies worldwide. USPOULTRY also sponsors the [International Production & Processing Expo](#).

[National Chicken Council](#) (NCC) was established in 1965 as the advocate and voice for the U.S. broiler chicken industry in Washington, D.C. NCC member companies include chicken producer/processors, poultry distributors, and allied industry firms. The producer/processors members account for approximately 95 percent of the chickens produced in the United States.

[National Turkey Federation](#) (NTF) was established in 1940 and serves as the national advocate for the US turkey industry. NTF currently represents more than 95 percent of the turkey industry, with nearly 300 companies from every sector of the industry, including growers, processors, hatchers, breeders, distributors, allied services and state associations.

**Alliance Program Overview – Part 1** – refer to associated PowerPoint presentation as a reference for information on:

- Alliance Management
- Key Program Webpages

## Alliance Projects – Work Plan

### Worker Survey

- This is priority project for the Alliance, and one that needs to be completed during its first year; it is essential to meet one of the requirements of the Alliance Program.
- USPOULTRY/NCC/NTF approached GA Tech, which has provided an initial proposal to help with the design and implementation of the survey.
- The initial proposed was not economically feasible and USPOULTRY/NCC/NTF are interested in discussing this project with other industries that have conducted something similar, and with professional associations such as NSC that may have survey tools that are available and could be used or tailored.
- Tina to share contacts with the Electrical, Transmission, and Distribution (ET&D) Partnership, which conducted a similar project with focus groups and a follow-on survey at the inception on the partnership.
- NSC and ASSP may also have designed and conducted this type of perceptions survey, and may have survey tools or services that could be considered/tailored.
- Tina to provide Christian/Matt with contacts to ET&D, NSC, and ASSP.
- Christian/Matt will have a follow-up conversation w/GA Tech after the implementation team meeting.

**Meeting Notes: OSHA, USPOULTRY, NCC, and NTF Alliance Kick-off  
Team Meeting  
October 23, 2019**

- The implementation team will reconvene on November 20 to discuss the outcome of the action item, progress on the survey, and next steps.

Restroom Breaks - Best Practices and Awareness Training (IPPE)

- This is another priority project for the Alliance.
- The industry has initiated the research phase of this project, by beginning to gather information about the best practices that members currently use, and reaching out to other industries with similar circumstances to determine their practices.

Ergonomics – Study (update, reissue) and Public Awareness Training (IPPE)

- The industry published the first study in 2010, which was a 25-year study of ergonomic improvements and opportunities. The industry is recommissioning the study, which will incorporate improvements over the last 10 years and cover 35 years.
- The 2019/20 study is almost complete, and the industry hopes to release the study prior to the IPPE (January 2020).
- The industry will have a panel of three speakers at IPPE that will present the results of the study and emerging technologies, and include an ergonomist who will discuss worksite analysis and the creation of an ergonomic committee.

Medical Management – AAOHN and Current Survey

- The industry conducted a comprehensive medical management survey last year and identified educational gaps in the knowledge of worksite medical staff/providers.
- The industry is working to develop an Alliance with AAOHN to provide free educational webinars. As part of this effort, the industry conducted a survey to identify topics on which medical professionals would like to learn more, identifying 14 topics. The agreement may also cover access to resources and materials on quality assurance, and certification/training in occupational safety and health.
- The industry may also provide presentations at AAOHN conferences and events.

PAA – Poster Campaign and Sampling Methodology

- The industry funded two research projects on worker exposure to PAA and other antimicrobials, which have been completed, and is working closely with NIOSH. NIOSH has visited sites in GA to see the application of PAA for use in its research.
- A full-day member meeting on PAA will be held at IPPE. Topics will include occupational safety and health, as well as other topics (e.g., training on disposal, benefit of prevention, new antimicrobials and discussions with chemical manufacturers on use, storage, disposal).
- The meeting will identify additional projects for the future, and include a discussion on the educational poster campaign.

**Meeting Notes: OSHA, USPOULTRY, NCC, and NTF Alliance Kick-off  
Team Meeting  
October 23, 2019**

- Sampling will also be discussed during the meeting (e.g., methods used, best practice for the industry). There are still challenges with sampling (e.g., temp, humidity, interference).
- The industry is also working on a member survey to help develop best practices for storage, use, disposal, and exposure assessment.
- The team will discuss the progress of this projects at its next implementation team meeting following the IPPE.

Root Cause Analysis & Data – operations, metrics, business case

- The industry suggested that OSHA provide a document or PowerPoint presentation to “frame-up the discussion” on both issues. This would help each of the associations convey the purpose and “asks” for their members, who could then think about and provide feedback.
- OSHA will share information about the work that they are already doing on these issues and leading indicators.
  - Information on upcoming [stakeholder meeting on leading indicators](#) on November 7.
  - OSHA information on [Using Leading Indicators to Improve Safety and Health Outcomes](#)

**Alliance Program Overview – Part 2** – refer to associated PowerPoint presentation as a reference for information on:

- Meeting the Goals
- Alliance Evaluation
- Industry Alliance Webpage
  - This may be on page that all three associations highlight and link to, or may be on each individual association’s webpage
- Speaker/Exhibitor/Publication Requests
- Alliance Products/Projects
- Alliance Logo

**Next Alliance Implementation Team Meeting** – February 24, 2:30 PM – 3:30 PM (Eastern)

**Agenda: OSHA, US POULTRY, NCC, AND NTF Alliance  
Implementation Team Meeting**

February 24, 2020

2:30 AM - 3:30 PM (Eastern)

Skype (link in invite) and Conference Call (b) (6) Passcode (b) (6)

In-Person in DCSP Conference Room (N3660)

- Introductions/Roll-call
- Alliance Projects/Activities – Updates (30 minutes)
  - Worker Survey (Matt/Christian/Discussion)
    - Calls with NSC and Next Steps
  - Ergonomics (Matt/Christian)
    - 2019/2020 Study – Status
  - Medical Management (Matt/Christian)
    - 2018 Survey – OSHA follow-up needed
    - Collaboration with AAOHN
  - PAA (Matt/Christian)
    - Completed Research Projects (2 study results provided)
    - Discussion at IPPE 2020
    - Collaboration with NIOSH
    - Educational Poster
  - Restroom Breaks (Matt/Christian)
    - Research best practices (Members and Other Industries)
  - Root Cause Analysis & Data (Tina)
    - “Framing” Powerpoint/document
    - [Leading Indicators](#) guidance
- Technical Information of Interest to the Group (15 minutes) (Shaharazade)
  - OSHA ([Fall Regulatory Agenda](#), Interps/Policy, REP data)
  - FY2018 Injury/Illness data
  - US Poultry/NCC/NTF technical information update
- Upcoming Conferences/Meetings/Events & National Outreach Campaigns (10 minutes) (Shaharazade)
  - IPPE – January 28-30, 2020 (Updates)
  - NTF Annual Convention – February 12 – 15, 2020 (Updates)
  - Alliance Program Forum – March 26, 2020
  - National Safety Conference for the Poultry Industry – August 10 -12, 2020 (Destin, FL)
  - [National Safety Stand-Down to Prevent Falls in Construction](#) – May 4-8, 2020
  - [Safe + Sound Campaign](#) & Safe + Sound Week – August 10-16, 2020
  - [Heat Illness Prevention](#) – Spring/summer 2020
- Alliance Program Data Reporting Requirement (5 minutes) (Shaharazade)
- Next Alliance Implementation Team Meeting [June 23, 2020]

**REP ENFORCEMENT STATISTICS  
POULTRY4 FY19**

<b>EVALUATION METRICS</b>	<b>OIS DATA</b>
NUMBER OF INSPECTIONS	14
NUMBER OF INSPECTIONS WITH NO VIOLATIONS	9
PERCENT OF NIC INSPECTIONS WITH SERIOUS VIOLATIONS	100%
5(a)(1) VIOLATIONS CITED	1
NOISE VIOLATIONS CITED	2
PSM VIOLATIONS CITED	11
PPE VIOLATIONS CITED	3
HOUSEKEEPING VIOLATIONS CITED	0
CONFINED SPACE VIOLATIONS CITED	0
LOTO VIOLATIONS CITED	3
MACHINE GUARDING VIOLATIONS CITED	3
ELECTRICAL VIOLATIONS CITED	4
CHROMIUM VIOLATIONS CITED	0
HAZARD COMMUNICATION VIOLATIONS CITED	2
RECORDKEEPING VIOLATIONS CITED	1
PERCENT OF VIOLATIONS CITED AS SERIOUS	100%
PERCENT OF VIOLATIONS CITED AS REPEAT	0%
PERCENT OF VIOLATIONS CITED AS WILLUFL	0%
TOTAL PENALTIES ASSESSED	\$279,889
AVG. AMOUNT OF PENALTY ASSESSED / NIC INSPECTION	\$55,978
PERCENT OF INSPECTIONS WITH CITATIONS CONTESTED	0%
AVG. VIOLATION PER INSPECTION	4.67

**REP ENFORCEMENT STATISTICS  
POULTRY4 FY18**

<b>EVALUATION METRICS</b>	<b>OIS DATA</b>
NUMBER OF INSPECTIONS	13
NUMBER OF INSPECTIONS WITH NO VIOLATIONS	9
PERCENT OF NIC INSPECTIONS WITH SERIOUS VIOLATIONS	75%
5(a)(1) VIOLATIONS CITED	0
NOISE VIOLATIONS CITED	3
PSM VIOLATIONS CITED	1
PPE VIOLATIONS CITED	1
HOUSEKEEPING VIOLATIONS CITED	0
CONFINED SPACE VIOLATIONS CITED	1
LOTO VIOLATIONS CITED	5
MACHINE GUARDING VIOLATIONS CITED	2
ELECTRICAL VIOLATIONS CITED	6
CHROMIUM VIOLATIONS CITED	0
HAZARD COMMUNICATION VIOLATIONS CITED	0
RECORDKEEPING VIOLATIONS CITED	0
PERCENT OF VIOLATIONS CITED AS SERIOUS	72%
PERCENT OF VIOLATIONS CITED AS REPEAT	8%
PERCENT OF VIOLATIONS CITED AS WILLUFL	0%
TOTAL PENALTIES ASSESSED	\$315,233
AVG. AMOUNT OF PENALTY ASSESSED / NIC INSPECTION	\$78,808
PERCENT OF INSPECTIONS WITH CITATIONS CONTESTED	100%
AVG. VIOLATION PER INSPECTION	4.5

**POULTRY PROCESSING**  
**NAICS CODE: 311615**  
**FY 2018 Stats**



**NUMBER OF ESTABLISHMENTS (PRIVATE INDUSTRY)**

733

**NUMBER OF EMPLOYEES**

239,847

**DART RATE**

2.4

(\*National DART Rate: 1.6)

**SERIOUS INJURIES**

104

68: Hospitalizations

47: Amputations

**FATALITIES**

5

**INSPECTIONS**

75

**From:** [Jones, Tina - OSHA](#)  
**To:** [Christen Richter; Matthew Spencer; Lisa Wallenda P. card; Ashley Peterson; Pagan, Americo - OSHA; Hodgson, Michael - OSHA; Orr, Gary - OSHA; Lee, Joey C. - OSHA; Rosey, Tom - OSHA; Huddleston, Douglas - OSHA; Lsettte, Reyes; DeJesse, Nicholas - OSHA; DeOliveira, Isabel - OSHA; Kallnowski, Doug - OSHA; Petermeier, Kurt - OSHA; Adams, Chris R - OSHA; Thompkins-Lewis, Shahrarade - OSHA; Harbin, Eric - OSHA; Boudloche, Sandra - OSHA; Conference Room, DCSP \(N3660\) - OSHA; \[ltroebel@turkeyfed.org\]\(mailto:ltroebel@turkeyfed.org\)  
\*\*Subject:\*\* OSHA USPOULTRY NCC and WTF Alliance Implementat on Team Meeting  
\*\*Attachments:\*\* \[USPOULTRY NCC NTE Evis-CP Meeting Notes 10-23-19.pdf\]\(#\)  
\[OSHA US POULTRY NCC and NTE ITM Agenda - 2-24-2020 - Final.docx\]\(#\)  
\[Poultry REP Stats \\(FY18-FY19\\).docx\]\(#\)  
\[FY2018 Poultry Processing, State v.2 - FINAL.pdf\]\(#\)  
\[Pov@ty Inspections FY 19 Region VI.docx\]\(#\)](#)

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This is a quarterly Implementation Team Meeting. Attached for reference are notes from the previous meeting; an agenda is now attached along with data on the R & R6 REPs and general BLS data.

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Join Skype Meeting

(b) (6)

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[OC(1033)]  
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## Poultry Inspections FY 19 Region VI

Number of Inspections: 17

Location by State: 3 in Louisiana

6 in Texas

8 in Arkansas

NAICS Codes: 15 inspections were 311615

1 inspection was coded 112390 but should probably be 311615

1 inspection was 311613 Rendering & meat by-product (poultry)

Inspection Type: 2 Complaint

13 Employer reported referrals

1 Catastrophe chemical release

1 Follow-up to an earlier amputation inspection

Injury or Hazard Involved:

6 fingertip / finger amputation

1 hand amputation

2 broken arm events

1 fractured arm event

1 chemical release (multiple hospitalizations)

2 partial finger amputations

1 faulty welding equipment

1 forklift related hazard

Penalty Amount Range: \$8,525.00 to \$53,040.00

**From:** [Thompkins-Lewis, Shaharazade - OSHA](#)  
**To:** [Jones, Tina - OSHA](#); [Matthew Spencer](#); [Christian Richter](#); [Lisette Reyes](#); ["Ashley Peterson"](#); ["Lisa Wallenda Picard"](#); ["lfroebel@turkeyfed.org"](#); [Hodgson, Michael - OSHA](#); [Orr, Gary - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Adams, Chris R - OSHA](#); [Pagan, Americo - OSHA](#); [Huddleston, Douglas - OSHA](#); [DeJesse, Nicholas - OSHA](#); [Bosley, Tom - OSHA](#); [Boudloche, Sandra - OSHA](#); [DeOliveira, Isabel - OSHA](#)  
**Subject:** OSHA, USPOULTRY, NCC, and NTF Alliance Implementation Team Meeting  
**Attachments:** [OSHA US POULTRY NCC and NTF ITM - Meeting Notes - 2.24.2020.docx](#)  
[image001.png](#)  
[image002.png](#)  
[image001.png](#)

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Hello Everyone,

This is a quarterly Implementation Team Meeting . Attached for reference are the notes from our previous meeting. An agenda will be forthcoming.

Thank you and stay well.

R/

Shaharazade Thompkins-Lewis, MPA | Program Analyst

U.S. Department of Labor | OSHA

Directorate of Cooperative and State Programs | Office of Outreach Services and Alliances

200 Constitution Avenue NW

Washington, DC 20210

# OSHA, US POULTRY, NCC, AND NTF Alliance Implementation Team Meeting Notes

February 24, 2020

2:30 AM - 3:30 PM (Eastern)

Skype (link in invite) and Conference Call (b) (6); Passcode (b) (6)

In-Person in DCSP Conference Room (N3660)

## Introductions/Roll-call

- Tina Jones – OSHA [Jones.Tina@dol.gov](mailto:Jones.Tina@dol.gov)
- Shaharazade Thompkins-Lewis – OSHA [Thompkins-Lewis.Shaharazade@dol.gov](mailto:Thompkins-Lewis.Shaharazade@dol.gov)
- Matt Spencer – US Poultry Association [mspencer@uspoultry.org](mailto:mspencer@uspoultry.org)
- Christian Richter – US Poultry Association [crichter@thepolicygroup.com](mailto:crichter@thepolicygroup.com)
- Lisa Wallenda Picard – National Turkey Federation [lpicard@turkeyfed.org](mailto:lpicard@turkeyfed.org)
- Doug Huddleston – OSHA [Huddleston.Douglas@dol.gov](mailto:Huddleston.Douglas@dol.gov)
- Sandy Boudloche – OSHA [Boudloche.Sandra@dol.gov](mailto:Boudloche.Sandra@dol.gov)
- Americo Pagan – OSHA [Pagan.Americo@dol.gov](mailto:Pagan.Americo@dol.gov)
- Isabel DeOliveira – OSHA [DeOliveira.Isabel@dol.gov](mailto:DeOliveira.Isabel@dol.gov)
- Tom Bosley – OSHA [Bosley.Tom@dol.gov](mailto:Bosley.Tom@dol.gov)
- Kurt Petermeyer – OSHA [Petermeyer.Kurt@dol.gov](mailto:Petermeyer.Kurt@dol.gov)
- Michael Hodgson – OSHA [Hodgson.Michael@dol.gov](mailto:Hodgson.Michael@dol.gov)

## Action Items:

### **Matt/Christian**

- Will follow-up with NSC about the following:
  - Administration of the survey
  - Timeline of survey
  - Positioning of additional questions in survey (i.e.: in the beginning of the questionnaire or dispersed throughout the survey tool)
  - Making the survey more accessible

### **OSHA**

- Will send to the whole team the comments from Sandy on worker survey and comments from NSC that Matt provided.
- Will provide two reports on PAA sampling to ITM team.
- Tina /Shaharazade/Sandy/Americo to draft worker rights language to use in survey.
- Tina/Shaharazade will work with Gary and Michael to schedule a time for discussion with Matt and Christian - RE: 2018 Medical Management Survey and Root Cause Analysis.
- Tina/Shaharazade to share the “framing PPT” on root cause analysis with the team; this can be used in the discussion with Matt/Christian on that project.
- Tina will reach out to OSHA’s Salt Lake Technical Center to see if we need to set up conversation with Salt Lake and NIOSH and/or Matt and Christian – RE: PAA sampling reports.
- Region 4 will review FY2018 Enforcement stats for accuracy. Matt/Christian will wait for response before disseminating information to the poultry committee members.

# OSHA, US POULTRY, NCC, AND NTF Alliance Implementation Team Meeting Notes

February 24, 2020

2:30 AM - 3:30 PM (Eastern)

Skype (link in invite) and Conference Call (b) (6); Passcode (b) (6)

In-Person in DCSP Conference Room (N3660)

- Region 4 will provide Matt/Christian with the standards cited for each violation in FY 2018 and FY 2019.
- Shaharazade will forward the Alliance Biannual Data Reporting Form to Matt and schedule a call to review/walk through.

## Key Points from Discussion

### **1. Worker Survey:**

- Two calls with NSC. Calls perceived by all participants as informative.
- Matt received brief notes and updates from NSC – provided to Tina; these will be shared with the group when the notes for the meeting go out.
- NSC provided sample ergonomics questions, however, they were not applicable to poultry industry worksite.
- Now in stage of developing additional 8-10 questions to add to 50 standard questions of barometer that will focus on ergonomics, PAA, medical management and restroom breaks.
- Matt can look at the [NIOSH reports on poultry processing](#) and the meat packing OSHA questionnaire for questions related to upper extremities/musculo-skeletal for assistance in developing ergonomics questions.
- Matt can review suggested questions by OSHA staff (Gary) regarding Ergonomics and PAA provided in the initial summary of OSHA comments
- Matt and a group of council members in the poultry industry will review questions/comments provided by OSHA to develop additional questions for survey.
- US Poultry will rely on NSC to ensure questions are phrased in a manner that is not biased
- Region 4 suggests positioning additional questions in beginning of survey to avoid worker survey fatigue.
- Matt/Christian: Will leave the positioning of additional questions (i.e. beginning of survey or dispersed throughout the questionnaire) to survey experts at NSC
- OSHA will provide worker rights language for survey.

### **2. Ergonomics**

- 2019/2020 study is being completed now. Matt will review final edition with NTF and NCC next week and a press release will be issued and provided to OSHA in 2-3 weeks.

### **3. Medical Management**

- Need some additional information from Michael/Gary - Re: 2018 Survey; Tina/Shaharazade to follow-up and arrange for meeting between OSHA and Matt/Christian
- Will finalize partnership with AAOHN this summer
- Will be attending AAOHN's annual conference in April will have discussion about the Alliance and what they hope to improve in the poultry industry.

# OSHA, US POULTRY, NCC, AND NTF Alliance Implementation Team Meeting Notes

February 24, 2020

2:30 AM - 3:30 PM (Eastern)

Skype (link in invite) and Conference Call (b) (6); Passcode (b) (6)

In-Person in DCSP Conference Room (N3660)

- Partnering with AAOHN to offer 100 educational courses for medical professionals in the poultry industry.

#### 4. PAA

- US Poultry completed two Industrial Hygiene studies on worker exposure to PAA and shared reports with OSHA; these will be distributed with notes.
- Matt can set up informational call with research team at GATech if OSHA has any questions regarding the research.
- NIOSH is also conducting research on PAA. They are finalizing the lab testing on the different sampling methods and should have a report later this year on the findings.
- NIOSH is also speaking with the GA Tech team.
- Education Poster – have not started on this project but open to suggestions.
- GATech finished a Harwood Grant on HazCom which did include PAA – a lot of good information here. Industry has good resources as well that could be used in developing the educational poster.
- Plan to have poster in multiple languages and posted in break rooms and other public access areas; would be nice to have NIOSH involved in this one.

#### 5. Restroom Breaks:

- Work on this project is still in its infancy stage (due to primary focus put on getting worker survey underway).
- Working with industry to identify current practices in place to address restroom breaks issues and working with human resource professionals to explore best practices.
- Also willing to look at other industries OSHA worked with on this topic.
- OSHA Suggestion: can also look at worker survey responses to identify those that are comfortable with their employer's rest room break practices and those that are not. Then can reach out to those locations to see what they are doing to address these concerns.

#### 6. Root Cause Analysis:

- This project also in its infancy stage; OSHA to provide some additional information via a "framing PPT", which will be provided with notes.
- OSHA will provide ITM participants with PowerPoint Presentation on Root Cause Analysis.

#### 7. Technical Information of Interest to the Group

- Brief review of the following Fall Regulatory Agenda items:
  - Powered Industrial Trucks: Prerule Stage
  - Lock-out/Tag-out: Prerule Stage
  - Update to the Hazard Communications Standard: Proposed Rule Stage
- Reviewed 2019 REP data for Region 4 and 6 (refer to documents attached)
  - Increase in PSM violations cited in Region 4

## OSHA, US POULTRY, NCC, AND NTF Alliance Implementation Team Meeting Notes

February 24, 2020

2:30 AM - 3:30 PM (Eastern)

Skype (link in invite) and Conference Call (b) (6); Passcode (b) (6)

In-Person in DCSP Conference Room (N3660)

- Data for “# of inspections w/o violations” includes open cases and pending cases.
  - Should have more conclusive data for citation issuance around May 2020.
  - When requested, OSHA can provide the specific standards cited for the violations
- Review of FY2018 Poultry Processing (NAICS Code 311615) Injury/Illness data (refer to document attached)

### 8. Upcoming Conferences/Meetings/Events & National Outreach Campaigns

- Matt provided updates on this year’s IPPE (International Processing and Poultry Expo). At the IPPE, held an ergonomics meeting/break-out session where the study, motion -sensor technology being developed and next steps in ergonomics were discussed.
- The PAA meeting/break-out session focused on S&H professionals regarding environmental food safety, handling, research on IH and waste water treatment systems, and the environmental impact of PAA. May have another industry wide meeting on PAA to discuss poster projects focused on PAA and industry next steps.
- Thanks to Doug for attending. Information was very well received.
- Alliance Program Forum is scheduled for March 26, 2020. (Matt and Lisa have RSVP’d and will be in attendance)
- National Safety Conference for the Poultry Industry – Scheduled for August 10-12, 2020. Planning meeting scheduled for April/early May to lay out topics and agenda.
- [National Safety Stand-Down to Prevent Falls in Construction](#): Scheduled for May 4-8, 2020
- [Safe + Sound Campaign](#): US Poultry, NCC and NTF are/have been partners with OSHA in this campaign. This year, main focus will be on Safe + Sound Week which is scheduled for August 10-16, 2020; however, website will still have resources for use year round.
- [Heat Illness Prevention](#) – Scheduled for spring/summer 2020

00035 OSHA

**From:** [Thompkins-Lewis, Shaharazade - OSHA](#)  
**To:** [Jones, Tina - OSHA](#); [Matthew Spencer](#); [Christian Richter](#); [Lisette Reyes](#); ["Ashley Peterson"](#); ["Lisa Wallenda Picard"](#); ["lfroebel@turkeyfed.org"](#); [Hodgson, Michael - OSHA](#); [Orr, Gary - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Adams, Chris R - OSHA](#); [Pagan, Americo - OSHA](#); [Huddleston, Douglas - OSHA](#); [DeJesse, Nicholas - OSHA](#); [Bosley, Tom - OSHA](#); [Boudloche, Sandra - OSHA](#)  
**Subject:** OSHA, USPOULTRY, NCC, and NTF Alliance Implementation Team Meeting  
**Attachments:** [OSHA US POULTRY NCC and NTF ITM Agenda - 5.26.2020.docx](#)  
[Poultry Industry COVID-19 Resources Apr2020.pdf](#)  
[Poultry Presentation Slides.pdf](#)  
[image002.png](#)  
[image001.png](#)  
[image002.png](#)

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Hello Everyone,

This is our quarterly Implementation Team Meeting.

The following documents are attached for your reference:

1. Meeting Agenda
2. US Poultry/NCC/NTF COVID-19 Response Hand-Out
3. Presentation Slides for Webinar on CDC/OSHA Interim Guidance for Meatpacking Industry

Thank you and stay well.

R/

Shaharazade Thompkins-Lewis, MPA | Program Analyst

U.S. Department of Labor | OSHA

Directorate of Cooperative and State Programs | Office of Outreach Services and Alliances

200 Constitution Avenue NW

Washington, DC 20210

**Agenda: OSHA, US POULTRY, NCC, AND NTF Alliance  
Implementation Team Meeting**

May 26, 2020

1:00 PM - 3:00 PM (Eastern Standard Time)

Conference Call (b) (6); Passcode (b) (6)

- Introductions/Roll-call
- COVID-19 (60 minutes)
  - Poultry Industry Response (Matt/Christian)
    - US Poultry/NCC/NTF COVID-19 Response Handout
  - Webinar on CDC/OSHA Interim Guidance for Meatpacking Industry (Matt/Christian)
  - Temperature Screening (Michael Hodgson)
  - OSHA's COVID19 Interim Guidance, Interps/Policy, Complaint and Enforcement Data, etc.
  - Joint Educational Session with US Poultry/NCC/NTF and NAMI at IPPE 2021 (Tina)
- Alliance Projects/Activities – Updates (20 minutes)
  - Worker Survey (Matt/Christian/Discussion)
    - Updates on progress
  - Ergonomics (Matt/Christian)
    - 2019/2020 Study
  - Medical Management (Matt/Christian)
    - Collaboration with AAOHN
- Technical Information of Interest to the Group (30 minutes)
  - OSHA Technical Information Updates
  - US Poultry/NCC/NTF Technical Information Updates and Other Requests
- Upcoming Conferences/Meetings/Events & National Outreach Campaigns (5 minutes) (Shaharazade)
  - Alliance Program Forum – **NEW DATE** : September 10, 2020
  - National Safety Conference for the Poultry Industry – August 10 -12, 2020 (Destin, FL)
  - [Safe + Sound Campaign](#) & Safe + Sound Week – August 10-16, 2020
  - [Heat Illness Prevention](#) – Spring/summer 2020
- Alliance Program Data Reporting Requirement (5 minutes) (Shaharazade)
- Next Alliance Implementation Team Meeting [August 26, 2020]



## **Poultry Industry COVID-19 Resources**

**April 13, 2020**

### U.S. Poultry & Egg Association:

- <https://www.uspoultry.org/COVID-19/>
- Conducted two industry-wide surveys of the Joint Poultry Safety Council on COVID-19 response planning
- Frequent updates to the Joint Poultry Safety Council on CDC, OSHA, NIOSH and other related resources to ensure a safe environment for employees

### National Chicken Council:

- <https://www.chickencheck.in/faq/covid-19-resources/>
- Host weekly calls with members to discuss in-plant best practices and policies
- Provide regular updates on federal guidance

### National Turkey Federation:

- Daily updates to members on COVID-19
- Weekly calls with members
- Cross-industry calls with worker safety personnel

While this is not meant to imply all poultry companies have implemented every single measure included in the following list, below are some of the safety strategies poultry industry members have implemented to keep employees safe:

- Exponential increase in cleaning, sanitation, and fogging frequencies and intensities for equipment and common areas at processing facilities.
- Increased frequency of handwashing/sanitation for employees
- Encouraging employees to stay home if they are not feeling well or believe they may have been exposed to the virus, while still receiving pay and no attendance penalty
- Heightened employee screening for any signs of illness, including temperature checks before entering the plant
- Practicing social distancing not only in common areas, such as break rooms and cafeterias, but also on production lines where possible, including but not limited to:
  - Staggered breaks; staggered start/stop times of shifts; creating additional break areas including outdoor areas; installing plastic dividers between workstations; and increasing the space between workers on the production floor
- Implementing travel restrictions and only allowing essential personnel into processing facilities
- Educating employees about the virus and ways to avoid catching it
- Treating worker safety as a non-competitive issue and sharing best practices
- Company nurses have been trained on CDC protocols for COVID-19. Any employees expressing symptoms are sent immediately to the nurse.
- Each company policy is different, but companies are offering paid sick leave, bonus/hazard pay, free chicken for employees, waiving the waiting period for short term disability, making PTO policies more flexible and many other ways to show appreciation for those workers who are helping to support an entire nation right now.

# Good Afternoon and Welcome!



- Our webinar will begin shortly after 2pm EST
- Please make sure your computer audio has been placed on MUTE
- Please put any questions in the chat window, representatives from Georgia Tech will be monitoring the chat window to pose questions to our speakers

# INTERIM GUIDANCE FROM CDC AND THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)- FOR THE MEATPACKING INDUSTRY

JOINT PRESENTATION WITH:

OSHA

NIOSH

US POULTRY AND EGG

NATIONAL CHICKEN COUNCIL

NATIONAL TURKEY FEDERATION

GEORGIA TECH OSHA CONSULTATION PROGRAM

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# Agenda for Today's Presentation

- Introduction and overview of webinar goals and scope- Matt Spencer
- Overview of Interim Guidance from CDC and the Occupational Safety and Health Administration (OSHA)- For the Meatpacking Industry by:
  - ❑ Dr. Chris Brown- Special Assistant in the Office of the Assistant Secretary at the U.S. Department of Labor's Occupational Safety and Health Administration
  - ❑ Dr. Doug Trout- Branch Chief for the CDC/NIOSH Hazard Evaluations and Technical Assistance Branch which coordinates the NIOSH Health Hazard Evaluation (HHE) Program.
- Overview of how OSHA's Consultation program can provide safety and health guidance for companies.
- Question and Answer with CDC and OSHA
- Sample Best Practice-Mick Berning, Assist VP – Environment, Health, Safety, Cargill Protein NA, Cargill Inc.
- Next Steps and Closing



# OVERVIEW OF INTERIM GUIDANCE FROM CDC AND THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)- FOR THE MEATPACKING INDUSTRY

DR. CHRIS BROWN, OSHA  
DR. DOUG TROUT, NIOSH

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# Our Presenters:

Chris Brown, PhD, MPH is a Special Assistant in the Office of the Assistant Secretary at the U.S. Department of Labor's Occupational Safety and Health Administration, where he is coordinating the agency's response to the ongoing COVID-19 pandemic.

- Doug Trout, MD, MHS is Currently Branch Chief for the CDC/NIOSH Hazard Evaluations and Technical Assistance Branch which coordinates the NIOSH Health Hazard Evaluation (HHE) Program.



# OVERVIEW OF OSHA CONSULTATION PROGRAM: SPECIFIC ASSISTANCE TO MEAT PROCESSING COMPANIES

GEORGIA TECH PROGRAM MANAGER: PAUL SCHLUMPER  
INDUSTRIAL HYGIENE GROUP MANAGER: JENNY HOULROYD

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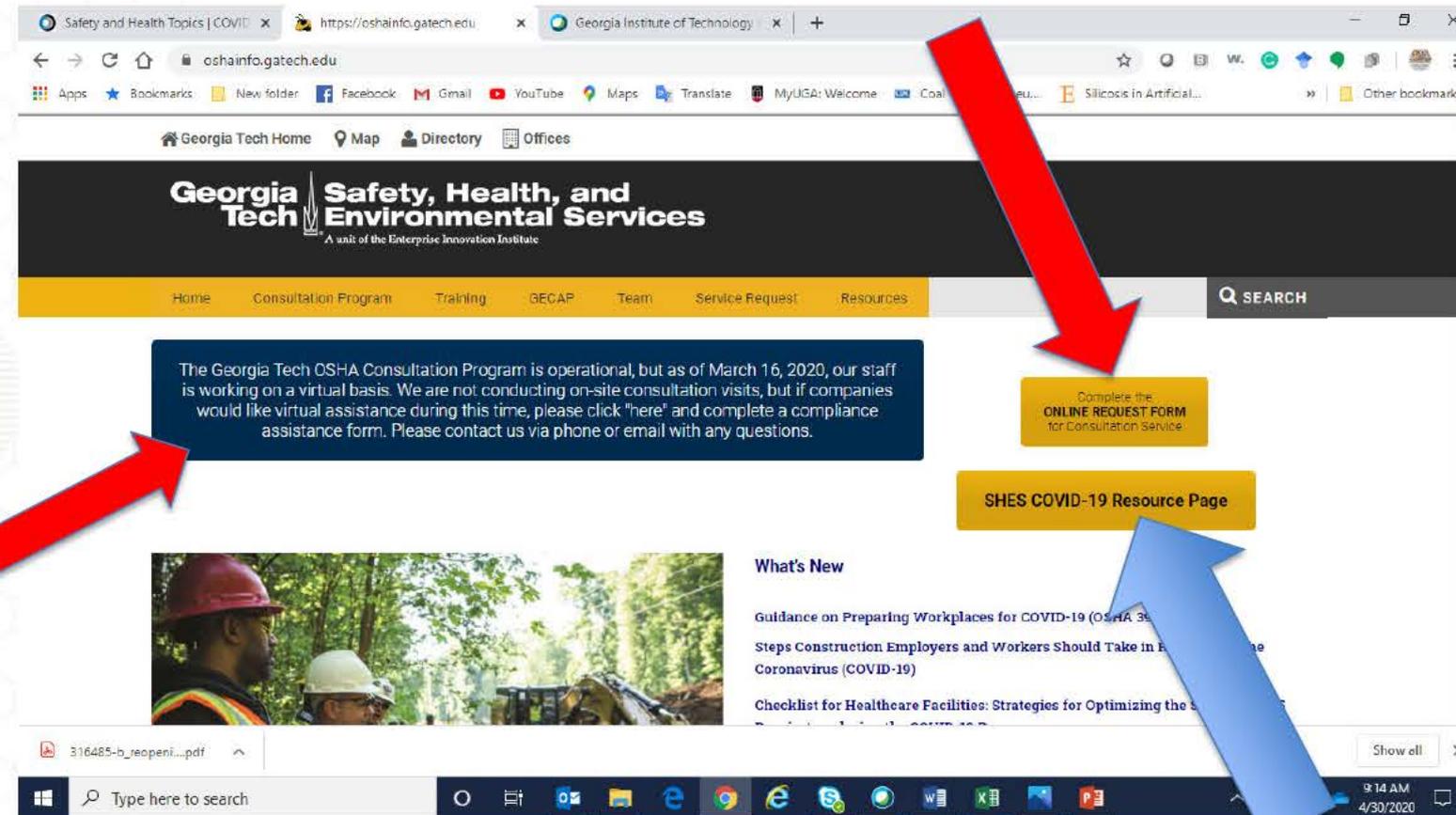
# What is OSHA Consultation

- OSHA's On-Site Consultation Program offers no-cost and confidential occupational safety and health services to small- and medium-sized businesses in all 50 states, the District of Columbia, and several U.S. territories, with priority given to high-hazard worksites.
- On-Site Consultation services are separate from enforcement and do not result in penalties or citations.
- Consultants from state agencies or universities work with employers to identify workplace hazards, provide advice for compliance with OSHA standards, and assist in establishing and improving safety and health programs.
- There is a temporary allowance for consultation programs to assist large businesses in the meat processing industry in response to COVID-19
- <https://www.osha.gov/consultation/directory-text>

# About Georgia Tech's OSHA Consultation Program



- Free and confidential service
- **We have a temporary exemption for the size limits in order to assist meat processing companies during this global pandemic.**
- Our website is:
  - [www.oshainfo.gatech.edu](http://www.oshainfo.gatech.edu)
  - You can request two types of virtual service:
    - ❖ Compliance Assistance
    - ❖ Virtual Visit
  - We also have a COVID-19 Resource page



# What to Expect on a OSHA Consultation Virtual Compliance Assistance or Visit

- We will meet with you online
  - Our program uses Bluejeans to video chat
- We will answer your questions posed in the chat, in advance, or verbally.
- We will be able to share (real time) training presentations, websites, or videos.
- Can include health, safety, ergonomic, or all three
- It is confidential, as are all our visits



# OSHA Consultation Virtual Compliance Assistance or Visit: Expectations



- For both groups to determine the scope of the visit at the beginning
  - ❑ Right now most of our online activity is COVID-19 focused.
- Employee Involvement in the Process
- For visits, you agree to a hazard correction obligation.
- The company to share requested documents
  - ❑ Again- we use Bluejeans which allows both parties to share documents and files.

**KEY STRATEGY AREAS FOR AN INFECTIOUS DISEASE AND BUSINESS CONTINUITY PLAN**

- Risk Assessment
- Reducing risk of employee exposure
- Strategies related to each aspect of the Plan
- Employee involvement
- Community connections
- Prevention
- Reviewing and updating plans
- Resources

**Who can help with this type of planning?**

**Georgia Tech MEP program:**  
<https://gamep.org/> for the business side of planning

**Georgia Tech OSHA Consultation Program:**  
[www.oshainfo.gatech.edu](http://www.oshainfo.gatech.edu) health and safety s

- Risk Assessment
- Reducing risk of employee exposure
- Strategies for achievement
- Employee involvement
- Community connections
- Prevention
- Reviewing and updating plans
- Resources

## Local Resources

- **Your State's MEP program:**
  - <https://gamep.org/>
  - <https://www.nist.gov/mep>
- **Your OSHA Consultation Program:**  
<https://www.osha.gov/consultation>
- [www.oshainfo.gatech.edu](http://www.oshainfo.gatech.edu) for the health and safety side of planning

# Reducing Worker Exposure: Hierarchy of Controls

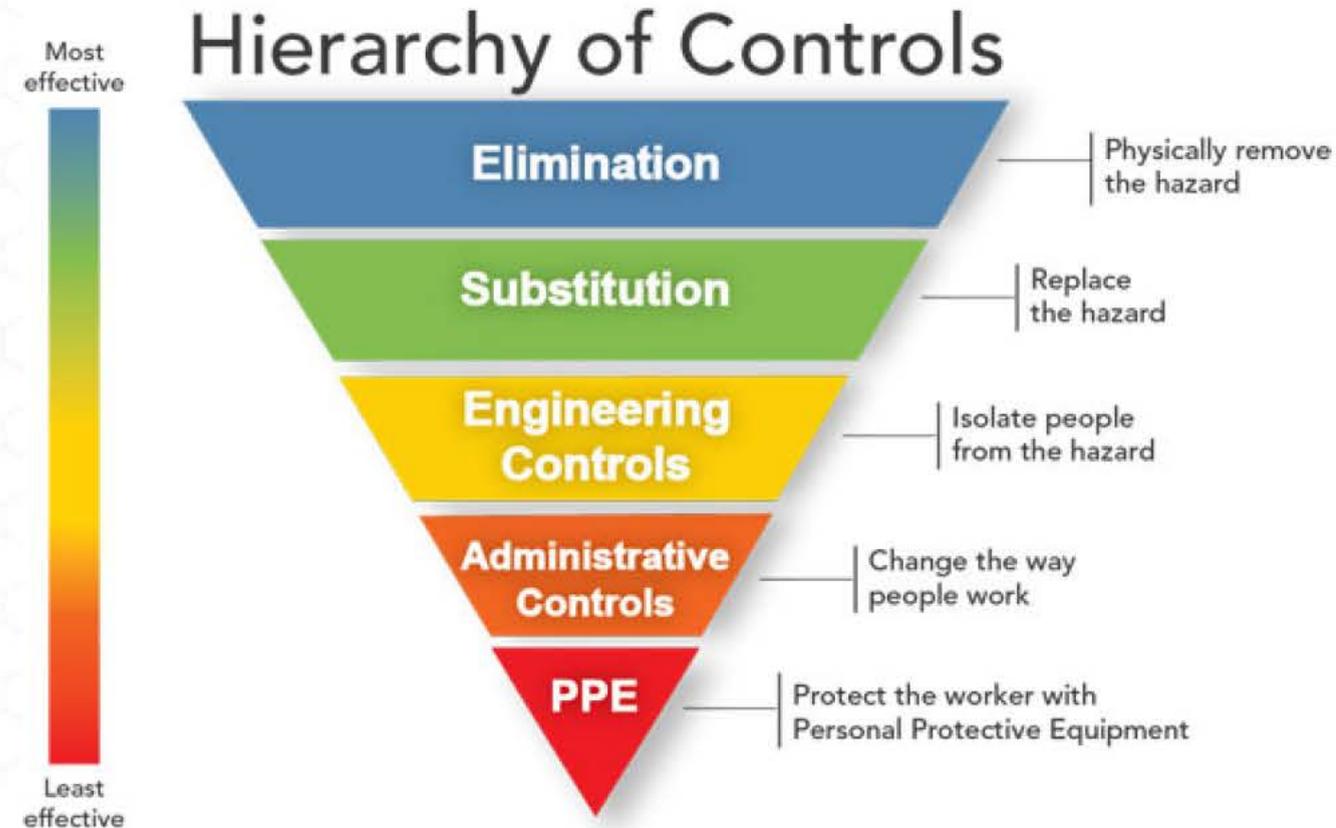
- Engineering controls: Make changes to the work environment to eliminate or isolate

---

- Work practice controls: Procedures for work that are used to reduce the duration, frequency or intensity of a hazard
- Administrative controls: Reduce employees' exposure via scheduling and policies to minimize their exposure levels.

---

- Personal Protective Equipment (PPE) includes all clothing and other work accessories designed to create a barrier against workplace hazards.



# Communication – CLEAR IS KIND

- STEP 1: Designate a communications coordinator
- STEP 2: Designate a spokesperson
- STEP 3: Identify communication needs
  - A. Identify target audiences
  - B. Identify communications goals
  - C. Determine key messages
  - D. Determine targeted messages per audience
  - E. Identify materials needed
- STEP 4: Create a communications plan
  - A. Determine information dissemination channels
  - B. Identify media and communications resources
  - C. Prepare first announcement
  - D. Establish update procedures
  - E. Prepare talking points
- STEP 5: Monitor information flow and public response
- **The Research:** <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4504362/table/tbl3/?report=objectonly>
- **The Practice:** [https://www.paho.org/disasters/index.php?option=com\\_docman&view=download&category\\_slug=tools&alias=540-pandinflu-leadershipduring-tool-13&Itemid=1179&lang=en](https://www.paho.org/disasters/index.php?option=com_docman&view=download&category_slug=tools&alias=540-pandinflu-leadershipduring-tool-13&Itemid=1179&lang=en)
- **The Training:** <https://www.who.int/risk-communication/training/Module-B3.pdf>

# The Three Tenants of Cultural Competency

## 1) Empathy

- Listen more than you talk, at least at the beginning of your interactions with workers.
- Pay close attention to what your workers are saying and demonstrate your attention through body language, eye contact, and your tone of voice.

## 2) Curiosity

- People often want (and need) to tell their stories.
- Show that you're interested in learning more about a worker and what they are going through.

## 3) Respect

- Approach each person as an individual and avoid making assumptions based on stereotypes.
- Listen closely and invite workers to express their opinions.



## CULTURAL COMPETENCY AND COVID-19

Guidelines for cross-cultural interactions



Use the **Three Tenets of Cross-Cultural Communication** to cultivate strong relationships in order to counteract fears and encourage safe behaviors during the pandemic.



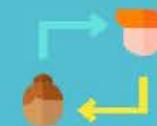
### EMPATHY

Empathy is not a feeling, it's an action. Show patients you care about what they're going through. Do this by listening, using attentive body language, and using reflective language.



### CURIOSITY

Show patients that you're interested and alert to the challenges posed by the pandemic. Ask direct questions about how it is impacting their lives and their loved ones.



### RESPECT

Misinformation abounds during times of heightened fear. Avoid judging patients who follow treatment and prevention advice that is not medically-based or scientifically sound.

# Feedback from Poultry Workers from Six States

(Arkansas, Delaware, Maryland, Minnesota, North Carolina, Texas) (n=21)



## #1- Social Distancing

Almost all respondents said:

“Distanciamiento social”  
Social Distancing

“Más espacio entre los trabajadores” (More space between workers)

“Más espacio en la línea” (More space on the line)

**At this moment, what do you want your employer to do to make you feel safe at work?**

**#3- Adequate Supply of PPE: Masks and Gloves**

## #2- Slow The Line

11 of 21 said:

“Velocidad de la línea” (Slow the Line to allow for social distancing)

“Estamos tan cansadas porque la línea está sobrecargada.” (We are so tired because the line is overloaded [with chickens])

“Proper fitting masks and gloves. Enough to change out during the shift.”

# Any Questions?

# WORKPLACE POSITIVE COVID-19 PLAYBOOK

Mick Berning

Assist VP – Environment, Health, Safety  
Cargill Protein NA, Cargill Inc.

# Closing Remarks



- We will email a list of resources to all attendees.
- Please contact [jenny@gatech.edu](mailto:jenny@gatech.edu) or [paul.Schlumper@innovate.gatech.edu](mailto:paul.Schlumper@innovate.gatech.edu) if you have any questions or want to know more about our approach to virtual compliance assistance.
- If your company is in Georgia and you would like to schedule an online virtual compliance assistance, submit a request on [www.oshainfo.gatech.edu](http://www.oshainfo.gatech.edu)
- Thank you to all the speakers, OSHA, NIOSH, US Poultry and Egg Association, National Chicken Council, and the National Turkey Federation.

**From:** [DeOliveira, Isabel - OSHA](#)  
**To:** [Thompkins-Lewis, Shaharazade - OSHA](#); [Jones, Tina - OSHA](#); [Matthew Spencer](#); [crichter@thepolicygroup.com](mailto:crichter@thepolicygroup.com); [Lisa Wallenda Picard](#); [apeterson@chickenusa.org](mailto:apeterson@chickenusa.org); [Lisette Reyes](#); [lfroebel@turkeyfed.org](mailto:lfroebel@turkeyfed.org); [Hodgson, Michael - OSHA](#); [Orr, Gary - OSHA](#); [Huddleston, Douglas - OSHA](#); [Boudloche, Sandra - OSHA](#); [Pagan, Americo - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Bosley, Tom - OSHA](#); [Harbin, Eric - OSHA](#); [Adams, Chris R - OSHA](#); [DeJesse, Nicholas - OSHA](#)  
**Subject:** OSHA, USPOULTRY, NCC, and NTF Alliance Implementation Team Meeting -correct link  
**Date:** Wednesday, August 26, 2020 1:13:55 PM  
**Attachments:** [image003.png](#)  
[image004.png](#)

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I am just sharing the Teams meeting link again.

Thank you,  
Isabel DeOliveira  
USDOL-OSHA  
Regional Compliance Assistance Specialist  
Region 3 - Philadelphia  
215-861-4931

-----Original Appointment-----

**From:** Thompkins-Lewis, Shaharazade - OSHA <Thompkins-Lewis.Saharazade@dol.gov>  
**Sent:** Thursday, June 18, 2020 4:41 PM  
**To:** Thompkins-Lewis, Shaharazade - OSHA; Jones, Tina - OSHA; Matthew Spencer; [crichter@thepolicygroup.com](mailto:crichter@thepolicygroup.com); Lisa Wallenda Picard; [apeterson@chickenusa.org](mailto:apeterson@chickenusa.org); Lisette Reyes; [lfroebel@turkeyfed.org](mailto:lfroebel@turkeyfed.org); Hodgson, Michael - OSHA; Orr, Gary - OSHA; Huddleston, Douglas - OSHA; Boudloche, Sandra - OSHA; Pagan, Americo - OSHA; Petermeyer, Kurt - OSHA; DeOliveira, Isabel - OSHA; Bosley, Tom - OSHA; Harbin, Eric - OSHA; Adams, Chris R - OSHA; DeJesse, Nicholas - OSHA  
**Subject:** OSHA, USPOULTRY, NCC, and NTF Alliance Implementation Team Meeting  
**When:** Wednesday, August 26, 2020 1:00 PM-3:00 PM (UTC-05:00) Eastern Time (US & Canada).  
**Where:** MS Teams via link below

Good Afternoon Team,

The next OSHA/USPOULTRY/NCC/NTF Alliance Implementation Team Meeting/Call is scheduled for Wednesday, August 26, 2020 at 1pm EST.

The agenda for this meeting is forthcoming.

**UPDATE:**

Meeting will be conducted via MS Teams. Please join the meeting via the link below:

(b) (6)

[Learn more about Teams](#) [Meeting options](#)

---

Also, please find the following documents attached:

- Meeting Agenda

- Industry Responses to OSHA/CDC/NIOSH questions posed at industry's safety conference
- OSHA COVID-19 Inspections for NAICS 311615 as of August 24, 2020

Thank you.

R/

**Shaharazade Thompkins-Lewis, MPA | Program Analyst**

U.S. Department of Labor | OSHA | DCSP | OOSA

200 Constitution Avenue NW

Washington, DC 20210





**National Safety Stand-Down**  
TO PREVENT FALLS IN CONSTRUCTION

SEPTEMBER 14-18, 2020

000060

000061  
**SAFE + SOUND**



**From:** [Thompkins-Lewis, Shaharazade - OSHA](#)  
**To:** [Jones, Tina - OSHA](#); [Matthew Spencer; richter@theopolcygroup.com](#); [Lisa Wallenda P.caird; apeterson@chickenusa.org](#); [Lisette Reyes; Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Hodgson, Michael - OSHA](#); [Dirr, Gary - OSHA](#); [Huddleston, Douglas - OSHA](#); [Boudroche, Sandra - OSHA](#); [Eagan, Americo - OSHA](#); [Patermeyer, Kurt - OSHA](#); [DeOliveira, Isabel - OSHA](#); [Bosley, Tom - OSHA](#); [Harbin, Eric - OSHA](#); [Adams, Chris R. - OSHA](#); [DeLesse, Nicholas - OSHA](#); [Thompkins-Lewis, Shaharazade - OSHA](#)  
**Subject:** OSHA USPOULTRY NCC and NTF Alliance Implementation Team Meeting  
**Attachments:** [OSHA US POULTRY NCC and NTF Alliance 8-26-2020.docx](#)  
[OSHA COVID-19 Inspections NAICS 311615 as of Aug 24 2020 -Public.pdf](#)  
[OSHA CDC Industry Questions 8-10-2020.docx](#)  
[image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image001.png](#)  
[image002.png](#)

Good Afternoon Team

The next OSHA/USPOULTRY/NCC/NTF Alliance Implementation Team Meeting/Call s scheduled for Wednesday August 26 2020 at 1pm EST.

The agenda for this meeting is forthcoming.

UPDATE

Meeting will be conducted in MS Teams. Please join the meeting in the link below

Join Microsoft Teams Meeting <[https://gcc02.safelinks.redirect.on.outlook.com/gp/s-5958\\_e83?url=http%3A%2F%2Fteams.microsoft.com%2F%2Fmeetup-join%2F19%253ameeting\\_ZJE\\_MWUwOGEDYjzY00ZTc2LWJmQYTtIM2ISYWQwNGUz%250hread\\_2%2F0%3Fcontext%3D%2578%2522Tf%25222Tf%2522%253a%252275a6305](https://gcc02.safelinks.redirect.on.outlook.com/gp/s-5958_e83?url=http%3A%2F%2Fteams.microsoft.com%2F%2Fmeetup-join%2F19%253ameeting_ZJE_MWUwOGEDYjzY00ZTc2LWJmQYTtIM2ISYWQwNGUz%250hread_2%2F0%3Fcontext%3D%2578%2522Tf%25222Tf%2522%253a%252275a6305)>  
(b) (6)

Also please find the following documents attached

- Meeting Agenda
- Industry Responses to OSHA/CDC/NIOSH questions posed at industry's safety conference
- OSHA COVID-19 Inspections for NAICS 311615 as of August 2 2020

Thank you.

R/

Shaharazade Thompkins-Lewis MPA | Program Analyst  
U.S. Department of Labor | OSHA | DCSPP | OOSA  
200 Constitution Avenue NW  
Washington DC 20210

<<https://gcc02.safelinks.redirect.on.outlook.com/>>  
(b) (6)

**Agenda: OSHA, US POULTRY, NCC, AND NTF Alliance  
Implementation Team Meeting**

August 26, 2020

1:00 PM - 3:00 PM (Eastern Standard Time)

Conference Call (b) (6); Passcode (b) (6)

- Introductions/Roll-call
- COVID-19 (40 minutes)
  - Annual National Safety Conference for the Poultry Industry (Matt/Christian) – Updates
    - Presentation at Conference by OSHA and CDC/NIOSH - Feedback
    - Concerns Expressed During the Conference by Industry Members:
      - EEOC - Temperature Screening Before Returning to Work During the Pandemic
      - Focus on Administrative Controls vs. Engineering Controls in current OSHA/CDC COVID-19 Guidance
      - Negative COVID-19 Test Requirements for Symptomatic Employees Before Returning to Work
      - Fogging of Safety Goggles/Glasses Due to the Use of Face Masks
      - RAGAGEP of PAA System Designs
      - PPE for Medical Staff On-Site
    - Innovative Ways Industry is Exploring to Mitigate the Spread of COVID-19 in their Facilities. (UV Filtration, Automation, Review of Studies in other Countries/Industries)
  - OSHA Poster - “9 Steps to Reducing Worker Exposure to COVID-19 in Meat, Poultry, and Pork Processing and Packaging Facilities (Shaharazade)
- Alliance Projects/Activities – Updates and Challenges (30 minutes)
  - Worker Survey (Matt/Christian/Discussion)
    - Updates on progress
      - NSC Contract
      - Revised Questions from NSC - OSHA and Poultry Industry Final Review
      - Conducting the Survey During the Pandemic - Concerns
  - Ergonomics (Matt/Christian)
    - 2019/2020 Study
  - Medical Management (Matt/Christian)
    - Collaboration with AAOHN
  - Rest Room Breaks
  - PAA

**Agenda: OSHA, US POULTRY, NCC, AND NTF Alliance  
Implementation Team Meeting**

August 26, 2020

1:00 PM - 3:00 PM (Eastern Standard Time)

Conference Call (b) (6) Passcode (b) (6)

- Technical Information of Interest to the Group (40 minutes)
  - OSHA Technical Information Updates
    - COVID-19 Data (Complaints, Inspections, etc.)
  - US Poultry/NCC/NTF Technical Information Updates and Other Requests
    - Industry COVID-19 Data - The Impact of COVID-19 Applied Mitigation Strategies in Poultry Facilities (What's working, what's not working, etc.)
      - Best Practices
      - Conference Audience Response to OSHA/CDC presenter questions
    - Contact Tracing Survey
  
- Upcoming Conferences/Meetings/Events & National Outreach Campaigns (5 minutes) (Shaharazade)
  - Alliance Program Forum – September 10, 2020
  
- Alliance Program Data Reporting Requirement (5 minutes) (Shaharazade)
  - Next Due Date: October 15, 2020 for Q3 & Q4
  
- Next Alliance Implementation Team Meeting [Wednesday, November 18, 2020]

Insp Id	Establishment Name Site City-State-Zip	Primary NAICS-SIC / Inspected NAICS	Open Conference Date	Contest Date	Inspection Category/Type/Scope	Case Closed Date	Emph Program	Addl' Code
1475228	Barber Foods, LLC DBA : Tyson Foods, Inc. PORTLAND, MAINE, 04102	311412 / 311615	05/14/2020		Health / Referral / Partial		-	N-16- COVID-19:
1485013	Pilgrims Pride Corporation GAINESVILLE, GEORGIA, 30501	311615 / 311615	07/23/2020		Health / Referral / Comprehensive		-	N-16- COVID-19:
1484685	Norman W. Fries, Inc. DBA : Claxton Poultry Farms CLAXTON, GEORGIA, 30417	311615 / 311615	07/22/2020		Health / Complaint / Partial		-	N-16- COVID-19:
1480281	Koch Foods of Cincinnati FAIRFIELD, OHIO, 45014	311615 / 311615	06/24/2020		Health / Referral / Partial		-	N-16- COVID-19:
1480551	Cooper Hatchery, Inc. DBA : Cooper Farms Cooked Meats VAN WERT, OHIO, 45891	311615 / 311615	06/25/2020		Health / Referral / Partial		-	N-16- COVID-19:
1478172	Tyson Foods, Inc. BERRYVILLE, ARKANSAS, 72616	311615 / 311615	06/10/2020		Health / Fatality/Catastrophe / Partial		L- POULTRY6:	N-16- COVID-19:
1480139	Tyson Poultry, Inc. ROGERS, ARKANSAS, 72756	311615 / 311615	06/22/2020		Health / Fatality/Catastrophe / Partial		-	N-16- COVID-19: N-02- POULTRY:
1480151	Tyson Poultry, Inc. ROGERS, ARKANSAS, 72756	311615 / 311615	06/22/2020		Health / Fatality/Catastrophe / Partial		-	N-16- COVID-19: N-02- POULTRY:

1480752	Tyson Poultry, Inc. VAN BUREN, ARKANSAS, 72956	311615 / 311615	06/26/2020		Safety / Fatality/Catastrophe / Partial		L- POULTRY6:	N-16- COVID-19:
1481929	TYSON FOODS, INC. - PROCESSING PLANT SPRINGDALE, ARKANSAS, 72764	311615 / 311615	07/06/2020		Health / Fatality/Catastrophe / Partial		-	N-16- COVID-19:
1481958	Tyson Poultry, Inc. VAN BUREN, ARKANSAS, 72956	311615 / 311615	07/06/2020		Safety / Fatality/Catastrophe / Partial		-	N-16- COVID-19:
1481986	Tyson Poultry, Inc. VAN BUREN, ARKANSAS, 72956	311615 / 311615	07/06/2020		Safety / Fatality/Catastrophe / Partial		-	N-16- COVID-19:
1482104	Tyson Poultry, Inc. ROGERS, ARKANSAS, 72756	311615 / 311615	07/07/2020		Health / Fatality/Catastrophe / Partial		-	N-16- COVID-19: N-02- POULTRY:
1482109	Tyson Poultry, Inc. ROGERS, ARKANSAS, 72756	311615 / 311615	07/07/2020		Health / Fatality/Catastrophe / Partial		-	N-16- COVID-19: N-02- POULTRY:
1482182	Tyson Poultry, Inc. DBA : Tyson Foods Plant #481 SPRINGDALE, ARKANSAS, 72764	311615 / 311615	07/06/2020		Health / Fatality/Catastrophe / Partial		-	N-16- COVID-19:
1480356	TYSON FOODS NOEL, MISSOURI, 64854	311615 / 311615	06/24/2020		Health / Fatality/Catastrophe / Partial		-	N-16- COVID-19:
1482688	BUTTERBALL LLC CARTHAGE, MISSOURI, 64836	311615 / 311615	07/10/2020		Health / Fatality/Catastrophe / Partial		-	N-16- COVID-19:
1474098	Lincoln Premium Poultry LLC FREMONT, NEBRASKA, 68025	311615 / 311615	05/05/2020		Health / Fatality/Catastrophe / Partial		L- MEATINDUS TRY:	N-16- COVID-19:

1479045	Lincoln Premium Poultry LLC FREMONT, NEBRASKA, 68025	311615 / 311615	06/16/2020		Health / Fatality/Catastrophe / Partial		L- MEATINDUS TRY:	N-16- COVID-19:
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**1. For the last four months, OSHA and CDC/NIOSH have been working with the poultry industry to promote awareness of our guidelines and the types of practices that can be used to protect employees working in poultry facilities during the COVID-19 pandemic. What are some of the ways you are implementing these practices in your facilities, and how are they working?**

- We have tried to implement all forms of guidance in one way or the other, and some are more challenging than others, but Social Distancing and masks are the two best forms that work for us. We also find that disinfecting everything folks touch, such as time clocks, tables, etc. is also challenging but a good practice.
- a) Enhanced sanitation of common areas
- b) Team Member medical evaluations & testing
- c) Case management & contact tracing
- d) Visitor and vendor restrictions
- e) Face coverings
- f) Hand sanitizing
- g) Social Distancing and physical barriers
- h) Team Member communication program
- i) Staggered start and break schedules
- j) Expanded break areas
- k) Relocation of time clocks to add more space
- l) Social distancing floor markings and signs
- m) Face shields on people whose job requires movement (physical barriers do not work)
- n) Development of and communication of facility-specific Pandemic protective guidelines
- An initial response was for the Executive Team, Owners & HR Manager, to meet & layout plans to address the pandemic and newly implemented State of Ohio public health orders.
- Next, we converted a regularly scheduled safety meeting into a COVID-19 informational meeting to share with all team members what was then developing into the full-blown pandemic.
- Required the wearing of face masks.
- Next, following initial State of Ohio public health orders, we canceled all group meetings & assessed the facility to develop social distancing procedures, which ultimately involved the installation of physical barriers throughout the processing facility and where necessary in offices.
- Our HR department maintains working relationships with local health departments.
- Regular updates are shared with team members through postings on the company in-house video system.
- COVID positive diagnoses and quarantines were tracked generally to community spread. There were no "hot spots" in any particular company department. While production had to be modified, sometimes, the company did not experience crippling difficulties.
- Trending approximately with the State of Ohio COVID experience, positives and quarantines peaked in April & May, followed by a slow down in June.
- As Ohio's numbers spiked in July, the company numbers continued to drop. In approximately the past two weeks, no new positives or quarantines are reported. Current positives and quarantines are in low single digits and continue to drop as team members return to work.
- Overall, in-plant mitigations are adequate.
- We have reviewed and adopted the CDC/OSHA guidelines for Meat & Food Processing operations.

- In general, we implemented over 90% of the recommendations, short of physical modifications to the plant (layout or air handling). In general, they seem effective, most transmission after their implementation appears to correlate and to lag the community transmission.

**2. Are there any practices in the guidelines that you find particularly challenging to implement? Why?**

- Social Distancing because of the number of folks and process designs implemented pre-CoViD.
- Fogging of safety glasses & face shields because of the use of face coverings
- The installation of barriers in the plant and working to understand and implement inconsistent local health department guidelines have been challenging, but nothing we were not eventually able to work through. COVID is disruptive, and difficulties were expected and, as far as possible, planned for.
- We adhere to best practices to support USDA and Food Safety with HVAC systems in our facilities. I do not think without significant financial investment by the industry that providing a HEPA like environment in a food processing plant is feasible since it is a wet and cold environment vs. a dry, clean environment typically found in HEPA work areas.
- Items related to meal rest breaks and clocking in have been difficult because they often conflict with labor laws. The recommendation format was effective because it allows companies to balance, but OSHA could help by working with other agencies to provide relief/interpretation from some of their rules and regulations, which must be balanced with the OSHA/CDC recommendations.

**3. The best way to reduce the spread of the coronavirus disease in 2020 is social Distancing. What are some methods you have used in your facilities to reduce the spread of the coronavirus disease 2020 when social Distancing is a challenge?**

- The other main thing is masks and disinfecting surfaces.
- Face masks & face shields
- Break room modifications including using outside areas to expand the size of the break areas
- Partitions in the break room and at applicable work stations
- Floor markings that highlight Social Distancing
- Changes in both work and break schedules
- Change clock in areas and move time clocks to provide more distance
- Checking temps of everyone entering the production facility & establishing guidelines for office staff to self-check.
- We are adjusting shifts to eliminate team member congestion.
- Developed walking traffic patterns & signage, barriers, or floor markers to permit social Distancing.
- Continual reminders related to team members handling themselves safely when away from work.
- We have adhered to CDC/OSHA guidelines to enhance social Distancing to the best of our ability in a Meat and Food Processing environment. A few examples are barriers or partitions at workstations when feasible, barriers & partitions in the break and common areas and reduction

in capacity as warranted; additional break areas set up to support social Distancing, staggered times, and breaks, etc.

- We have implemented barriers, mandatory face coverings, outdoor seating.

**4. OSHA's On-Site Consultation Program offers no-cost occupational safety and health services to small and medium-sized businesses nationwide. The services are voluntary and confidential. In an effort to broaden OSHA's reach during the COVID-19 pandemic, OSHA's On-Site Consultation Program has expanded their services to all poultry facilities, regardless of their size; however, our data shows very few visits to poultry facilities by the On-Site Consultation Program. As members of the poultry industry, what types of services would you like to see provided by this program that you would find particularly helpful?**

- I can't think of anything here to mention, as I believe every company has had to develop its way of implementing different measures during this time and are pretty proficient at how to handle things. An idea might be to put together the best practices seen throughout all industries.
- Because there is so much unknown about the disease and the various solutions being tried, companies may unknowingly not be doing everything that others in the industry are not doing; there is potential for enforcement by the agency, and with that comes negative publicity.
- At the request of the agencies, we have shared our written COVID-19 mitigation procedures with and had two phone conferences with the CDC, NIOSH, Ohio Department of Health, and one local health department. The purpose was to execute an exhaustive review of the company's COVID-19 responses. The follow-up conference was to answer additional questions following NIOSH's review of documents previously sent and notes taken during the first call. In this call, the CDC/NIOSH team offered suggestions. In actuality, all the suggestions were items already implemented, several required under the auspices of any facility regulated by the USDA. While maintaining an open relationship and communication channels with these agencies, the calls and sharing of our documents did not offer the company anything to improve our general food safety GMPs or our specific COVID-19 mitigations. We don't believe that an OSHA consultation would be any more helpful; unless to simply maintain open communication channels.
- The issuing of guidance documents. Educational webinars & work templates for requirements to adhere to CDC/OSHA guidance for our industry. We have in-house staff and, as a note, typically do not use this service as it is geared for small businesses that do not have the support staff we are fortunate to have in place.

**5. During the early stages of this pandemic, the poultry industry expressed difficulty in obtaining personal protective equipment (PPE) for their employees. Is obtaining and providing PPE to workers still presenting a challenge to the industry? What type of PPE is currently being used at your facilities, and how is it being used?**

- Because of our already strict biosecurity guidelines, we had already stocked up on a lot of this and did not struggle as much as others. We use a lot of gloves, masks, Tyvek suits, etc.
- a) Generally, it is not a challenge to get PPE at present. Nitrile gloves are in relatively short supply. A big issue is the higher cost for many of the items. Consumable items required for food safety have become a challenge, such as hairnets and beard nets.
- b) Surgical masks, face shields, gowns, safety glasses, nitrile gloves

- Most food safety PPE and procedures are standard GMPs for poultry plants. The additional requirement for face masks was new. Currently, our buyers are not experiencing difficulty in procuring masks. We have been buying in advance, whenever we have the opportunity. Hand sanitizers in non-production areas are made available. We have been buying sanitizers in advance of the need also. Our inventories of PPE are adequate.
- Any and all supplies to support response to COVID were a challenge at the beginning and still are as the cost of such products & services have increased due to demand and availability. Our Purchasing team did an outstanding job sourcing the supplies and PPE/face coverings needed to protect our employees as well as those receiving our product. All personnel entering a site must be wearing a face covering or will be issued one. They are also screened in accordance with current CDC/OSHA guidelines for the industry.
- PPE is generally available as needed though lead times are longer and safety stocks are harder to maintain

**6. Over the last few months, OSHA and CDC/NIOSH have developed several COVID-19-related posters that can be displayed in the workplace. What other types of communication tools are you using to help employees feel comfortable going to work at your facilities?**

- We have created signs around disinfecting around time clocks, break rooms, etc.
- a) Streaming video, internet messaging on public sites, internal smartphone apps, table tents, face to face meetings, line meetings, radio and TV commercials, public announcements, and press releases.
- Our HR department & Production VP can review available communication tools and select what is appropriate. We do not have a specific need beyond what we are currently doing, though looking at new ideas is always helpful.
- We have leveraged many of the products available from regulatory agencies as well as developing our own internal communications. We wanted to and still want to ensure we are educating and protecting all employees and their families. We have used our Intranet, posters, team meetings (socially distanced) TV monitors, home communications, etc. to get the message out. We continue to refresh and ensure employees and families are staying diligent in adhering to good safety practices to minimize the risk of exposure and spread of the COVID virus.
- We have used handouts, mailers, table popups, talking points (verbal communication)



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**National Safety Stand-Down**  
**TO PREVENT FALLS IN CONSTRUCTION**

**SEPTEMBER 14-18, 2020**

**SAFE +**  
**SOUND**

000073





**National Safety Stand-Down  
TO PREVENT FALLS IN CONSTRUCTION**

**SEPTEMBER 14-18, 2020**

**From:** [Thompkins-Lewis, Shaharazade - OSHA](#)  
**To:** [Jones, Tina - OSHA](#); [Matthew Spencer](#); [Christian Richter](#); [Lisette Reyes](#); ["Ashley Peterson"](#); ["Lisa Wallenda Picard"](#); ["lfroebel@turkeyfed.org"](#); [Hodgson, Michael - OSHA](#); [Orr, Gary - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Adams, Chris R - OSHA](#); [Pagan, Americo - OSHA](#); [Huddleston, Douglas - OSHA](#); [DeJesse, Nicholas - OSHA](#); [Bosley, Tom - OSHA](#); [Boudloche, Sandra - OSHA](#)  
**Subject:** OSHA, USPOULTRY, NCC, and NTF Alliance Implementation Team Meeting  
**Attachments:** [OSHA US POULTRY NCC and NTF ITM Agenda - 5.26.2020.docx](#)  
[Poultry Industry COVID-19 Resources Apr2020.pdf](#)  
[Poultry Presentation Slides.pdf](#)  
[COVID Report-OSHA Enforcement Activity summary thru May 20 2020.docx](#)  
[image001.png](#)  
[image002.png](#)  
[image001.png](#)

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Hello Everyone,

This is our quarterly Implementation Team Meeting.

The following documents are attached for your reference:

1. Meeting Agenda
2. US Poultry/NCC/NTF COVID-19 Response Hand-Out
3. Presentation Slides for Webinar on CDC/OSHA Interim Guidance for Meatpacking Industry
4. COVID Report – OSHA Enforcement Activity Summary – February 1, 2020 Through May 20, 2020

Thank you and stay well.

R/

Shaharazade Thompkins-Lewis, MPA | Program Analyst

U.S. Department of Labor | OSHA

Directorate of Cooperative and State Programs | Office of Outreach Services and Alliances

200 Constitution Avenue NW

Washington, DC 20210

## Federal OSHA Detailed Data for COVID February 1 – May 20, 2020

### Total Complaints and Referrals by Region - Cumulative

Region	Complaints	Referrals	Employer-Reported Referrals	Total
01	913	13	38	<b>964</b>
02	741	21	147	<b>909</b>
03	469	5	50	<b>524</b>
04	503	9	43	<b>555</b>
05	854	34	69	<b>957</b>
06	239	5	38	<b>282</b>
07	212	31	12	<b>255</b>
08	188	6	11	<b>205</b>
09	47	1	8	<b>56</b>
10	39	0	2	<b>41</b>
<b>National</b>	<b>4,205</b>	<b>125</b>	<b>418</b>	<b>4,748</b>

### Complaints and Referrals Received Monday, May 20

Region	Complaints	Employer-Reported Referrals	Total
01	5	0	<b>5</b>
02	9	1	<b>10</b>
03	3	0	<b>3</b>
04	4	0	<b>4</b>
05	7	1	<b>8</b>
06	4	0	<b>4</b>
07	4	0	<b>4</b>
08	1	0	<b>1</b>
09	0	1	<b>1</b>
10	0	0	<b>0</b>
<b>National</b>	<b>37</b>	<b>3</b>	<b>40</b>

### Total Inspections by Region

Inspection Type	R01	R02	R03	R04	R05	R06	R07	R08	R09	R10	Total
Complaint	5	7	1	0	14	2	0	2	3	1	<b>35</b>
Fatality/Catastrophe Referral	18	157	3	14	50	12	6	2	3	0	<b>265</b>
Referral-Employer Reported	1	2	0	0	16	0	4	0	0	0	<b>23</b>
Unprogrammed Related	0	0	2	1	6	1	0	0	0	0	<b>10</b>
Programmed Related	0	0	0	4	4	1	1	0	0	0	<b>10</b>
<b>Total</b>	<b>24</b>	<b>166</b>	<b>6</b>	<b>20</b>	<b>91</b>	<b>16</b>	<b>11</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>345</b>

- The majority of complaints are for lack of PPE. Issues high on the list: lack of information and training, lack of quarantine, lack of cleaning/disinfecting, lack of an infection control plan.

**From:** [Thompkins-Lewis, Shaharazade - OSHA](#)  
**To:** [Jones, Tina - OSHA](#); [Matthe, S encar; r.r.chter@the\\_olicoyro\\_om](#); [Lisa Wajenda Picard; a.eterston@ch.c.en.sa.org](#); [Lisette Reves; Lindy Froe el \(lfr.ee\\_el@t.r.evfed.org\)](#); [Hodgson, Michael - OSHA](#); [Orr, Gary - OSHA](#); [H. ddieston, Do. g.as - OSHA](#); [Bo. dloche, Sandra - OSHA](#); [Pagan, Americo - OSHA](#); [Paternmeyer, K. rt - OSHA](#); [DeOil\\_e.ra. Jsa. el - OSHA](#); [Ros.ey, Tom - OSHA](#); [Har. n. Eric - OSHA](#); [Adams, Chr's R. - OSHA](#); [Delesse, Nicholas - OSHA](#)  
**Subject:** OSHA USPOULTRY NCC and NTF Alliance Implementation Team Meeting  
**Attachments:** [OSHA US POULTRY NCC and NTF IM Agenda - 8.26.2020.docx](#)  
[OSHA COVID-19 Inspections for NAICS 311615 as of Aug 24 2020 -Public.pdf](#)  
[OSHA-CDC Industry Questions 8-10-2020.docx](#)  
[image002.png](#)  
[image003.png](#)  
[image001.png](#)  
[image004.png](#)  
[image002.png](#)  
[image003.png](#)

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Good Afternoon Team

The next OSHA/USPOULTRY/NCC/NTF Alliance Implementation Team Meeting/Call is scheduled for Wednesday August 26 2020 at 1pm EST.

The agenda for this meeting is forthcoming.

UPDATE:

Please find the following documents attached

- Meeting Agenda
- Industry Responses to OSHA/CDC/NIOSH questions posed at industry's safety conference
- OSHA COVID-19 Inspections for NAICS 311615 as of August 2 2020

Thank you.

R/

Shaharazade Thompkins-Lewis MPA | Program Analyst  
U.S. Department of Labor | OSHA | DCSP | OOSA  
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Washington DC 20210

(b) (6)





000078

**National Safety Stand-Down**  
**TO PREVENT FALLS IN CONSTRUCTION**

**SEPTEMBER 14-18, 2020**



000079

**National Safety Stand-Down  
TO PREVENT FALLS IN CONSTRUCTION**

**SEPTEMBER 14-18, 2020**

**From:** [Thompkins-Lewis, Shaharazade - OSHA](#)  
**To:** [Jones, Tina - OSHA](#); [Matthew Spencer](#); [Christian Richter](#); [Lisa Wallenda Picard](#); [apeterson@chickenusa.org](#); [Lisette Reyes](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Hodgson, Michael - OSHA](#); [Orr, Gary - OSHA](#); [Huddleston, Douglas - OSHA](#); [Boudloche, Sandra - OSHA](#); [Pagan, Americo - OSHA](#); [Petermeyer, Kurt - OSHA](#); [DeOliveira, Isabel - OSHA](#); [Bosley, Tom - OSHA](#); [Harbin, Eric - OSHA](#); [Adams, Chris R - OSHA](#)  
**Subject:** OSHA, USPOULTRY, NCC, and NTF Alliance Implementation Team Meeting  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image001.png](#)

---

Good Afternoon Team,

The next OSHA/USPOULTRY/NCC/NTF Alliance Implementation Team Meeting/Call is scheduled for Wednesday, August 26, 2020 at 1pm EST.

The agenda for this meeting is forthcoming.

Thank you and stay safe and well.

R/

Shaharazade Thompkins-Lewis, MPA | Program Analyst

U.S. Department of Labor | OSHA

Directorate of Cooperative and State Programs | Office of Outreach Services and Alliances

200 Constitution Avenue NW

Washington, DC 20210

**From:** [Jones, Tina - OSHA](#)  
**To:** [Christian Richter](#); [Matthew Spencer](#); [Lisa Walenda Picard](#); [Ashley Peterson](#); [Pagan, Americo - OSHA](#); [Hodgson, Michael - OSHA](#); [Orr, Gary - OSHA](#); [Lee, Joey C. - OSHA](#); [Booley, Tom - OSHA](#); [Huddleston, Douglas - OSHA](#); [Lisette Reyes](#); [DeJesse, Nicholas - OSHA](#); [DeOliveira, Isabel - OSHA](#); [Kalinowski, Doug - OSHA](#); [Petermeier, Kurt - OSHA](#); [Adams, Chris R. - OSHA](#); [Thompkins-Lewis, Shahrarazade - OSHA](#); [Harbin, Eric - OSHA](#); [Boudloche, Sandra - OSHA](#); [Conference Room, DCSF \(N3660\) - OSHA](#); [froebe@burkevef.com](#)  
**Subject:** OSHA USPOULTRY NCC and NTF Alliance Implementation Team Meeting  
**Attachments:** [USPOULTRY NCC NTF Kick-Off Meeting Notes 10-23-20.docx](#)  
[OSHA US POULTRY NCC and NTF ITM Agenda - 2-24-2020 - Final.docx](#)

This is a quarterly Implementation Team Meeting. Attached for reference are notes from the previous meeting, an agenda is now attached and additional meeting materials may be forthcoming.

Join Skype Meeting: (b) (6)

[OC(1033)]

**From:** [Kalinowski, Doug - OSHA](#)  
**To:** [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#);  
[mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#);  
[Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#);  
[Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Cc:** [Lenoch, Kristina - OSHA](#); [Adams, Chris R - OSHA](#); [Pagan, Americo - OSHA](#); [Boyd, Stephen - OSHA](#); [Sweatt, Loren E. - OSHA](#); [Edens, Mandy - OSHA](#); [Pearce, Krisann - OSHA](#)  
**Subject:** Discussion Summary: Revised PIG Agreement  
**Date:** Monday, March 16, 2020 10:08:09 AM

---

Good Morning,

Thank you all for a good discussion last Friday and we wanted to capture and share a brief summary.

**Take-aways from Friday's conference call are as follows:**

1. The UFCW was not able to attend today's call. Matt indicated he had discussed the last draft with Mark and that the most recent changes were accepted.
2. Hector Gonzales has some additional edits (not substantive) but was not able to attend the call.
  - Matt indicated he would speak to Hector and forward the edits to Doug.
3. The list of participating sites has been confirmed by all participants.
  - Jackie will make Matt's the final corrections to the JBS/Pilgrims table.
4. The legal counsel from multiple partners have consulted on the language and are asking for some anti-trust language be added to allay any perceptions that some may have.
  - Doug will run the proposed language through OSHA's Solicitor's Office. Pending their agreement, Jackie will annotate the draft agreement document.
5. When these last two proposed edits have been made to the document, OSHA will put the draft agreement document through OSHA clearance.
  - Doug will send the final draft agreement to the group. No additional edits will be expected.
  - A public signing will be planned. The signing will occur when the partners can all be present. We will schedule signing as the

situation dictates.

Please let me know if you have any questions.

Thanks again,

Doug

**From:** [Mike Eckman](#)  
**To:** [Memon, Shahida J. - OSHA CTR](#); [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Friday, March 6, 2020 3:33:19 PM

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All of the suggested times work for me

---

**From:** Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>  
**Sent:** Friday, March 06, 2020 10:13 AM  
**To:** [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [Mike Eckman <Mike.Eckman@nationalbeef.com>](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>](#); [Harbin, Eric - OSHA <Harbin.Eric@dol.gov>](#); [Stille, Kim - OSHA <Stille.Kim@dol.gov>](#)  
**Cc:** [Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>](#); [Williams, Arlene - OSHA <Williams.Arlene@dol.gov>](#); [Williamson, SR - OSHA <Williamson.SR@dol.gov>](#); [Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>](#); [Annis, Jackie - OSHA <Annis.Jackie@dol.gov>](#)  
**Subject:** Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Importance:** High

Good Morning All:

As Doug had indicated in a previous email, we would like to schedule a meeting/teleconference call to further discuss the revised PIG Agreement. We would like to proceed for next week with the following dates & times as possible options:

**Wednesday, March 11 at 11:00AM** (Eastern Time)

**Thursday, March 12 at 2:00PM or 3:00PM** (Eastern Time)

**Friday, March 13 at 11:00AM** (Eastern Time)

Please advise on your availability. I will schedule based upon the date/time that will be convenient for most parties and will then send an official calendar invite to everyone along with a call-in number details.

Thank you in advance to everyone. Your assistance is appreciated!

Best,

*Shahida J. Memon*

**Administrative & Program Analytical Support | Contractor**

U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)

Directorate of Cooperative and State Programs (DCSP)

200 Constitution Avenue NW - Room N3700

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**From:** [Lovell, Matthew](#)  
**To:** [Mike Eckman](#); [Memon, Shahida J. - OSHA CTR](#); [Tanya Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Mccune, Chris](#); [Bothun, Brad](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Friday, March 6, 2020 4:02:32 PM

I can make anytime work as well



MAKING YOUR  
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**Matthew J. Lovell, SPHR, SHRM-SCP**

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Our foundation & our strength is in our values

**DETERMINATION** | **SIMPLICITY** | **AVAILABILITY** | **HUMILITY** | **SINCERITY** | **DISCIPLINE** | **OWNERSHIP**

**From:** Mike Eckman <Mike.Eckman@nationalbeef.com>  
**Sent:** Friday, March 6, 2020 1:33 PM  
**To:** Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Lovell, Matthew <Matthew.Lovell@jbssa.com>; Tanya Teeter@cargill.com; hector.gonzalez@tyson.com; schaynes@hormel.com; mnemitz@ufcw.org; mlauritsen@ufcw.org; Steve Edmonds@cargill.com; todd.callahan@tyson.com; Mccune, Chris <Chris.Mccune@jbssa.com>; Bothun, Brad <Brad.Bothun@jbssa.com>; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>  
**Cc:** Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Annis, Jackie - OSHA <Annis.Jackie@dol.gov>  
**Subject:** [Ext]- RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement

**\*Use caution before opening attachments or links \***

All of the suggested times work for me

**From:** Memon, Shahida J. - OSHA CTR <[Memon.Shahida.J@dol.gov](mailto:Memon.Shahida.J@dol.gov)>  
**Sent:** Friday, March 06, 2020 10:13 AM  
**To:** [Matthew.Lovell@jbssa.com](mailto:Matthew.Lovell@jbssa.com); [Tanya Teeter@cargill.com](mailto:Tanya_Teeter@cargill.com); [hector.gonzalez@tyson.com](mailto:hector.gonzalez@tyson.com); Mike Eckman <[Mike.Eckman@nationalbeef.com](mailto:Mike.Eckman@nationalbeef.com)>; [schaynes@hormel.com](mailto:schaynes@hormel.com); [mnemitz@ufcw.org](mailto:mnemitz@ufcw.org); [mlauritsen@ufcw.org](mailto:mlauritsen@ufcw.org); [Steve Edmonds@cargill.com](mailto:Steve_Edmonds@cargill.com); [todd.callahan@tyson.com](mailto:todd.callahan@tyson.com); [Chris.Mccune@jbssa.com](mailto:Chris.Mccune@jbssa.com); [Brad.Bothun@jbssa.com](mailto:Brad.Bothun@jbssa.com); Petermeyer, Kurt - OSHA <[Petermeyer.Kurt@dol.gov](mailto:Petermeyer.Kurt@dol.gov)>; Harbin, Eric - OSHA <[Harbin.Eric@dol.gov](mailto:Harbin.Eric@dol.gov)>; Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>  
**Cc:** Kalinowski, Doug - OSHA <[Kalinowski.Doug@dol.gov](mailto:Kalinowski.Doug@dol.gov)>; Williams, Arlene - OSHA <[Williams.Arlene@dol.gov](mailto:Williams.Arlene@dol.gov)>; Williamson, SR - OSHA <[Williamson.SR@dol.gov](mailto:Williamson.SR@dol.gov)>; Al-Mohamed, Day - OSHA <[al.mohamed.day@dol.gov](mailto:al.mohamed.day@dol.gov)>; Annis, Jackie - OSHA <[Annis.Jackie@dol.gov](mailto:Annis.Jackie@dol.gov)>  
**Subject:** Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Importance:** High

Good Morning All:

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**Thursday, March 12 at 2:00PM or 3:00PM** (Eastern Time)

**Friday, March 13 at 11:00AM** (Eastern Time)

Please advise on your availability. I will schedule based upon the date/time that will be convenient for most parties and will then send an official calendar invite to everyone along with a call-in number details.

DOL-OSHA-21-1457-A-000086

Thank you in advance to everyone. Your assistance is appreciated!

Best,

*Shahida J. Memon*

**Administrative & Program Analytical Support Contractor**

U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)

Directorate of Cooperative and State Programs (DCSP)

200 Constitution Avenue NW - Room N3700

Washington, DC 20210

Office: 202.693.2549

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**From:** [Gonzalez, Hector](#)  
**To:** [Williamson, SR - OSHA](#); [Stille, Kim - OSHA](#); [Memon, Shahida J. - OSHA CTR](#); [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [Callahan, Todd](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Friday, March 6, 2020 1:16:51 PM

---

**Friday, March 13 at 11:00AM (Eastern Time)**

This is the only time that works for me. Sorry to be so limited...

---

**From:** Williamson, SR - OSHA <Williamson.SR@dol.gov>  
**Sent:** Friday, March 6, 2020 12:04 PM  
**To:** Stille, Kim - OSHA <Stille.Kim@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Matthew.Lovell@jbssa.com; Tanya\_Teeter@cargill.com; Gonzalez, Hector <hector.gonzalez@tyson.com>; mike.eckman@nationalbeef.com; schaynes@hormel.com; mnemitz@ufcw.org; mlauritsen@ufcw.org; Steve\_Edmonds@cargill.com; Callahan, Todd <todd.callahan@tyson.com>; Chris.Mccune@jbssa.com; Brad.Bothun@jbssa.com; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>  
**Cc:** Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Annis, Jackie - OSHA <Annis.Jackie@dol.gov>  
**Subject:** [EXTERNAL] - RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement

I'm free any of those.

---

**From:** Stille, Kim - OSHA <Stille.Kim@dol.gov>  
**Sent:** Friday, March 6, 2020 11:27 AM  
**To:** Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>  
**Cc:** Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Annis, Jackie - OSHA <Annis.Jackie@dol.gov>  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement

March 11<sup>th</sup> works best for me. March 13<sup>th</sup> would be a second option

---

**From:** Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>  
**Sent:** Friday, March 6, 2020 10:13 AM  
**To:** [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#);

[mlauritsen@ufcw.org](mailto:mlauritsen@ufcw.org); [Steve\\_Edmonds@cargill.com](mailto:Steve_Edmonds@cargill.com); [todd.callahan@tyson.com](mailto:todd.callahan@tyson.com);  
[Chris.Mccune@jbssa.com](mailto:Chris.Mccune@jbssa.com); [Brad.Bothun@jbssa.com](mailto:Brad.Bothun@jbssa.com); Petermeyer, Kurt - OSHA  
<[Petermeyer.Kurt@dol.gov](mailto:Petermeyer.Kurt@dol.gov)>; Harbin, Eric - OSHA <[Harbin.Eric@dol.gov](mailto:Harbin.Eric@dol.gov)>; Stille, Kim - OSHA  
<[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>

**Cc:** Kalinowski, Doug - OSHA <[Kalinowski.Doug@dol.gov](mailto:Kalinowski.Doug@dol.gov)>; Williams, Arlene - OSHA  
<[Williams.Arlene@dol.gov](mailto:Williams.Arlene@dol.gov)>; Williamson, SR - OSHA <[Williamson.SR@dol.gov](mailto:Williamson.SR@dol.gov)>; Al-Mohamed, Day -  
OSHA <[a.l.mohamed.day@dol.gov](mailto:a.l.mohamed.day@dol.gov)>; Annis, Jackie - OSHA <[Annis.Jackie@dol.gov](mailto:Annis.Jackie@dol.gov)>

**Subject:** Scheduling Meeting Availability / Discussion: Revised PIG Agreement

**Importance:** High

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As Doug had indicated in a previous email, we would like to schedule a meeting/teleconference call to further discuss the revised PIG Agreement. We would like to proceed for next week with the following dates & times as possible options:

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Best,

*Shahida J. Memon*

**Administrative & Program Analytical Support | Contractor**

U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)

Directorate of Cooperative and State Programs (DCSP)

200 Constitution Avenue NW - Room N3700

Washington, DC 20210

Office: 202.693.2549

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**From:** [Stille, Kim - OSHA](#)  
**To:** [Memon, Shahida J. - OSHA CTR](#); [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Friday, March 6, 2020 11:27:03 AM

---

March 11<sup>th</sup> works best for me. March 13<sup>th</sup> would be a second option

---

**From:** Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>  
**Sent:** Friday, March 6, 2020 10:13 AM  
**To:** [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA](#) <[Petermeyer.Kurt@dol.gov](#)>; [Harbin, Eric - OSHA](#) <[Harbin.Eric@dol.gov](#)>; [Stille, Kim - OSHA](#) <[Stille.Kim@dol.gov](#)>  
**Cc:** [Kalinowski, Doug - OSHA](#) <[Kalinowski.Doug@dol.gov](#)>; [Williams, Arlene - OSHA](#) <[Williams.Arlene@dol.gov](#)>; [Williamson, SR - OSHA](#) <[Williamson.SR@dol.gov](#)>; [Al-Mohamed, Day - OSHA](#) <[al.mohamed.day@dol.gov](#)>; [Annis, Jackie - OSHA](#) <[Annis.Jackie@dol.gov](#)>  
**Subject:** Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
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U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)

Directorate of Cooperative and State Programs (DCSP)

200 Constitution Avenue NW - Room N3700

Washington, DC 20210

Office: 202.693.2549

**From:** [Williamson, SR - OSHA](#)  
**To:** [Stille, Kim - OSHA](#); [Memon, Shahida J. - OSHA CTR](#); [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Friday, March 6, 2020 1:04:15 PM

---

I'm free any of those.

---

**From:** Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>  
**Sent:** Friday, March 6, 2020 11:27 AM  
**To:** Memon, Shahida J. - OSHA CTR <[Memon.Shahida.J@dol.gov](mailto:Memon.Shahida.J@dol.gov)>; [Matthew.Lovell@jbssa.com](mailto:Matthew.Lovell@jbssa.com); [Tanya\\_Teeter@cargill.com](mailto:Tanya_Teeter@cargill.com); [hector.gonzalez@tyson.com](mailto:hector.gonzalez@tyson.com); [mike.eckman@nationalbeef.com](mailto:mike.eckman@nationalbeef.com); [schaynes@hormel.com](mailto:schaynes@hormel.com); [mnemitz@ufcw.org](mailto:mnemitz@ufcw.org); [mlauritsen@ufcw.org](mailto:mlauritsen@ufcw.org); [Steve\\_Edmonds@cargill.com](mailto:Steve_Edmonds@cargill.com); [todd.callahan@tyson.com](mailto:todd.callahan@tyson.com); [Chris.Mccune@jbssa.com](mailto:Chris.Mccune@jbssa.com); [Brad.Bothun@jbssa.com](mailto:Brad.Bothun@jbssa.com); Petermeyer, Kurt - OSHA <[Petermeyer.Kurt@dol.gov](mailto:Petermeyer.Kurt@dol.gov)>; Harbin, Eric - OSHA <[Harbin.Eric@dol.gov](mailto:Harbin.Eric@dol.gov)>  
**Cc:** Kalinowski, Doug - OSHA <[Kalinowski.Doug@dol.gov](mailto:Kalinowski.Doug@dol.gov)>; Williams, Arlene - OSHA <[Williams.Arlene@dol.gov](mailto:Williams.Arlene@dol.gov)>; Williamson, SR - OSHA <[Williamson.SR@dol.gov](mailto:Williamson.SR@dol.gov)>; Al-Mohamed, Day - OSHA <[al.mohamed.day@dol.gov](mailto:al.mohamed.day@dol.gov)>; Annis, Jackie - OSHA <[Annis.Jackie@dol.gov](mailto:Annis.Jackie@dol.gov)>  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement

March 11<sup>th</sup> works best for me. March 13<sup>th</sup> would be a second option

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**Sent:** Friday, March 6, 2020 10:13 AM  
**To:** [Matthew.Lovell@jbssa.com](mailto:Matthew.Lovell@jbssa.com); [Tanya\\_Teeter@cargill.com](mailto:Tanya_Teeter@cargill.com); [hector.gonzalez@tyson.com](mailto:hector.gonzalez@tyson.com); [mike.eckman@nationalbeef.com](mailto:mike.eckman@nationalbeef.com); [schaynes@hormel.com](mailto:schaynes@hormel.com); [mnemitz@ufcw.org](mailto:mnemitz@ufcw.org); [mlauritsen@ufcw.org](mailto:mlauritsen@ufcw.org); [Steve\\_Edmonds@cargill.com](mailto:Steve_Edmonds@cargill.com); [todd.callahan@tyson.com](mailto:todd.callahan@tyson.com); [Chris.Mccune@jbssa.com](mailto:Chris.Mccune@jbssa.com); [Brad.Bothun@jbssa.com](mailto:Brad.Bothun@jbssa.com); Petermeyer, Kurt - OSHA <[Petermeyer.Kurt@dol.gov](mailto:Petermeyer.Kurt@dol.gov)>; Harbin, Eric - OSHA <[Harbin.Eric@dol.gov](mailto:Harbin.Eric@dol.gov)>; Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>  
**Cc:** Kalinowski, Doug - OSHA <[Kalinowski.Doug@dol.gov](mailto:Kalinowski.Doug@dol.gov)>; Williams, Arlene - OSHA <[Williams.Arlene@dol.gov](mailto:Williams.Arlene@dol.gov)>; Williamson, SR - OSHA <[Williamson.SR@dol.gov](mailto:Williamson.SR@dol.gov)>; Al-Mohamed, Day - OSHA <[al.mohamed.day@dol.gov](mailto:al.mohamed.day@dol.gov)>; Annis, Jackie - OSHA <[Annis.Jackie@dol.gov](mailto:Annis.Jackie@dol.gov)>  
**Subject:** Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Importance:** High

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Best,

*Shahida J. Memon*

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U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)

Directorate of Cooperative and State Programs (DCSP)

200 Constitution Avenue NW - Room N3700

Washington, DC 20210

Office: 202.693.2549

**From:** [Kalinowski, Doug - OSHA](#)  
**To:** [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#);  
[mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#);  
[Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#)  
**Cc:** [Sweatt, Loren E. - OSHA](#); [Pearce, Krisann - OSHA](#); [Kerr, Cheryl J. - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#); [Williams, Arlene - OSHA](#); [Kizer, Billie - OSHA](#); [Adams, Chris R - OSHA](#); [Winingham, Bonita - OSHA](#); [Boyd, Stephen - OSHA](#); [Hughes, Dorinda - OSHA](#); [Williamson, SR - OSHA](#); [Annis, Jackie - OSHA](#); [Memon, Shahida J. - OSHA CTR](#); [Edens, Mandy - OSHA](#); [Kalinowski, Doug - OSHA](#); [Al-Mohamed, Day - OSHA](#)  
**Subject:** Revised PIG Agreement  
**Date:** Thursday, March 5, 2020 3:44:13 PM  
**Attachments:** [PIG Agreement Draft \(H\) Clean.20200220.docx](#)

---

Good Afternoon,

Thank you all for your input and patience in crafting the attached draft partnership agreement. Matt and Tanya suggested a couple of edits to the partnership benefits section. (Highlighted in yellow) I do not believe that they do substantively change the intent or meaning of the section. We have internally cleared these with our attorneys and the three regions involved. If you have any concerns about these changes, please let Matt, Tanya, and/or me know.

We will schedule a 30 minute discussion (but block off 60 minutes) very soon so that we can hopefully conclude all of the work and thoughts put into this document and plan for getting it signed.

Thanks again for everyone's effort on this,

Doug

**From:** [Memon, Shahida J. - OSHA CTR](#)  
**To:** [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#);  
[mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#);  
[Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#);  
[Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Friday, March 6, 2020 11:13:31 AM

---

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As Doug had indicated in a previous email, we would like to schedule a meeting/teleconference call to further discuss the revised PIG Agreement. We would like to proceed for next week with the following dates & times as possible options:

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Washington, DC 20210

Office: 202.693.2549

**From:** [bjenkins@uspoultry.org](mailto:bjenkins@uspoultry.org)  
**To:** [Petermeyer, Kurt - OSHA](#)  
**Subject:** 2020 National Safety Conference for the Poultry Industry Reminder  
**Date:** Friday, July 10, 2020 3:13:18 PM

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header



The 2020 National Safety Conference for the Poultry Industry is designed specifically for poultry facility and corporate safety personnel, as a three-day event with key presentations on important industry topics and updates on government policy. This year's topics include COVID-19 and Other Pandemic Safety Best Practices, Safety During Sanitation, Incident Investigations Do's and Don't's, and much more. Other highlights include breakout sessions for discussing best practices and current challenges, and an opportunity to get advice from attorneys in the very popular Ask A Lawyer session.

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July 20, 2020

For seminar registration and hotel reservations, go to:  
[www.uspoultry.org/educationprograms/](http://www.uspoultry.org/educationprograms/)

**REGISTRATION FEE** \$250

Complimentary: Students, Press and Planning Committee

We look forward to seeing you in Destin! Register today!  
If you have any questions, please contact Barbara Jenkins, [bjenkins@uspoultry.org](mailto:bjenkins@uspoultry.org).

#### SCHEDULE

Monday: 12:30 - 5 p.m.  
Tuesday : 7:30 a.m. - 1 p.m.  
Wednesday : 7:30 a.m. - 12:15 p.m.



CLICK HERE TO REGISTER

#### AGENDA

• David Wylie Lecture Series: Washington Review

[ROUNDTABLE DISCUSSIONS](#)

DOL-OSHA-21-1457-A-000095

**OSHA Update**

- **Safety Best Practices During a Pandemic,,,Moving Forward**
  - **Automation / Ergonomics Best Practices**
  - **Improving Safety During Sanitation**
  - **Importance of Leading Indicators to Prevent Injuries**
  - **Incident Investigations Do's and Dont's**
  - **OSHA Standards Updates:**
    - A. **Electrical Safety Training**
    - B. **Fall Protection**
    - C. **Combustible Dust in the Feed Mill and Rendering**
    - D. **PSM / Chemical Safety**
  - **To Be on The Safe Side: Ask a Lawyer**
1. **Safety Training for New Safety Professionals**
  2. **Drug Screen Best Practices**
  3. **Isolated / Stand Alone Workers**
  4. **Job Safety Analysis / Job Hazard Analysis**
  5. **COVID-19 Specific Topics**
  6. **DOT (Live Haul / Catch Crews / Automation)**
  7. **Camera Systems / Smart Driver Systems**
  8. **Medical Management**

**2020 EDUCATION SCHEDULE**

**Financial Management Seminar**  
June 29-July 1, Amelia Island,  
Florida  
Ritz-Carlton Amelia Island

**National Safety Conference for  
the Poultry Industry**  
August 10-12, Destin, Florida  
Hilton Sandestin Beach Golf  
Resort & Spa

**Women's Leadership Conference**  
August 13-14, Destin, Florida  
Hilton Sandestin Beach Golf  
Resort & Spa

**Human Resources Seminar**  
August 19-21, Destin, Florida  
Hilton Sandestin Beach Golf  
Resort & Spa

**Live Production, Welfare &  
Biosecurity Seminar**  
September 17-18, Nashville,  
Tennessee  
DoubleTree by Hilton Nashville  
Downtown

**Environmental Management  
Seminar**  
September 17-18, Destin, Florida  
Hilton Sandestin Beach Golf  
Resort & Spa

**Poultry Protein & Fat Seminar**  
October 1-2, Nashville, Tennessee  
DoubleTree by Hilton Nashville  
Downtown

**Poultry Processor Workshop**  
October 7-8, Nashville,  
Tennessee  
DoubleTree by Hilton Nashville  
Downtown

**Air Cargo Seminars**  
Dates TBD  
Miami, FL | New York, NY |  
Atlanta, GA

**Grower Relations Seminars**  
Scheduled Upon Industry  
Request

**Poultry Wastewater Operators  
Training**  
Scheduled Upon Industry  
Request

**From:** [Callahan, Todd](#)  
**To:** [Petermeyer, Kurt - OSHA](#)  
**Subject:** Automatic reply: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Monday, March 9, 2020 9:52:31 AM

---

I will be out of the office March 9th - 12th in Humboldt, TN and will return to the office March 13th. I will have limited access to email and phone during this time. If it is an emergency please call me on my cell phone at (b) (6).

You may also call Alicia Elmore for help at (b) (6).

Thanks

Todd

**From:** [Kalinowski, Doug - OSHA](#)  
**To:** [Brad.Bothun@JBSSA.com](#); [Todd.Callahan@tyson.com](#); [mike.eckman@nationalbeef.com](#);  
[steve\\_edmonds@cargill.com](#); [hector.gonzales@Tyson.com](#); [schaynes@hormel.com](#); [Matthew.Lovell@JBSSA.com](#);  
[Chris.McCune@JBSSA.com](#); [mnemitz@ufcw.org](#); [tanya\\_teeter@cargill.com](#)  
**Cc:** [Sweatt, Loren E. - OSHA](#); [Edens, Mandy - OSHA](#); [Pearce, Krisann - OSHA](#); [Kerr, Cheryl J. - OSHA](#); [Ingram, Kandyce - OSHA CTR](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Annis, Jackie - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Kizer, Billie - OSHA](#); [Adams, Chris R - OSHA](#); [Harbin, Eric - OSHA](#); [Hughes, Dorinda - OSHA](#); [Boyd, Stephen - OSHA](#); [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Kalinowski, Doug - OSHA](#); [Memon, Shahida J. - OSHA CTR](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [Sloane, Walter - OSHA CTR](#)  
**Subject:** Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA  
**Date:** Monday, April 20, 2020 1:59:48 PM

---

Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24<sup>th</sup> between 10 and 11am or between 1 and 4pm for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski  
Directorate of Cooperative and State Programs

**From:** [Pagan, Americo - OSHA](#) on behalf of [Matthew Spencer](#)  
**To:** [Petermeyer, Kurt - OSHA](#); [Adams, Chris R - OSHA](#); [Pagan, Americo - OSHA](#); [Jones, Tina - OSHA](#); [Thompkins-Lewis, Shaharazade - OSHA](#); [crichter@thepolicygroup.com](mailto:crichter@thepolicygroup.com)  
**Subject:** FW: Joint Poultry Safety & Health Council COVID-19 Working Session with OSHA  
**Attachments:** [Agenda - July 15 Working Session Call.pdf](#)

---

FYI

-----Original Appointment-----

From: Matthew Spencer <[msspencer@uspoultry.org](mailto:msspencer@uspoultry.org)>  
Sent: Monday, July 13, 2020 4:04 PM  
To: Matthew Spencer; Pagan, Americo - OSHA; Jones, Tina - OSHA; Thompkins-Lewis, Shaharazade - OSHA; [crichter@thepolicygroup.com](mailto:crichter@thepolicygroup.com)  
Subject: Joint Poultry Safety & Health Council COVID-19 Working Session with OSHA  
When: Wednesday, July 15, 2020 2:30 PM-3:30 PM (UTC-05:00) Eastern Time (US & Canada).  
Where: Dial-in Number: (b) (6), Participant Access Code: (b) (6)  
Importance: High

-----Original Appointment-----

From: Matthew Spencer <[msspencer@uspoultry.org](mailto:msspencer@uspoultry.org) <<mailto:msspencer@uspoultry.org>> >  
Sent: Friday, July 10, 2020 1:53 PM  
To: Matthew Spencer; Jones, Tina - OSHA; Thompkins-Lewis, Shaharazade - OSHA; [crichter@thepolicygroup.com](mailto:crichter@thepolicygroup.com)  
<<mailto:crichter@thepolicygroup.com>>  
Subject: Joint Poultry Safety & Health Council COVID-19 Working Session with OSHA  
When: Wednesday, July 15, 2020 2:30 PM-3:30 PM (UTC-05:00) Eastern Time (US & Canada).  
Where: Dial-in Number: (b) (6), Participant Access Code: (b) (6)  
Importance: High

Joint Poultry Safety & Health Council COVID-19 Working Session with OSHA

July 15, 2020, 2:30 – 3:30 pm EST

Please Call Dial-in Number: (b) (6)

Participant Access Code: (b) (6)

**AGENDA**  
**Joint Poultry Safety & Health Council COVID-19 Working Session with OSHA**  
**July 15, 2020**  
**2:30 – 3:30 pm ET**

Please Call Dial-in Number: (b) (6)

The Participant Access Code is: (b) (6)

- 2:30 PM WELCOME & INTRODUCTIONS (Matt Spencer)**
- 2:35 REVIEW OF INFORMATION EXCHANGE TO DATE**
- OSHA, CDC and GA TECH presentations (May/June 2020)
  - Industry resources
- 2:40 MAJOR FOCUS AREAS – SUMMARY**
- PPE usage – mask (cloth, medical, N95), face shields
  - OSHA regulations focused on exposure prevention
  - Risk assessment and inspection strategies for exposure prevention
- 2:45 TOPICS FOR AUGUST 2020 SAFETY & HEALTH CONFERENCE**
- Conference agenda for COVID-19
  - Unanswered questions from May/June Webinars
  - New and emerging topics
  - Industry priorities and best practices
- 3:25 IPPE 2021 MEETING PROGRAM (Matt Spencer)**
- 3:30 ADJOURN**

**From:** [Matthew Spencer](#)  
**To:** [Houlroyd, Jenny L](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Paul Bredwell](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Jones, Tina - OSHA](#); [Christian Richter - The Policy Group \(crichter@thepolicygroup.com\)](#); [Kalinowski, Doug - OSHA](#); [Pagan, Americo - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](#); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Paul Schlumper](#); [Houlroyd, Jenny L](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [dvt1@cdc.gov](#)  
**Subject:** FW: Webex meeting invitation: Interim Guidance from CDC and the Occupational Safety and Health Administration (OSHA)- For the Meatpacking Industry  
**Date:** Tuesday, April 28, 2020 4:55:31 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[Webex meeting invitation - Interim Guidance from CDC and the Occupational Safety and Health Administration \(OSHA\)- For the Meatpacking Industry.ics](#)

---

Thank you for the call this afternoon. Attached is the calendar invite for Thursday's webinar. Below is Jenny Houlroyd's email if you would like to send your presentations to her.

[jenny.houlroyd@innovate.gatech.edu](mailto:jenny.houlroyd@innovate.gatech.edu)

Again we will circulate questions to you all early tomorrow.

Regards,



Matt Spencer, CSP, SHRM-CP  
Director HR & Safety Programs  
U.S. Poultry & Egg Association  
1530 Cooledge Road  
Tucker, GA 30084  
(Phone) 678-514-1982  
(Cell) 770-378-5540  
[mspencer@uspoultry.org](mailto:mspencer@uspoultry.org)  
[www.uspoultry.org](http://www.uspoultry.org)



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From: [paul.schlanger@noovaq.ontech.edu](mailto:paul.schlanger@noovaq.ontech.edu) on behalf of [Matthew Spencer](#)  
To: [Peter Meyer, Kurt - OSHA, Susan, America - OSHA, Ramirez, Luke - OSHA](#)  
Subject: FW: Webinar Planning Call

Good afternoon. I hope you and your families are all well.

I'm forwarding this meeting invite to you regarding a planning meeting tomorrow at 2pm for a webinar that is planned for Thursday, April 30 at 2pm. This webinar is being organized by the U.S. Poultry and Egg Association (CDE) and the OSHA National Office in association with the recently-published Letter to Ombudsman from CDC and OSHA for the Meatpacking Industry and related to the National Poultry Inspection Act. I hope you can join us for both the planning meeting and the webinar. I apologize for the late notice but the parties involved here just organized this event within the last couple hours.

I will forward another invite to the actual Thursday webinar following this submission.

Please call or e-mail if you have any questions or concerns.

Thank you and take care.

Paul Schlanger

(b) (6) (cell)

-----Original Appointment-----  
From: Matthew Spencer [mailto:mspencer@uspoetry.org]  
Sent: Monday, April 27, 2020 3:37 PM  
To: Matthew Spencer; James Tinsley - OSHA; Christopher Richter; Paul Bredwell; apetersen@chickenson.org; Lisa Walenda Picaud; Lindsey Froebel (lfroebel@turkeyfed.org); Schlanger; Paul A. Hensby; Amy L. Warren; Hilarie S. Kaliszowski; Doug - OSHA; Williams; Arlene - OSHA; Brown; Christopher K. - OSHA; Meisinger; Francis - OSHA; Scott; Gina - OSHA; dsh1@cdc.gov  
Subject: Webinar Planning Call  
When: Tuesday, April 28, 2020 00:00 PM-5:00 PM (UTC-05:00) Eastern Time (US & Canada)  
Where: Conference Call  
Importance: High

Click here to join: (b) (6)

Dial-in Info

(b) (6)  
Extension

(b) (6)

(b) (6)

Mobile AutoDial

(b) (6)

(b) (6)

(b) (6)

(b) (6)

**From:** [Jenny Houlroyd](#)  
**To:** [m Spencer@uspoultry.org](mailto:m Spencer@uspoultry.org)  
**Subject:** Interim Guidance from CDC and the Occupational Safety and Health Administration (OSHA)- For the Meatpacking Industry

---

When it's time, join the Webex meeting here.

Meeting number (access code): (b) (6)  
Meeting password: (b) (6)

Join meeting (b) (6)

by phone (b) (6)

Join from a video system or application  
(b) (6)  
(b) (6)

(b) (6)

**From:** [Matthew Spencer](#)  
**To:** [Matthew Spencer](#); [apeterson@chickenusa.org](mailto:apeterson@chickenusa.org); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](mailto:LindyFroebel@turkeyfed.org); [Paul Bredwell](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Jones, Tina - OSHA](#); [Christian Richter - The Policy Group \(crichter@thepolicygroup.com\)](#); [Kalinowski, Doug - OSHA](#); [Pagan, Americo - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](mailto:apeterson@chickenusa.org); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](mailto:LindyFroebel@turkeyfed.org); [Paul Schlumper](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [dvt1@cdc.gov](mailto:dvt1@cdc.gov)  
**Subject:** Questions for Webinar  
**Date:** Wednesday, April 29, 2020 2:29:08 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image005.png](#)

---

Please find below the questions provided by the industry for tomorrow's 2 PM EST webinar. If you have received any additional questions that you feel are pertinent for the webinar, please share it with the group.

- One question is, can we expect to see this interim guidance turn into regulation for enforcement purposes?
- An employee has symptoms and has a test with negative results. Symptoms continue, should the employee have the test repeated?
- Employees are trained in social distancing, and workplaces have been designed to keep employees separated. However, employees on breaks and after work do not follow the social distancing guidelines. Will the company be held accountable for an employee's actions?
- What regulations must be used for redesigning or removing Air Circulation to prevent the spread of airborne or aerosolized viruses?
- How will the USDA, under the Executive Order and the authority of the Defense Production Act, with meat processing to affirm they will operate under the CDC and OSHA guidance?
- How are the CDC and OSHA working with State Plan OSHA states for the use of the guidance?
- Do companies need to document their use of the hierarchy of controls for steps to try and eliminate processes that create exposure?
- How will the Federal government provide testing materials and protective gear for employees?
- Will anyone discuss in plant ventilation and makeup air units? Suggestions for achieving a balance between airflow requirements in the facilities and CDC recommendations.
- Correlation between HIPAA laws and steps employers can take to gain knowledge of 3rd party positive employee tests for the sole purpose of managing employee exposure events.
- How do we overcome cultural socializing traditions that are putting employees at risk ( Cinco de Mayo)?
- Some religious denominations believe that God will protect people/employees from harm, and therefore, there is resistance to wearing extra PPE based on religious objections. How do we enforce extra safety precautions when some employees feel it violates their religious freedoms?

Please contact me if you have any questions.

Regards,



Matt Spencer, CSP, SHRM-CP  
Director HR & Safety Programs  
U.S. Poultry & Egg Association  
1530 Cooleedge Road  
Tucker, GA 30084  
(Phone) 678-514-1982  
(Cell) 770-378-5540  
[mspencer@uspoultry.org](mailto:m Spencer@uspoultry.org)  
[www.uspoultry.org](http://www.uspoultry.org)



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PROFESSIONAL

**From:** [Steve Edmonds](#)  
**To:** [Kalinowski, Doug - OSHA](#); [Brad.Bothun@JBSSA.com](#); [Todd.Callahan@tyson.com](#); [mike.eckman@nationalbeef.com](#); [hector.gonzales@Tyson.com](#); [schaynes@hormel.com](#); [Matthew.Lovell@JBSSA.com](#); [Chris.McCune@JBSSA.com](#); [mnemitz@ufcw.org](#); [Tanya Teeter](#)  
**Cc:** [Sweatt, Loren E. - OSHA](#); [Edens, Mandy - OSHA](#); [Pearce, Krisann - OSHA](#); [Kerr, Cheryl J. - OSHA](#); [Ingram, Kandyce - OSHA CTR](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Annis, Jackie - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Kizer, Billie - OSHA](#); [Adams, Chris R - OSHA](#); [Harbin, Eric - OSHA](#); [Hughes, Dorinda - OSHA](#); [Boyd, Stephen - OSHA](#); [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Memon, Shahida J. - OSHA CTR](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [Sloane, Walter - OSHA CTR](#)  
**Subject:** RE: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA  
**Date:** Monday, April 20, 2020 2:06:46 PM

---

Either is fine for me Doug.

Steve

---

**From:** Kalinowski, Doug - OSHA <[Kalinowski.Doug@dol.gov](mailto:Kalinowski.Doug@dol.gov)>  
**Sent:** Monday, April 20, 2020 1:00 PM  
**To:** [Brad.Bothun@JBSSA.com](mailto:Brad.Bothun@JBSSA.com); [Todd.Callahan@tyson.com](mailto:Todd.Callahan@tyson.com); [mike.eckman@nationalbeef.com](mailto:mike.eckman@nationalbeef.com); [Steve Edmonds <Steve\\_Edmonds@cargill.com>](mailto:Steve_Edmonds@cargill.com); [hector.gonzales@Tyson.com](mailto:hector.gonzales@Tyson.com); [schaynes@hormel.com](mailto:schaynes@hormel.com); [Matthew.Lovell@JBSSA.com](mailto:Matthew.Lovell@JBSSA.com); [Chris.McCune@JBSSA.com](mailto:Chris.McCune@JBSSA.com); [mnemitz@ufcw.org](mailto:mnemitz@ufcw.org); [Tanya Teeter <Tanya\\_Teeter@cargill.com>](mailto:Tanya_Teeter@cargill.com)  
**Cc:** [Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>](mailto:Sweatt.Loren.E@dol.gov); [Edens, Mandy - OSHA <Edens.Mandy@dol.gov>](mailto:Edens.Mandy@dol.gov); [Pearce, Krisann - OSHA <Pearce.Krisann@dol.gov>](mailto:Pearce.Krisann@dol.gov); [Kerr, Cheryl J. - OSHA <Kerr.Cheryl.J@DOL.GOV>](mailto:Kerr.Cheryl.J@DOL.GOV); [Ingram, Kandyce - OSHA CTR <Ingram.Kandyce@dol.gov>](mailto:Ingram.Kandyce@dol.gov); [Williams, Arlene - OSHA <Williams.Arlene@dol.gov>](mailto:Williams.Arlene@dol.gov); [Williamson, SR - OSHA <Williamson.SR@dol.gov>](mailto:Williamson.SR@dol.gov); [Annis, Jackie - OSHA <Annis.Jackie@dol.gov>](mailto:Annis.Jackie@dol.gov); [Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>](mailto:al.mohamed.day@dol.gov); [Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>](mailto:Petermeyer.Kurt@dol.gov); [Kizer, Billie - OSHA <Kizer.Billie@dol.gov>](mailto:Kizer.Billie@dol.gov); [Adams, Chris R - OSHA <adams.chris.r@dol.gov>](mailto:adams.chris.r@dol.gov); [Harbin, Eric - OSHA <Harbin.Eric@dol.gov>](mailto:Harbin.Eric@dol.gov); [Hughes, Dorinda - OSHA <Hughes.Dorinda@dol.gov>](mailto:Hughes.Dorinda@dol.gov); [Boyd, Stephen - OSHA <Boyd.Stephen@dol.gov>](mailto:Boyd.Stephen@dol.gov); [Stille, Kim - OSHA <Stille.Kim@dol.gov>](mailto:Stille.Kim@dol.gov); [Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>](mailto:Winingham.Bonita@dol.gov); [Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>](mailto:Kalinowski.Doug@dol.gov); [Memon, Shahida J. - OSHA CTR <Memon.Shabida.J@dol.gov>](mailto:Memon.Shabida.J@dol.gov); [Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>](mailto:Meilinger.Francis2@dol.gov); [Scott, Gina - OSHA <Scott.Gina@dol.gov>](mailto:Scott.Gina@dol.gov); [Sloane, Walter - OSHA CTR <Sloane.Walter@dol.gov>](mailto:Sloane.Walter@dol.gov)  
**Subject:** Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA

**[EXTERNAL]** This email came from outside of Cargill. Do not click links or open attachments unless you recognize the sender. If you suspect this is spam, send this email as an attachment to [spam@cargill.com](mailto:spam@cargill.com)

Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24<sup>th</sup> between 10 and 11am or between 1 and 4pm for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski  
Directorate of Cooperative and State Programs

**From:** [Annis, Jackie - OSHA](#)  
**To:** [Kalinowski, Doug - OSHA](#); [Brad.Bothun@JBSSA.com](#); [Todd.Callahan@tyson.com](#); [mike.eckman@nationalbeef.com](#); [steve\\_edmonds@cargill.com](#); [hector.gonzales@Tyson.com](#); [schaynes@hormel.com](#); [Matthew.Lovell@JBSSA.com](#); [Chris.McCune@JBSSA.com](#); [mnemitz@ufcw.org](#); [tanya\\_teeter@cargill.com](#)  
**Cc:** [Sweatt, Loren E. - OSHA](#); [Edens, Mandy - OSHA](#); [Pearce, Krisann - OSHA](#); [Kerr, Cheryl J. - OSHA](#); [Ingram, Kandyce - OSHA CTR](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Kizer, Billie - OSHA](#); [Adams, Chris R - OSHA](#); [Harbin, Eric - OSHA](#); [Hughes, Dorinda - OSHA](#); [Boyd, Stephen - OSHA](#); [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Memon, Shahida J. - OSHA CTR](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [Sloane, Walter - OSHA CTR](#)  
**Subject:** RE: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA  
**Date:** Monday, April 20, 2020 2:02:35 PM

---

Hi Doug-

I am available for either time. Thanks...Jackie

---

**From:** Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>  
**Sent:** Monday, April 20, 2020 2:00 PM  
**To:** Brad.Bothun@JBSSA.com; Todd.Callahan@tyson.com; mike.eckman@nationalbeef.com; steve\_edmonds@cargill.com; hector.gonzales@Tyson.com; schaynes@hormel.com; Matthew.Lovell@JBSSA.com; Chris.McCune@JBSSA.com; mnemitz@ufcw.org; tanya\_teeter@cargill.com  
**Cc:** Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; Edens, Mandy - OSHA <Edens.Mandy@dol.gov>; Pearce, Krisann - OSHA <Pearce.Krisann@dol.gov>; Kerr, Cheryl J. - OSHA <Kerr.Cheryl.J@DOL.GOV>; Ingram, Kandyce - OSHA CTR <Ingram.Kandyce@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; Annis, Jackie - OSHA <Annis.Jackie@dol.gov>; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Kizer, Billie - OSHA <Kizer.Billie@dol.gov>; Adams, Chris R - OSHA <adams.chris.r@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>; Hughes, Dorinda - OSHA <Hughes.Dorinda@dol.gov>; Boyd, Stephen - OSHA <Boyd.Stephen@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>; Sloane, Walter - OSHA CTR <Sloane.Walter@dol.gov>  
**Subject:** Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA

Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24<sup>th</sup> between 10 and 11am or between 1 and 4pm for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski  
Directorate of Cooperative and State Programs

**From:** [Houlroyd, Jenny L](#)  
**To:** [Matthew Spencer](#); [apeterson@chickenusa.org](mailto:apeterson@chickenusa.org); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Paul Bredwell](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Jones, Tina - OSHA](#); [Christian Richter - The Policy Group \(crichter@thepolicygroup.com\)](#); [Kalinowski, Doug - OSHA](#); [Pagan, Americo - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Jones, Tina - OSHA](#); [Christian Richter](#); [Paul Bredwell](#); [apeterson@chickenusa.org](mailto:apeterson@chickenusa.org); [Lisa Wallenda Picard](#); [Lindy Froebel \(lfroebel@turkeyfed.org\)](#); [Paul Schlumper](#); [Warren, Hilarie S](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Brown, Christopher K. - OSHA](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [dyt1@cdc.gov](mailto:dyt1@cdc.gov)  
**Subject:** RE: Webex meeting invitation: Interim Guidance from CDC and the Occupational Safety and Health Administration (OSHA)- For the Meatpacking Industry  
**Date:** Wednesday, April 29, 2020 8:49:20 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image004.png](#)

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We are working to put together slides to guide the presentations (and have a placeholder when slides are not being used) and compile the resources that will be cited or presented. If you have a logo, website, or other item you would like compiled on these slides, please send it along to me today.

Thanks,  
Jenny

---

**From:** Matthew Spencer [mailto:[m Spencer@uspoultry.org](mailto:m Spencer@uspoultry.org)]  
**Sent:** Tuesday, April 28, 2020 4:55 PM  
**To:** Houlroyd, Jenny L <[jenny.houlroyd@innovate.gatech.edu](mailto:jenny.houlroyd@innovate.gatech.edu)>; [apeterson@chickenusa.org](mailto:apeterson@chickenusa.org); [Lisa Wallenda Picard <lpicard@turkeyfed.org>](mailto:Lisa Wallenda Picard <lpicard@turkeyfed.org>); [Lindy Froebel \(lfroebel@turkeyfed.org\) <lfroebel@turkeyfed.org>](mailto:Lindy Froebel (lfroebel@turkeyfed.org) <lfroebel@turkeyfed.org>); [Paul Bredwell <pbredwell@uspoultry.org>](mailto:Paul Bredwell <pbredwell@uspoultry.org>); [Schlumper, Paul A <paul.schlumper@innovate.gatech.edu>](mailto:Schlumper, Paul A <paul.schlumper@innovate.gatech.edu>); [Warren, Hilarie S <hilarie.warren@innovate.gatech.edu>](mailto:Warren, Hilarie S <hilarie.warren@innovate.gatech.edu>); [Jones, Tina - OSHA <Jones.Tina@dol.gov>](mailto:Jones, Tina - OSHA <Jones.Tina@dol.gov>); [Christian Richter - The Policy Group \(crichter@thepolicygroup.com\) <crichter@thepolicygroup.com>](mailto:Christian Richter - The Policy Group (crichter@thepolicygroup.com) <crichter@thepolicygroup.com>); [kalinowski.doug@dol.gov](mailto:kalinowski.doug@dol.gov); [Americo Pagan \(pagan.americo@dol.gov\) <pagan.americo@dol.gov>](mailto:Americo Pagan (pagan.americo@dol.gov) <pagan.americo@dol.gov>); [Petermeyer.Kurt@dol.gov](mailto:Petermeyer.Kurt@dol.gov); [Jones, Tina - OSHA <Jones.Tina@dol.gov>](mailto:Jones, Tina - OSHA <Jones.Tina@dol.gov>); [Christian Richter <crichter@thepolicygroup.com>](mailto:Christian Richter <crichter@thepolicygroup.com>); [Paul Bredwell <pbredwell@uspoultry.org>](mailto:Paul Bredwell <pbredwell@uspoultry.org>); [apeterson@chickenusa.org](mailto:apeterson@chickenusa.org); [Lisa Wallenda Picard <lpicard@turkeyfed.org>](mailto:Lisa Wallenda Picard <lpicard@turkeyfed.org>); [Lindy Froebel \(lfroebel@turkeyfed.org\) <lfroebel@turkeyfed.org>](mailto:Lindy Froebel (lfroebel@turkeyfed.org) <lfroebel@turkeyfed.org>); [Schlumper, Paul A <paul.schlumper@innovate.gatech.edu>](mailto:Schlumper, Paul A <paul.schlumper@innovate.gatech.edu>); [Houlroyd, Jenny L <jenny.houlroyd@innovate.gatech.edu>](mailto:Houlroyd, Jenny L <jenny.houlroyd@innovate.gatech.edu>); [Warren, Hilarie S <hilarie.warren@innovate.gatech.edu>](mailto:Warren, Hilarie S <hilarie.warren@innovate.gatech.edu>); [Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>](mailto:Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>); [Williams, Arlene - OSHA <Williams.Arlene@dol.gov>](mailto:Williams, Arlene - OSHA <Williams.Arlene@dol.gov>); [Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>](mailto:Brown, Christopher K. - OSHA <Brown.Christopher.K@dol.gov>); [Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>](mailto:Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>); [Scott, Gina - OSHA <Scott.Gina@dol.gov>](mailto:Scott, Gina - OSHA <Scott.Gina@dol.gov>); [dyt1@cdc.gov](mailto:dyt1@cdc.gov)  
**Subject:** FW: Webex meeting invitation: Interim Guidance from CDC and the Occupational Safety and Health Administration (OSHA)- For the Meatpacking Industry  
**Importance:** High

Thank you for the call this afternoon. Attached is the calendar invite for Thursday's webinar. Below is Jenny Houlroyd's email if you would like to send your presentations to her.

[jenny.houlroyd@innovate.gatech.edu](mailto:jenny.houlroyd@innovate.gatech.edu)

Again we will circulate questions to you all early tomorrow.

Regards,



Matt Spencer, CSP, SHRM-CP  
Director HR & Safety Programs  
U.S. Poultry & Egg Association  
1530 Cooleedge Road  
Tucker, GA 30084  
(Phone) 678-514-1982  
(Cell) 770-378-5540  
[m Spencer@uspoultry.org](mailto:m Spencer@uspoultry.org)  
[www.uspoultry.org](http://www.uspoultry.org)





**From:** [Lovell, Matthew](#)  
**To:** [Bothun, Brad](#); [Callahan, Todd](#); [mike.eckman@nationalbeef.com](mailto:mike.eckman@nationalbeef.com); [steve\\_edmonds@cargill.com](mailto:steve_edmonds@cargill.com); [hector.gonzales@tyson.com](mailto:hector.gonzales@tyson.com); [schaynes@hormel.com](mailto:schaynes@hormel.com); [Mccune, Chris](mailto:Mccune, Chris); [Mark Nemitz \(mnemitz@ufcw.org\)](mailto:Mark Nemitz (mnemitz@ufcw.org)); [tanya\\_teeter@cargill.com](mailto:tanya_teeter@cargill.com); [Kalinowski, Doug - OSHA](#)  
**Cc:** [Sweatt, Loren E. - OSHA](#); [Edens, Mandy - OSHA](#); [Pearce, Krisann - OSHA](#); [Kerr, Cheryl J. - OSHA](#); [Ingram, Kandyce - OSHA CTR](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Annis, Jackie - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Kizer, Billie - OSHA](#); [Adams, Chris R - OSHA](#); [Harbin, Eric - OSHA](#); [Hughes, Dorinda - OSHA](#); [Boyd, Stephen - OSHA](#); [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Kalinowski, Doug - OSHA](#); [Memon, Shahida J. - OSHA CTR](#); [Meilinger, Francis - OSHA](#); [Scott, Gina - OSHA](#); [Sloane, Walter - OSHA CTR](#)  
**Subject:** Re: Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA  
**Date:** Monday, April 20, 2020 2:04:30 PM

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I will make anytime work

Sent from [Outlook Mobile](#)

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**From:** Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>  
**Sent:** Monday, April 20, 2020 11:59:46 AM  
**To:** Brad.Bothun@JBSSA.com <Brad.Bothun@JBSSA.com>; Todd.Callahan@tyson.com <Todd.Callahan@tyson.com>; mike.eckman@nationalbeef.com <mike.eckman@nationalbeef.com>; steve\_edmonds@cargill.com <steve\_edmonds@cargill.com>; hector.gonzales@Tyson.com <hector.gonzales@Tyson.com>; schaynes@hormel.com <schaynes@hormel.com>; Matthew.Lovell@JBSSA.com <Matthew.Lovell@JBSSA.com>; Chris.McCune@JBSSA.com <Chris.McCune@JBSSA.com>; mnemitz@ufcw.org <mnemitz@ufcw.org>; tanya\_teeter@cargill.com <tanya\_teeter@cargill.com>  
**Cc:** Sweatt, Loren E. - OSHA <Sweatt.Loren.E@dol.gov>; Edens, Mandy - OSHA <Edens.Mandy@dol.gov>; Pearce, Krisann - OSHA <Pearce.Krisann@dol.gov>; Kerr, Cheryl J. - OSHA <Kerr.Cheryl.J@DOL.GOV>; Ingram, Kandyce - OSHA CTR <Ingram.Kandyce@dol.gov>; Williams, Arlene - OSHA <Williams.Arlene@dol.gov>; Williamson, SR - OSHA <Williamson.SR@dol.gov>; Annis, Jackie - OSHA <Annis.Jackie@dol.gov>; Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>; Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>; Kizer, Billie - OSHA <Kizer.Billie@dol.gov>; Adams, Chris R - OSHA <adams.chris.r@dol.gov>; Harbin, Eric - OSHA <Harbin.Eric@dol.gov>; Hughes, Dorinda - OSHA <Hughes.Dorinda@dol.gov>; Boyd, Stephen - OSHA <Boyd.Stephen@dol.gov>; Stille, Kim - OSHA <Stille.Kim@dol.gov>; Winingham, Bonita - OSHA <Winingham.Bonita@dol.gov>; Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>; Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>; Meilinger, Francis - OSHA <Meilinger.Francis2@dol.gov>; Scott, Gina - OSHA <Scott.Gina@dol.gov>; Sloane, Walter - OSHA CTR <Sloane.Walter@dol.gov>  
**Subject:** [Ext]- Discussion With Loren Sweatt, Principal Deputy Assistant Secretary of Labor for OSHA

**\*Use caution before opening attachments or links!\***

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Good Afternoon,

I know that all of you are extremely busy addressing COVID-19 issues. Loren Sweatt would like to have a conversation with you and/or your key staff covering your primary challenges and efforts in this area. Ms. Sweatt is available this Friday, April 24<sup>th</sup> between 10 and 11am or between 1 and 4pm

DOL-OSHA-21-1457-A-000117

for a 60 minute call.

The purpose of this email to determine if you are available any of these times. Please let me know as soon as you can so that we can firm up the time frame based on the majority of availability.

Please let me know if you have any questions.

Thank you very much,

Doug Kalinowski  
Directorate of Cooperative and State Programs

**Disclaimer**

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**From:** [Thompkins-Lewis, Shaharazade - OSHA](#)  
**To:** [Jones, Tina - OSHA](#); ["Matthew Spencer"](#); ["Christian Richter"](#); ["Lisa Wallenda Picard"](#); ["lfroebel@turkeyfed.org"](#); ["Ashley Peterson"](#); ["Lisette Reyes"](#); [Pagan, Americo - OSHA](#); [Hodgson, Michael - OSHA](#); [Orr, Gary - OSHA](#); [Bosley, Tom - OSHA](#); [Huddleston, Douglas - OSHA](#); [DeOliveira, Isabel - OSHA](#); [Petermeyer, Kurt - OSHA](#); [Boudloche, Sandra - OSHA](#)  
**Subject:** US Poultry Alliance Implementation Meeting Notes 5/26/2020  
**Date:** Thursday, June 18, 2020 5:09:18 PM  
**Attachments:** [OSHA US POULTRY NCC and NTF ITM Meeting Notes - 5.26.2020 - FINAL.docx](#)  
[image003.png](#)

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Good Afternoon Everyone,

I have attached the notes for our last meeting on 5/26 . For your ease, here's a snap shot of the action items discussed:

**Industry:**

- Schedule planning call with OSHA, CDC/NIOSH, and GATech regarding proposed 2<sup>nd</sup> webinar.
- Provide OSHA with Q1/Q2 Biannual Alliance Data Report.
- Provide OSHA with any additional questions regarding enforcement and/or any of OSHA's COVID-19 memorandums.

**OSHA:**

- Will inquire internally with Americo and others in Region 4 regarding potential speakers and presentation methods available for the industry's annual conference in August 2020.
- Call scheduled with Industry on June 10<sup>th</sup> to discuss industry's feedback on proposed worker survey questions and any updates from NSC.
- Provide industry with link to health and safety data and data related to retaliation and whistleblower protected activities in the workplace on our public-facing website. [<https://www.osha.gov/news>]
- Send meeting invite to all implementation team members for next implementation team meeting.

(Note: We have covered a lot of ground since our last meeting so some action items may have already been addressed.)

Thank you for your continued participation in the activities of this alliance!

Be safe and have a great evening!

R/

**Shaharazade Thompkins-Lewis, MPA | Program Analyst**

U.S. Department of Labor | OSHA

Directorate of Cooperative and State Programs | Office of Outreach Services and Alliances

200 Constitution Avenue NW

Washington, DC 20210



**OSHA, US POULTRY, NCC, AND NTF Alliance  
Implementation Team Meeting Notes**

May 26, 2020

1:00 PM - 3:00 PM (Eastern Standard Time)

Conference Call (b) (6) Passcode (b) (6)

Introductions/Roll-Call

- Tina Jones – OSHA [Jones.Tina@dol.gov](mailto:Jones.Tina@dol.gov)
- Shaharazade Thompkins-Lewis – OSHA [Thompkins-Lewis.Saharazade@dol.gov](mailto:Thompkins-Lewis.Saharazade@dol.gov)
- Matt Spencer – US Poultry Association [m Spencer@uspoultry.org](mailto:m Spencer@uspoultry.org)
- Christian Richter – US Poultry Association [crichter@thepolicygroup.com](mailto:crichter@thepolicygroup.com)
- Lisa Wallenda Picard – National Turkey Federation [lpicard@turkeyfed.org](mailto:lpicard@turkeyfed.org)
- Doug Huddleston – OSHA [Huddleston.Douglas@dol.gov](mailto:Huddleston.Douglas@dol.gov)
- Sandy Boudloche – OSHA [Boudloche.Sandra@dol.gov](mailto:Boudloche.Sandra@dol.gov)
- Americo Pagan – OSHA [Pagan.Americo@dol.gov](mailto:Pagan.Americo@dol.gov)
- Gary Orr, – OSHA [Orr.Gary@dol.gov](mailto:Orr.Gary@dol.gov)
- Michael Hodgson - OSHA [Hodgson.Michael@dol.gov](mailto:Hodgson.Michael@dol.gov)

Action Items

**Industry:**

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- Provide OSHA with Q1/Q2 Biannual Alliance Data Report.
- Provide OSHA with any additional questions regarding enforcement and/or any of OSHA's COVID-19 memorandums.

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- Send meeting invite to all implementation team members for next implementation team meeting.

Key Points from Discussion

**1. COVID-19**

Poultry Industry Response:

- Industry established a joint health and safety council comprised of members from US Poultry, NCC, and NTF.
- At the start of the pandemic, US Poultry/NCC/NTF increased frequency of meetings with their members from monthly to bi-weekly to discuss the impact of COVID-19 in their facilities and their response.

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- The industry also developed and conducted 2 surveys. Focus of survey: Understand what COVID-19 related protocols and procedures the industry members are implementing at their facilities to protect their workers.
- Early April: Several discussions to understand their members' business response plans, their successes as well as the challenges they faced in mitigating the spread of COVID-19 in their facilities (i.e. challenges in obtaining proper PPE, workforce availability, developing protocols, etc.)
- The industry issued a 1-page document outlining their COVID-19 response plan, which they shared with their members and their members shared with the local community. 1-page document also included a template/form for companies to complete to show how their facilities were implementing the OSHA and CDC guidance. Responses were very helpful.
- NTF further recognizes the importance of communicating response procedures and protocols to their workers and soliciting input from workers as well. Workers want to feel safe and know they are heard by the industry. If workers don't feel safe, they will not return to work.
- Another aspect of protection OSHA finds important is face masks/coverings.
- Industry recognizes that not all members are responding to face covering but the industry is making face masks a priority.
- Many members taking advantage of the Defense Act to get additional face coverings and PPE for their facilities.
- Some facilities are providing a week's worth of face coverings to their workers so they can be laundered. Some facilities are laundering the masks for the workers.
- Some members are also sending workers home with respirator face masks to wear when out in the community (i.e. church grocery shopping, etc.)

Questions posed by OSHA to Industry:

- With partitions being installed as barriers between workers as a way to mitigate the spread of COVID-19, has this affected the ventilation patterns of the production area, thereby increasing the exposure levels of PAA? Is/could this potentially cause COVID-19 to spread to other areas?
  - Industry advises that its members are looking aggressively at research on ventilation to see if ventilation has improved with the installation of barriers and if there are any challenges or issues.
  - Members are also reaching out to GA Tech and other universities to look at proposals of research on social distancing practices and their effectiveness, how they can plan for future outbreaks, and if these protocols will provide protections in the future.
- Another concern was the use of face masks/face coverings for an entire shift with no relief. What is the industry doing for their workers to provide relief from wearing face masks during their shifts?
  - Industry identifies restroom breaks and the inclusion of additional break times and break areas during a shift so that workers can have more time and space to rest and remove face masks; however, face masks are required at all times in the work area. Many are going through additional medical screening before returning to the work area as well.

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Webinar with OSHA/CDC/NIOSH/GATech:

- Joint webinar hosted on April 30<sup>th</sup> for US Poultry/NCC/NTF members in collaboration with CDC/NIOSH and the Georgia Tech On-site Consultation Program.
- The webinar had over 500 participants and provided an overview of the OSHA/CDC Interim Guidance for the Meatpacking Industry, a discussion of the Georgia Tech On-site Consultation Program, and best practices shared by poultry industry employer Cargill.
- Several requests made by industry members for the recording of the webinar and the handouts
- 2<sup>nd</sup> webinar in high demand by members.
- Currently collaborating with OSHA/CDC/NIOSH to host a 2<sup>nd</sup> webinar tentatively scheduled for end of June.
- Industry members find OSHA and CDC guidance helpful; however, US Poultry/NCC/NTF members would like clarification on the following 2 enforcement memoranda:
  - *Revised Enforcement Guidance for Recording Cases of Coronavirus Disease 2019 (COVID-19)*
  - *Updated Interim Enforcement Response Plan for Coronavirus Disease 2019 (COVID-19)*
- Clarification on the two enforcement memorandums – potential topic for 2<sup>nd</sup> webinar.
- OSHA noted that there are leaders and laggards in the industry. Important to continue to highlight leaders in the industry like Cargill who are successfully implementing social distancing strategies. Industry highlight – another potential topic for 2<sup>nd</sup> webinar.
- Industry will look to schedule a planning call to further discuss.
- During planning call, can determine the audience for the webinar and whether we can do this as an alliance activity and it can be opened more publically.

Temperature Screening

- No one is comfortable yet with the science behind temperature screening.
- OSHA and some professional societies are looking at scientific data and temperature screening during SARS and other settings.
- Some of the areas we are trying to understand:
  - Reliability of measurement: How well temperature devices capture core body temperature (distance between persons/angle of measurement/consequences of ambient temperature)
  - Protocols being used & consequences: WHO and CDC positions on temperature screening differ. Trying to understand where these different positions arise and the goals of each strategies. May take another two weeks before all the facts are assembled.
- Industry interested in seeing study once completed.

COVID-19 Complaint and Enforcement Data, etc.

Suggestions from the field:

- Employers are encouraged to ensure that their facilities address employees concerns regarding COVID-19, including referring to current guidance provided by CDC and other agencies to ensure the protection of their employees.
- Protecting workers begins with ensuring their facilities have a plan, and leadership have implemented practices and protocols, as well as communicated these to their workers. Controls

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**OSHA, US POULTRY, NCC, AND NTF Alliance  
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can be implemented to protect workers, and need to be visible and used in combination, to protect workers, isolate ill workers, as well as address instances of positive cases. Performance oriented, and every facility needs to determine how to use a combination of controls that are both feasible and protective. The process is not complete until the plan, practices and protocols have been evaluated, and employers should gauge effectiveness through interaction and feedback from their workers.

- Leverage assistance from all available sources, including Association membership, in sharing of best practices, to improve working conditions for your employees.
- A key element to the successful implementation of the plan includes front line supervisor engagement. Front line supervisors are critical, and they should be fully versed in how to implement the plan, while ensuring workers acceptance of the plan, as well as workers feedback and concerns.

Workers have the right to raise their concerns without retaliation; therefore employees should be encouraged to suggest and implement practices that encourage an open dialogue that leads to their concerns being addressed.

- Information provided by OSHA is intended to inform the industry of what OSHA is still hearing from employees and/or seeing in some workplaces. This may indicate the need for increased emphasis on messaging or additional aids for some employers. OSHA does, however, recognize the industry's messaging efforts.
- This information and others from the region may be helpful in informing some of the topics that are addressed in the proposed 2<sup>nd</sup> webinar.
- Industry notes that changes in CDC cleaning guidance has also caused confusion amongst members.

NAMI: Alliance/ Joint Educational Session with US Poultry/NCC/NTF and NAMI at IPPE 2021

- As previously discussed, OSHA is currently pursuing an alliance with NAMI.
- Also, the industry plans to host a COVID-19 focused educational session with NAMI at the annual International Production and Processing Expo (IPPE) scheduled for late January 2021.
- Attendees include floor workers to CEOs.
- The protein industry and food and grain industry are very well represented at this conference. Will be working with both industries to develop educational session to focus on COVID-19 impact and response.
- Request a presenter from OSHA to speak on the impact of COVID-19 and worker safety. Looking to have speakers from CDC and other agencies that played a critical role during this pandemic as well.

**2. Alliance Projects/Activities – Updates**

Worker Survey

- Industry has been in discussion with NSC since February meeting.
- Contract should be signed in the upcoming weeks.
- In the interim, continuing work on this project. Industry had call with NSC last Friday and work on this survey is still on track.

**OSHA, US POULTRY, NCC, AND NTF Alliance  
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- OSHA provided worker rights language and proposed questions to industry, who provided to NSC for review.
- NSC's review is almost complete. They are pleased with questions proposed and did not see any red flags. However, may have to rephrase certain questions to coincide with the Likert scale used in the Barometer.
- Once review is complete, OSHA and industry leaders will review the list of questions.
- There are multiple questions for particular topics. NSC will look to us to help pair down the questions to a manageable 10-15 questions.
- Industry leaders are currently reviewing the original set of questions provided by OSHA and plan to discuss next week.
- Will continue to develop survey and bring to completion. Once complete, we will then weight the current situation to determine a time when to implement the survey, maybe in the next several months as we move out of the pandemic.

Ergonomics

- Study has been finalized. Waiting to publish the study until focus can shift from COVID-19.
- Held a meeting in January on the study to release to industry. Industry discussing whether possible release of an advanced copy to the Agency.

Medical Management

- AAOHN has been a welcomed partner, particularly during COVID-19 pandemic and has shared a lot of information and links on the website.
- Looking to finalize a partnership in early July, and the educational materials will be open to 100 industry members who do not currently have access to the materials to start and will participate in other educational events.
- AAOHN to present on medical management at the industry's annual conference in August 2020.

**3. Upcoming Conferences/Meetings/Events & National Outreach Campaigns**

- Alliance Program Forum – **NEW DATE:** September 10, 2020 – USPOULTRY registered.
- National Safety Conference for the Poultry Industry – August 10 -12, 2020 (Destin, FL)
  - Still scheduled to have it this year. Would like to have an OSHA speaker for August 10<sup>th</sup> only.
  - Topic: COVID-19 and National Alliance. 45 minutes, (30 min/15 Q&A) Christian will be speaking as well providing an update.
  - Audience: Safety and health professionals, usually 200-250 attendees. Can discuss virtual options with community planning group if needed (i.e. Virtual presentation; recording, etc.) OSHA will also explore possible options as well.
- [Safe + Sound Campaign](#) & Safe + Sound Week – August 10-16, 2020
- [Heat Illness Prevention](#) – Spring/summer 2020

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**4. Alliance Program Data Reporting Requirement**

- Industry will provide OSHA with Q1/Q2 data report as soon as possible.

**5. Next Alliance Implementation Team Meeting**

- Wednesday August 26, 2020 1pm to 3pm

**From:** [Jerry Hvalbyrd](#)  
**To:** [Matthe\\_S\\_ance](#)  
**Subject:** Webex meeting invitation: Interim Guidance from CDC and the Occupational Safety and Health Administration (OSHA)- For the Meatpacking Industry  
**Attachments:** [Webex\\_Meeting.cs](#)

---

Meeting number (access code) 71 59 70  
Meeting password FN1c2Wqg2

Thursday, April 30, 2020  
2:00 pm | (UTC-08:00) Eastern Time (US & Canada) | 2 hrs

Join meeting [REDACTED] (b) (6)

[REDACTED]

[REDACTED]

[REDACTED]

**From:** [Matthew Spencer](#)  
**Subject:** Webinar Recap Call  
**Date:** Friday, May 1, 2020 11:03:38 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image004.png](#)  
[Poultry Presentation Slides 4-30-2020.pdf](#)  
[Questions and resources from chat window 4-30-2020.docx](#)

---

I wanted to thank each one of you for a successful webinar on Thursday, 4/30/20. I would like to schedule a webinar recap call and want to check on the available dates and times for an hour call.

Monday – 5/4/20 – 10 AM – 12 PM  
Monday – 5/4/20 – 3 PM – 5 PM  
Tuesday - 5/5/20 – Availability all-day

I have attached the documents from the webinar for review; the presentation slides as well as chat window questions. Georgia Tech is currently creating a FAQ based on the Questions and Answers we got from the webinar from questions posed before the call and after the call. They are also putting together a recommended resource list. A recording of the webinar is available but not attached due to its large size. An access link can be sent upon request.

Our planning is to publish the documents as well as the means to access the webinar recording after our discussions early next week. Please respond as soon as possible on preferred call time and date, as well as if you have any questions.

Regards,



Matt Spencer, CSP, SHRM-CP  
Director HR & Safety Programs  
U.S. Poultry & Egg Association  
1530 Cooledge Road  
Tucker, GA 30084  
(Phone) 678-514-1982  
(Cell) 770-378-5540  
[mspencer@uspoultry.org](mailto:mspencer@uspoultry.org)  
[www.uspoultry.org](http://www.uspoultry.org)



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PROFESSIONAL

## Questions Posed During the Webinar and Resource Links Shared (4/30/2020)

- Under physical controls statements like "ensure adequate ventilation", "place handwashing... in multiple locations" "add additional clock in stations" is there a plan to provide guidance/standards a company can use to evaluate their current situation, e.g. what is adequate, how many per employee or sq. ft. etc.
- Are all employers "required" to use CDC guideline?
- If an employer were checking employees for fever when entering the workplace, is there any concern about legal privacy issues?
- from Chris Brown to everyone:
  - <https://www.dol.gov/newsroom/releases/osha/osha20200428-1>
- If an employee is wearing a surgical mask and face shield working within 6' of each other, do they need to be quarantined if a person next to them tests positive for COVID19
- from Sean Castillo to everyone:
  - <https://www.osha.gov/SLTC/covid-19/standards.html>
- So to be clear. The spread of Covid-19 is through large mass droplets and through the action of droplet spread. The masks that are suggested are to stop this mass droplet spread by collecting on the mask from the user. Can you elaborate on this once again? The methods that are currently believed to cause disease transmission.
- Will a Hierarchy of Control sufficiently serve as a Risk Assessment for CV19?
- Should we require the use of face mask and face shield?
- Do they have a Risk Assessment template for COVID for sites to validate they are addressing concerns by OSHA? If not can or will one be provided for use to companies?
- Does this new guidance supersede the Interim Guidance for Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19 or is it meant to be used in tandem? If we can still use this guidance in tandem, can you define the criteria for "suspected" COVID-19 for the purposes of following the steps outlined in the above mentioned guidance.
- Is there any guidance or specifications on how wide or tall physical barriers should be?
- Is it a requirement that all employees walk in a single file through common areas or is it optional?
- Do we know whether OSHA's recommendations will be adopted by USDA (or FDA) and enacted as regulations, and whether compliance documentation will become required during audits?
- <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover.html>
- So if physical barriers such Plexiglas/vinyl curtains are sufficient as separation devices for workers who are working within 6' of each other in terms of contact tracing does a face mask AND face shield count the same as a physical barrier in terms of contact tracing
- Facial coverings are not PPE, is the employer responsible for providing it to the employees at no cost?
- Can you give guidance on Covid-19 whether to record or not record to OSHA log
- from Paul Schlumper to everyone:
  - <https://www.osha.gov/memos/2020-04-10/enforcement-guidance-recording-cases-coronavirus-disease-2019-covid-19>

- What recommendations do you have for employers if the face mask presents a direct threat due to the health of that employee or an entanglement hazard?
- In the facilities I have visited workers are always "shoulder-to-Shoulder. Without sacrificing an extreme productivity loss, has anyone found other methods of protecting workers?
- I would like to get clarification on the PPE question-under the PPE section near the end of the guidance there is a list of items under "Employers should" that includes the last bullet "PPE worn at the facility should not be taken home or shared." As the surgical masks are not PPE, does this mean that it's not an issue to allow the employees to wear employer provided face coverings home?
- If they are clean, why can they not wear them home (surgical masks) if they are carpooling?
- We are a small plant and are having trouble finding some PPE - especially food grade hand sanitizer and soap, among other things. Is there going to be resources available to us to get us the PPE we need?
- We need help clarifying recordkeeping for these cases. We have little ability to determine work relatedness.
- How long is the wait-time to schedule a consultation? This will vary by state.
- Typical the OSHA Consultation services are only for smaller businesses (250-500 employees) is that still the case?
  - from Paul Schlumper to everyone: Pete, we have been given permission to expand to larger organizations in your industry at this time.
- May I get that WHO site link again?
  - from Hilarie Warren to everyone: Look for Global Health Communication Strategies Specific to COVID-19 that are Country of Origin Specific: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance/risk-communication-and-community-engagement>
- Are you providing cloth facemasks and/or surgical masks for all of your employees? If so, are you laundering them daily?
- Are you allowing asymptomatic persons who are known exposed to work?
- Similarly, how are you handling if a healthy employee is tested and waiting for test result? Do you make the assumption that they are "presumed positive" or exposed to confirmed positive employee?
- from Dr. Doug Trout to everyone:
  - Yes, thank you, we have heard quite a bit about the need for more consistency. It is a high priority, but difficult issue.
- How are companies handling having to work when employees must stand next to each other? What is the best safety procedure companies recommending for handling this?
- What type of equipment are you using for doing temperature checks? walk up scanners? hand held? walk through?
- Can you clarify if a nuisance dust mask- "1- string" would prevent exposure?
- from Hilarie Warren to everyone:
  - Very much appreciate your frank and realistic discussion of some of these new challenges

- Do you want the employee taking them home and not knowing what or were they have been? Then wearing it back to work
- The guidance says, "A qualified workplace coordinator should be identified who will be responsible for COVID-19 assessment and control planning". Do you have one person in this role or do have a group/team of people?
- So are people coming in earlier to make their way through the questions/temp scan/etc - how are you managing the time issue?
- What do you do for vendors or contractors that may need to enter the site?
- After exhaustive conversations with State Epidemiologist and Doctors in the MS Health Department has stated that if masks are mandatory and screens/dividers or face shields are in place, that is the same as 6' distancing so "close contact" definition does not apply to workers. Arkansas State Dept. of Health agreed in principle. Does the Epi person on the call agree?
- Has anyone tested the masks (tight) for protection against COVID-19 when comparing droplet or airborne?

**From:** [Hank Bongers](#)  
**To:** [Stille, Kim - OSHA](#)  
**Subject:** RE: Meatpacking Engineering and Administrative Controls  
**Date:** Thursday, August 13, 2020 11:50:37 AM  
**Attachments:** [image002.png](#)

---

Thank you Kim. I have not seen this and will send it to my distribution list.

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783



---

**From:** Stille, Kim - OSHA [mailto:Stille.Kim@dol.gov]  
**Sent:** Thursday, August 13, 2020 10:14 AM  
**To:** Hank Bongers <HBongers@meatinstitute.org>  
**Subject:** Meatpacking Engineering and Administrative Controls

Attached is a “meatpacking playbook” written by UNMC, who visited meatpacking facilities in Nebraska. I thought this may provide additional ideas for engineering controls to reduce employee exposure to COVID 19. You may have already seen this, if so I apologize.

<https://www.unmc.edu/healthsecurity/education/programs/docs/Playbook.pdf>

*Kimberly Stille*  
Regional Administrator  
USDOL - OSHA  
Region VII, Kansas City  
2300 Main Street, Suite 1010  
Kansas City, MO 64108  
(816) 502-9012



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**From** [Hank Bongers](#)  
**To** [Title 29 - OSHA](#)  
**Subject** W. Am. employee's view: What it's like insid the Ho meal oods plant | KAA-TV.com  
**Date** 15th Apr 124 2020 2:07:37 PM

---

Click the link below for the news story. It's nice to see something positive once in a while.

Hank Bongers CSP  
Director Worker Safety  
Nat'l American Meat Institute  
hbongers@meatinstitute.org  
(608) 208-5783

-----Original Message-----  
From: Hank Bongers  
Sent: Tuesday, April 12, 2020 8:06 PM  
To: 'rdchristiansen@hormel.com'; 'rdklu's.iensen@hormel.com';  
Subject: FW: An employee's view: What it's like inside the Hormel Foods plant | KAA-TV.com

Hi Bob,  
This speaks volumes for the work you and your team is doing at Hormel. Stories like this are few and far between and I can't express how happy I am for Hormel. Congratulations and keep up the outstanding work!

Hank Bongers CSP  
Director Worker Safety  
Nat'l American Meat Institute  
hbongers@meatinstitute.org  
(608) 208-5783

[REDACTED] (b) (6) [REDACTED]

**From:** [Hank Bongers](#)  
**To:** [Stille, Kim - OSHA](#)  
**Subject:** Question  
**Date:** Wednesday, August 5, 2020 9:25:57 AM  
**Attachments:** [image001.png](#)

---

Hi Kim,

I received this question from one of our members:

Quick Question – around half of the plants we work in have sound levels that require annual audiometric testing. Since the start of COVID we have not been able to bring our mobile testing company on-site to conduct the test. Has OSHA given any direction for annual testing that can't be completed due to COVID restrictions? Will they consider COVID during inspections for annual task that may not be complete? Just curious if you had heard or read anything insightful.

I have not seen anything addressing these types of testing. Do you have any insight I can share?

Thanks,

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783



**From:** [Hank Bongers](#)  
**To:** [Stille, Kim - OSHA](#)  
**Subject:** RE: Alliance News???  
**Date:** Monday, June 29, 2020 1:56:11 PM  
**Attachments:** [image002.png](#)

---

Hi Kim,

Julie Anna will be talking with Doug Kalinowski today between 4-6 pm at Loren Sweats request.

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783



---

**From:** Stille, Kim - OSHA [mailto:Stille.Kim@dol.gov]  
**Sent:** Monday, June 29, 2020 12:45 PM  
**To:** Hank Bongers <HBongers@meatinstitute.org>  
**Subject:** Alliance News???

*Kimberly Stille*  
Regional Administrator  
USDOL - OSHA  
Region VII, Kansas City  
2300 Main Street, Suite 1010  
Kansas City, MO 64108  
(816) 502-9012



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**From:** [Hank Bongers](#)  
**To:** [Stille, Kim - OSHA](#)  
**Subject:** RE: Focused Alliance Between the North American Meat Institute and OSHA  
**Date:** Monday, April 27, 2020 4:05:21 PM

---

I am available all day. It will be raining here so I can't go golfing.

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783

---

**From:** Stille, Kim - OSHA [mailto:Stille.Kim@dol.gov]  
**Sent:** Monday, April 27, 2020 3:03 PM  
**To:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>  
**Subject:** FW: Focused Alliance Between the North American Meat Institute and OSHA

What does your availability look like for tomorrow? I would like to complete our modification of the draft alliance and get it to you before we talk. I want to make sure you are comfortable with it before proceeding. Understanding the tremendous amount of communications and guidance you have already done (and continue to do) to assist your members, I want to make sure the alliance language notes how the agency can be of value in furthering those communications - even if it is simply educating us to the challenges faced by the industry so that those challenges may be considered in future guidance.

The pandemic is causing great stressors in your industry as well as across the Agency.

---

**From:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>  
**Sent:** Monday, April 27, 2020 2:16 PM  
**To:** Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>  
**Subject:** RE: Focused Alliance Between the North American Meat Institute and OSHA

Is the next step modifying this to reflect this alliance? We do much of it already with our members.

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783

---

**From:** Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]  
**Sent:** Monday, April 27, 2020 1:58 PM  
**To:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>  
**Subject:** Focused Alliance Between the North American Meat Institute and OSHA

Attached is the template developed and approved for use by OSHA's national office.

You may wish to review the template, but we will modify it to address specifically COVID 19 (the attached is a starting point if you will).

If we are successful (having a positive impact thru a collaboration), the alliance can be modified to embrace other safety and health topics

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**From:** [Jones, Tina - OSHA](#)  
**To:** [Hank Bongers](#)  
**Cc:** [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Cholmondeley, Jo Beth - OSHA](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Morgan, Christina E. - OSHA](#)  
**Subject:** RE: For Your Response: Suggested Timeframes to Meet with OSHA on a Potential COVID-19 Focused Alliance  
**Date:** Friday, May 1, 2020 3:58:51 PM

---

Hi Hank – thank you! We will send an invite out for 3:00 PM Eastern shortly.

---

**From:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>  
**Sent:** Friday, May 1, 2020 3:36 PM  
**To:** Jones, Tina - OSHA <[Jones.Tina@dol.gov](mailto:Jones.Tina@dol.gov)>  
**Cc:** Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>; Winingham, Bonita - OSHA <[Winingham.Bonita@dol.gov](mailto:Winingham.Bonita@dol.gov)>; Cholmondeley, Jo Beth - OSHA <[Cholmondeley.JoBeth@dol.gov](mailto:Cholmondeley.JoBeth@dol.gov)>; Kalinowski, Doug - OSHA <[Kalinowski.Doug@dol.gov](mailto:Kalinowski.Doug@dol.gov)>; Williams, Arlene - OSHA <[Williams.Arlene@dol.gov](mailto:Williams.Arlene@dol.gov)>; Morgan, Christina E. - OSHA <[Morgan.Christina.E@dol.gov](mailto:Morgan.Christina.E@dol.gov)>  
**Subject:** Re: For Your Response: Suggested Timeframes to Meet with OSHA on a Potential COVID-19 Focused Alliance

We're available 12-1:30 and anytime after 3.

Thank you,

Hank

Sent from my iPhone

On May 1, 2020, at 10:29 AM, Jones, Tina - OSHA <[Jones.Tina@dol.gov](mailto:Jones.Tina@dol.gov)> wrote:

Hi Mr. Bongers,

I'm following up on your request to Kim Stille below on scheduling a meeting on Monday, May 4, 2020 to discuss a potential COVID-19 focused Alliance between OSHA and NAMI.

Below are suggested times for Monday, May 4<sup>th</sup>. Please let me know if any of these timeframes would work to have a 60-minute discussion.

- 9:00 AM - 11:00 AM Eastern
- 12:00 PM – 1:30 PM Eastern
- After 3:00 PM Eastern

Tina Jones  
Director, Office of Outreach Services and Alliances  
DOL/OSHA  
202-693-1984 (Office)  
240-338-6158 (Cell, while teleworking)

---

**From:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>

**Sent:** Friday, May 1, 2020 9:31 AM  
**To:** Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>  
**Subject:** Alliance

Hi Kim,  
Would you have someone send me a meeting request to move this forward so I can get it on Julie Anna's schedule?  
Thank you,

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783

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**From:** [Hank Bongers](#)  
**To:** [Stille, Kim - OSHA](#)  
**Subject:** RE: Question  
**Date:** Wednesday, August 5, 2020 9:32:54 AM  
**Attachments:** [image001.png](#)

---

Thanks Kim, I'll ask the folks on the call for our kick-off meeting on the 20<sup>th</sup> as well.  
Please let me know if DC provides any guidance as well.

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783



---

**From:** Stille, Kim - OSHA [mailto:Stille.Kim@dol.gov]  
**Sent:** Wednesday, August 5, 2020 8:30 AM  
**To:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>  
**Subject:** RE: Question

A very good question – one that to my knowledge has not surfaced. I will query DC, but I do believe we would consider the current environment and provide allowances

---

**From:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>  
**Sent:** Wednesday, August 5, 2020 8:25 AM  
**To:** Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>  
**Subject:** Question

Hi Kim,  
I received this question from one of our members:

Quick Question – around half of the plants we work in have sound levels that require annual audiometric testing. Since the start of COVID we have not been able to bring our mobile testing company on-site to conduct the test. Has OSHA given any direction for annual testing that can't be completed due to COVID restrictions? Will they consider COVID during inspections for annual task that may not be complete? Just curious if you had heard or read anything insightful.

I have not seen anything addressing these types of testing. Do you have any insight I can share?  
Thanks,

Hank Bongers, CSP

Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783



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**From:** [Hank Bongers](#)  
**To:** [Stille, Kim - OSHA](#)  
**Subject:** Re: Question  
**Date:** Wednesday, August 5, 2020 10:33:19 AM  
**Attachments:** [image001.png](#)

---

Thanks Kim. I'll send this off as a reminder to the membership.  
Hank

Sent from my iPhone

On Aug 5, 2020, at 8:46 AM, Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)> wrote:

Sorry – a little digging brought to light an enforcement memo issued to the field back at the start of the pandemic.

“In light of the coronavirus disease 2019 (COVID-19) pandemic, OSHA understands that some employers may face difficulties complying with OSHA standards due to the ongoing health emergency. Widespread business closures, restrictions on travel, limitations on group sizes, facility visitor prohibitions, and stay-at-home or shelter-in-place requirements may limit the availability of employees, consultants, or contractors who normally provide training, auditing, equipment inspections, testing, and other essential safety and industrial hygiene services. Business closures and other restrictions and limitations may also preclude employee participation in training even when trainers are available. In other situations, access to medical testing facilities may be limited or suspended.

For example, the American College of Occupational and Environmental Medicine issued a [recommendation](#) that occupational spirometry testing be suspended because of concerns about spreading droplets containing the COVID-19 virus during spirometry maneuvers. In addition, the Council for Accreditation in Occupational Hearing Conservation issued a [recommendation](#) that audiometric evaluations be suspended until normal operations have resumed, in order to minimize the risk to healthcare workers and conserve personal protective equipment.

During the course of an inspection, OSHA Area Offices will assess an employer's efforts to comply with standards that require annual or recurring audits, reviews, training, or assessments (see Annex below for some examples). Compliance Safety and Health Officers (CSHOs) should evaluate whether the employer made good faith efforts to comply with applicable OSHA standards and, in situations where compliance was not possible, to ensure that employees were not exposed to hazards from tasks, processes, or equipment for which they were not prepared or trained. As part of assessing whether an employer engaged in good faith compliance efforts, CSHOs should evaluate whether the employer thoroughly explored all options to comply with the applicable standard(s) (e.g., the use of virtual training or remote communication strategies). CSHOs should also consider any interim alternative protections implemented or provided to protect employees, such as engineering or administrative controls, and whether the employer took steps to reschedule the required annual activity as soon as possible.

In instances where an employer is unable to comply with OSHA-mandated training, audit, assessment, inspection, or testing requirements because local authorities required the workplace to close, the employer should demonstrate a good faith attempt to meet the applicable requirements as soon as possible following the re-opening of the workplace.

Where the employer cannot demonstrate any efforts to comply, a citation may be issued as appropriate under existing enforcement policy. However, where an employer has made attempts to comply in good faith, Area Offices shall take such efforts into strong consideration in determining whether to cite a violation. Where enforcement discretion is warranted, Area Offices will ensure that sufficient documentation (e.g., notes on the efforts the employer made to comply, letters or other documentation showing that providers had closed) is provided in the case file to support the decision. “

---

**From:** Hank Bongers <HBongers@meatinstitute.org>

**Sent:** Wednesday, August 5, 2020 8:32 AM

**To:** Stille, Kim - OSHA <Stille.Kim@dol.gov>

**Subject:** RE: Question

Thanks Kim, I'll ask the folks on the call for our kick-off meeting on the 20<sup>th</sup> as well. Please let me know if DC provides any guidance as well.

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783

<image001.png>

---

**From:** Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]

**Sent:** Wednesday, August 5, 2020 8:30 AM

**To:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>

**Subject:** RE: Question

A very good question – one that to my knowledge has not surfaced. I will query DC, but I do believe we would consider the current environment and provide allowances

---

**From:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>

**Sent:** Wednesday, August 5, 2020 8:25 AM

**To:** Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>

**Subject:** Question

Hi Kim,

I received this question from one of our members:

Quick Question – around half of the plants we work in have sound levels that require annual audiometric testing. Since the start of COVID we have not been able to bring our mobile testing company on-site to conduct the test. Has OSHA given any direction for annual testing that can't be completed due to COVID restrictions? Will they consider COVID during inspections for annual task that may not be complete? Just curious if you had heard or read anything insightful.

I have not seen anything addressing these types of testing. Do you have any insight I can share?

Thanks,

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783

<image001.png>

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---

**From:** [Hank Bongers](#)  
**To:** [Stille, Kim - OSHA](#)  
**Subject:** RE: Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities  
**Date:** Wednesday, April 29, 2020 9:15:05 AM  
**Attachments:** [image001.png](#)

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Thanks Kim. I sent this forward to our members.

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783

---

**From:** Stille, Kim - OSHA [mailto:Stille.Kim@dol.gov]  
**Sent:** Wednesday, April 29, 2020 7:59 AM  
**To:** Hank Bongers <HBongers@meatinstitute.org>  
**Subject:** FW: Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities

[News statement issued last night by the Agency](#)

**From:** DOL Public Affairs <[m-DOLPublicAffairs@dol.gov](mailto:m-DOLPublicAffairs@dol.gov)>  
**Date:** April 28, 2020 at 9:05:08 PM EDT  
**Subject:** **Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities**



# News Statement

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U.S. Department of Labor | April 28, 2020

## **Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities**

**WASHINGTON, DC** – The U.S. Department of Labor issued the following statement from Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities:

“The Occupational Safety and Health Administration (OSHA) and the Centers for Disease Control and Prevention (CDC) recently issued [joint interim guidance](#) for meat and poultry processing workers and employers (Joint Meat Processing Guidance) in light of multiple outbreaks of COVID-19 among meat, pork, and poultry processing facility workers. It is vitally important that employers in this critical industry adhere to the Joint Meat Processing Guidance to protect their workers from the risk of COVID-19 infection. Moreover, the security of America’s food supply relies on meat, pork, and poultry processing facilities continuing to operate, which they cannot do without a healthy workforce. In light of President Trump’s invocation of the Defense Production Act (DPA) with respect to meat and poultry processing, OSHA and the Solicitor of Labor issue this statement to clarify the effect of the Joint Meat Processing Guidance in this circumstance.

“OSHA has issued [enforcement guidance](#) indicating the agency will use enforcement discretion for employers adhering to appropriate guidance, including the Joint Meat Processing Guidance. As stated in the Joint Meat Processing Guidance, employers should conduct worksite assessments to identify COVID-19 risks and prevention strategies and then implement them. It is important that employers seek to adhere to this Guidance. To the extent employers determine that certain measures are not feasible in the context of specific plants and circumstances, they are encouraged to document why that is the case. In the event of an investigation, OSHA will take into account good faith attempts to follow the Joint Meat Processing Guidance. OSHA does not anticipate citing employers that adhere to the Joint Meat Processing Guidance. Additionally, because of the President’s invocation of the DPA, no part of the Joint Meat Processing Guidance should be construed to indicate that state and local authorities may direct a meat and poultry processing facility to close, to remain closed, or to operate in accordance with procedures other than those provided for in this Guidance.

“In addition, courts often consider compliance with OSHA standards and guidance as evidence in an employer’s favor in litigation. Where a meat, pork, or poultry processing employer operating pursuant to the President’s invocation of the DPA has demonstrated good faith attempts to comply with the Joint Meat Processing Guidance and is sued for alleged workplace exposures, the Department of Labor will consider a request to participate in that litigation in support of the employer’s compliance program. Likewise, the Department of Labor will consider similar requests by workers if their employer has not taken steps in good faith to follow the Joint Meat Processing Guidance.

“OSHA encourages employers to contact OSHA for compliance assistance or the OSHA [On-Site Consultation Program](#) for assistance in applying the joint guidance to their worksites. Employers also may contact CDC for assistance.”

###

**Media Contact:**

Emily Weeks, 202-693-4681, [Weeks.emily.c@dol.gov](mailto:Weeks.emily.c@dol.gov)

Release Number: 20-791-NAT

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**From:** [Steve Edmonds](#)  
**To:** [Memon, Shahida J. - OSHA CTR](#); [Matthew.Lovell@jbssa.com](#); [Tanya Teeter](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Monday, March 9, 2020 8:17:05 AM

---

Good here on any of these times.

Steve

---

**From:** Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>  
**Sent:** Friday, March 6, 2020 10:13 AM  
**To:** [Matthew.Lovell@jbssa.com](#); [Tanya Teeter <Tanya\\_Teeter@cargill.com>](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve Edmonds <Steve\\_Edmonds@cargill.com>](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA <Petermeyer.Kurt@dol.gov>](#); [Harbin, Eric - OSHA <Harbin.Eric@dol.gov>](#); [Stille, Kim - OSHA <Stille.Kim@dol.gov>](#)  
**Cc:** [Kalinowski, Doug - OSHA <Kalinowski.Doug@dol.gov>](#); [Williams, Arlene - OSHA <Williams.Arlene@dol.gov>](#); [Williamson, SR - OSHA <Williamson.SR@dol.gov>](#); [Al-Mohamed, Day - OSHA <al.mohamed.day@dol.gov>](#); [Annis, Jackie - OSHA <Annis.Jackie@dol.gov>](#)  
**Subject:** Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Importance:** High

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Good Morning All:

As Doug had indicated in a previous email, we would like to schedule a meeting/teleconference call to further discuss the revised PIG Agreement. We would like to proceed for next week with the following dates & times as possible options:

**Wednesday, March 11 at 11:00AM** (Eastern Time)

**Thursday, March 12 at 2:00PM or 3:00PM** (Eastern Time)

**Friday, March 13 at 11:00AM** (Eastern Time)

Please advise on your availability. I will schedule based upon the date/time that will be convenient for most parties and will then send an official calendar invite to everyone along with a call-in number details.

Thank you in advance to everyone. Your assistance is appreciated!

Best,  
*Shahida J. Memon*

**Administrative & Program Analytical Support | Contractor**

U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)

Directorate of Cooperative and State Programs (DCSP)

200 Constitution Avenue NW - Room N3700

Washington, DC 20210

Office: 202.693.2549

**From:** [Petermeyer, Kurt - OSHA](#)  
**To:** [Memon, Shahida J. - OSHA CTR](#); [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Monday, March 9, 2020 9:51:13 AM

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I am available for the time listed for March 11<sup>th</sup> or 13<sup>th</sup>

---

**From:** Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>  
**Sent:** Friday, March 6, 2020 11:13 AM  
**To:** [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA](#) <[Petermeyer.Kurt@dol.gov](mailto:Petermeyer.Kurt@dol.gov)>; [Harbin, Eric - OSHA](#) <[Harbin.Eric@dol.gov](mailto:Harbin.Eric@dol.gov)>; [Stille, Kim - OSHA](#) <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>  
**Cc:** [Kalinowski, Doug - OSHA](#) <[Kalinowski.Doug@dol.gov](mailto:Kalinowski.Doug@dol.gov)>; [Williams, Arlene - OSHA](#) <[Williams.Arlene@dol.gov](mailto:Williams.Arlene@dol.gov)>; [Williamson, SR - OSHA](#) <[Williamson.SR@dol.gov](mailto:Williamson.SR@dol.gov)>; [Al-Mohamed, Day - OSHA](#) <[al.mohamed.day@dol.gov](mailto:al.mohamed.day@dol.gov)>; [Annis, Jackie - OSHA](#) <[Annis.Jackie@dol.gov](mailto:Annis.Jackie@dol.gov)>  
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*Shahida J. Memon*

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U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)

Directorate of Cooperative and State Programs (DCSP)

200 Constitution Avenue NW - Room N3700

Washington, DC 20210

Office: 202.693.2549

**From:** [Annis, Jackie - OSHA](#)  
**To:** [Memon, Shahida J. - OSHA CTR](#); [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#)  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Friday, March 6, 2020 11:26:20 AM

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Hi Shahida-

Any of those work for me. Thanks!

Jackie

---

**From:** Memon, Shahida J. - OSHA CTR <Memon.Shahida.J@dol.gov>  
**Sent:** Friday, March 6, 2020 11:13 AM  
**To:** [Matthew.Lovell@jbssa.com](#); [Tanya\\_Teeter@cargill.com](#); [hector.gonzalez@tyson.com](#); [mike.eckman@nationalbeef.com](#); [schaynes@hormel.com](#); [mnemitz@ufcw.org](#); [mlauritsen@ufcw.org](#); [Steve\\_Edmonds@cargill.com](#); [todd.callahan@tyson.com](#); [Chris.Mccune@jbssa.com](#); [Brad.Bothun@jbssa.com](#); [Petermeyer, Kurt - OSHA](#) <[Petermeyer.Kurt@dol.gov](mailto:Petermeyer.Kurt@dol.gov)>; [Harbin, Eric - OSHA](#) <[Harbin.Eric@dol.gov](mailto:Harbin.Eric@dol.gov)>; [Stille, Kim - OSHA](#) <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>  
**Cc:** [Kalinowski, Doug - OSHA](#) <[Kalinowski.Doug@dol.gov](mailto:Kalinowski.Doug@dol.gov)>; [Williams, Arlene - OSHA](#) <[Williams.Arlene@dol.gov](mailto:Williams.Arlene@dol.gov)>; [Williamson, SR - OSHA](#) <[Williamson.SR@dol.gov](mailto:Williamson.SR@dol.gov)>; [Al-Mohamed, Day - OSHA](#) <[al.mohamed.day@dol.gov](mailto:al.mohamed.day@dol.gov)>; [Annis, Jackie - OSHA](#) <[Annis.Jackie@dol.gov](mailto:Annis.Jackie@dol.gov)>  
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*Shahida J. Memon*

**Administrative & Program Analytical Support | Contractor**  
U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)  
Directorate of Cooperative and State Programs (DCSP)  
200 Constitution Avenue NW - Room N3700

DOL-OSHA-21-1457-A-000156

Washington, DC 20210  
Office: 202.693.2549

**From:** [Bothun, Brad](#)  
**To:** [Steve Edmonds](#); [Memon, Shahida J. - OSHA CTR](#); [Lovell, Matthew](#); [Tanya Teeter](#); [hector.gonzalez@tyson.com](mailto:hector.gonzalez@tyson.com); [mike.eckman@nationalbeef.com](mailto:mike.eckman@nationalbeef.com); [schaynes@hormel.com](mailto:schaynes@hormel.com); [mnemitz@ufcw.org](mailto:mnemitz@ufcw.org); [mlauritsen@ufcw.org](mailto:mlauritsen@ufcw.org); [todd.callahan@tyson.com](mailto:todd.callahan@tyson.com); [Mccune, Chris](#); [Petermeyer, Kurt - OSHA](#); [Harbin, Eric - OSHA](#); [Stille, Kim - OSHA](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Cc:** [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Williamson, SR - OSHA](#); [Al-Mohamed, Day - OSHA](#); [Annis, Jackie - OSHA](#)  
**Subject:** RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement  
**Date:** Monday, March 9, 2020 8:36:20 AM  
**Attachments:** [image004.png](#)

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I am also good on any of these time.



### Brad Bothun

Regional Safety Director  
Corporate Safety  
[Brad.Bothun@JBSSA.com](mailto:Brad.Bothun@JBSSA.com)  
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1770 Promontory Circle  
Greeley, CO 80634

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---

**From:** Steve Edmonds [mailto:Steve\_Edmonds@cargill.com]  
**Sent:** Monday, March 9, 2020 7:17 AM  
**To:** Memon, Shahida J. - OSHA CTR; Lovell, Matthew; Tanya Teeter; [hector.gonzalez@tyson.com](mailto:hector.gonzalez@tyson.com); [mike.eckman@nationalbeef.com](mailto:mike.eckman@nationalbeef.com); [schaynes@hormel.com](mailto:schaynes@hormel.com); [mnemitz@ufcw.org](mailto:mnemitz@ufcw.org); [mlauritsen@ufcw.org](mailto:mlauritsen@ufcw.org); [todd.callahan@tyson.com](mailto:todd.callahan@tyson.com); Mccune, Chris; Bothun, Brad; Petermeyer, Kurt - OSHA; Harbin, Eric - OSHA; Stille, Kim - OSHA  
**Cc:** Kalinowski, Doug - OSHA; Williams, Arlene - OSHA; Williamson, SR - OSHA; Al-Mohamed, Day - OSHA; Annis, Jackie - OSHA  
**Subject:** [Ext]- RE: Scheduling Meeting Availability / Discussion: Revised PIG Agreement

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---

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Steve

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OSHA <[Petermeyer.Kurt@dol.gov](mailto:Petermeyer.Kurt@dol.gov)>; Harbin, Eric - OSHA <[Harbin.Eric@dol.gov](mailto:Harbin.Eric@dol.gov)>; Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>

**Cc:** Kalinowski, Doug - OSHA <[Kalinowski.Doug@dol.gov](mailto:Kalinowski.Doug@dol.gov)>; Williams, Arlene - OSHA <[Williams.Arlene@dol.gov](mailto:Williams.Arlene@dol.gov)>; Williamson, SR - OSHA <[Williamson.SR@dol.gov](mailto:Williamson.SR@dol.gov)>; Al-Mohamed, Day - OSHA <[al.mohamed.day@dol.gov](mailto:al.mohamed.day@dol.gov)>; Annis, Jackie - OSHA <[Annis.Jackie@dol.gov](mailto:Annis.Jackie@dol.gov)>

**Subject:** Scheduling Meeting Availability / Discussion: Revised PIG Agreement

**Importance:** High

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Best,

*Shahida J. Memon*

**Administrative & Program Analytical Support | Contractor**

U.S. Department of Labor | Occupational Safety and Health Administration (OSHA)

Directorate of Cooperative and State Programs (DCSP)

200 Constitution Avenue NW - Room N3700

Washington, DC 20210

Office: 202.693.2549

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AVAILABILITY

HUMILITY

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DISCIPLINE

OWNERSHIP

DOL-OSHA-21-1457-A-000160

**From:** [Stille, Kim - OSHA](#)  
**To:** ["Hank Bongers"](#)  
**Subject:** COVID-19 focused Alliance with NAMI  
**Date:** Tuesday, April 28, 2020 5:59:00 PM  
**Attachments:** [Draft National Alliance Agreement - NAMI.doc](#)

---

Please find attached the updated draft OSHA/NAMI national Alliance agreement.

- We've made clear throughout that the Alliance is centered around COVID-19 prevention; note in particular that all 5 Alliance objectives specifically allude to this as a focus area.
- The mention of "us[ing] available injury, illness, and hazard exposure data" in the third paragraph refers to the use of publicly available data sources (e.g., OSHA inspection records and Serious Injury Reporting (SIRS) data, as well as data from the Bureau of Labor Statistics)
- The Alliance is for the standard 2-year initial term, but either OSHA or NAMI may withdraw from the agreement at any time with 30 days' written notice.

As mentioned during our talk earlier today, we have brainstormed several activities that could be tackled through an alliance and would be of great benefit to both organizations:

- Participation of OSHA representatives (i.e., a compliance assistance specialist) in one or more of NAMI's weekly safety calls, as appropriate, to:
  - Discuss and answer member questions regarding the OSHA-CDC [Guidance for Meat and Poultry Processing Workers and Employers](#) regarding the prevention of COVID-19 transmission in meatpacking and processing facilities, and clarify OSHA's expectations with regard to enforcement questions.
  - Share information regarding OSHA guidance, compliance assistance tools, and other resources for identifying and mitigating COVID-19 hazards, including the [On-Site Consultation Program](#).
  - Provide NAMI members and other industry stakeholders the opportunity to (1) share information with the agency regarding the unique challenges faced by meatpacking and processing industry employers, including small to medium-sized businesses, in preventing COVID-19 transmission, and (2) provide suggestions regarding identified best practices.
- Work together to compile a list of guidance, tools, and training resources relevant to preventing the transmission of COVID-19 in meatpacking and processing operations, and make this information available to NAMI members and other industry stakeholders in a stand-alone portal on the NAMI website.
- Sponsor webinars or other outreach activities that spotlight best practices that small to medium-sized meatpacking and processing employers can employ to prevent COVID-19 transmission.
- Collaborate in developing toolbox talks that could be employed by front-line supervisors to elevate employees' understanding of, and adherence to, recommended best practices for preventing COVID-19 transmission at work, at home, and in the community.
- Hold an industry-wide "Stand-Up" event that encourages employers and workers in the meatpacking and processing industry to participate in COVID-19 prevention activities, such as safety training, hazard identification, and hazard correction.

Nationally OSHA entered into an alliance with the National Grain and Feed Association two years ago

for similar purposes – prevent fatalities in the grain industry primarily by addressing the engulfment hazards of grain bin entry. That alliance has been very successful for both the NGFA and OSHA. We are entering into a second iteration of the alliance this fall. The renewed alliance allows the Grain Elevator and Processing Society (GEAPS) and Grain Handling Safety Council (GHSC) to join NGFA and OSHA as signatories. The efforts of the signatories are culminated every year in an annual [Stand Up for Grain Safety Week](#), which encourages employers and workers in the grain handling industry to participate in safety related activities such as training, hazard identification, and hazard correction. Several states across the US planned events for the 2020 Stand-Up (April 13-17, 2020). Although circumstances did not allow those events to be held live, webinars were held daily. The webinars were attended by approximately 1700 people and the Stand-Up website drew viewers from across the United States and nine other countries around the globe.

*Kimberly Stille*  
Regional Administrator  
USDOL - OSHA  
Region VII, Kansas City  
2300 Main Street, Suite 1010  
Kansas City, MO 64108  
(816) 502-9012



**AGREEMENT**  
**ESTABLISHING AN ALLIANCE**  
**BETWEEN**  
**THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION**  
**U.S. DEPARTMENT OF LABOR**  
**AND**  
**THE NORTH AMERICAN MEAT INSTITUTE**

The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) and the North American Meat Institute (NAMI) recognize the value of establishing a collaborative relationship to foster safety and health practices and programs to improve American workplaces. To that end, OSHA and NAMI hereby form an Alliance to provide NAMI’s members and the public with information, guidance, and access to training resources that will help them protect workers by reducing and preventing exposure to Coronavirus 2019 (COVID-19), and understand the rights of workers and the responsibilities of employers under the Occupational Safety and Health Act.

This agreement provides a framework and objectives for the Alliance’s activities. Alliance participants also agree to meet the requirements for program participation laid out in the “Fundamental Requirements for OSHA Alliance Program Participants” and the “Guidelines for OSHA’s Alliance Program Participants: Alliance Products and Other Alliance Projects.”

Through the Alliance, the organizations will use available injury, illness, and hazard exposure data, when appropriate, to help identify areas of emphasis for Alliance awareness, outreach, and communication activities. The Alliance will also explore and implement selected options, including but not limited to member surveys, to evaluate the Alliance and measure the impact on improving workplace safety and health. In developing this Alliance, OSHA and NAMI recognize that OSHA’s State Plan and On-Site Consultation Program partners are an integral part of the OSHA national effort, and that information about the products and activities of the Alliance may be shared with these partners for the advancement of common goals.

**Raising Awareness: Outreach and Communication**

The Participants intend to work together to achieve the following objectives:

- Share information among OSHA personnel and industry safety and health professionals regarding potential exposure to COVID-19 and the challenges for exposure control in meat packing and processing facilities.
- Work together to develop and refine OSHA guidance and NAMI good practices for preventing COVID-19 transmission, and disseminate these resources (e.g., via

print and electronic media, electronic assistance tools, and OSHA and the NAMI websites) to employers and workers in the industry.

- Conduct outreach through joint forums, roundtable discussions, stakeholder meetings, webinars, or other formats on OSHA guidance and NAMI's good practices or effective approaches for preventing COVID-19 transmission in meat packing and processing facilities.
- Speak, exhibit, or appear at OSHA and NAMI conferences, local meetings, and other events regarding good practices and available resources for preventing COVID-19 transmission.
- Encourage NAMI members and other industry stakeholders to build relationships with OSHA's Regional and Area Offices and State Plans, and to utilize OSHA's On-Site Consultation Program to improve health and safety and prevent COVID-19 transmission in meat packing and processing facilities.

OSHA's Alliances provide organizations an opportunity to participate in a voluntary cooperative relationship with OSHA for purposes such as raising awareness of OSHA's initiatives, outreach, communication, training, and education. These Alliances have proven to be valuable tools for both OSHA and Alliance participants. By entering into an Alliance with an organization, OSHA is not endorsing or promoting, nor does it intend to endorse or promote, any of that organization's products or services.

An implementation team made up of representatives of each organization will meet one to two times per year to discuss the responsibilities of the participants, to share information on activities, and to track results in achieving the goals of the Alliance. OSHA team members will include representatives of the Directorate of Cooperative and State Programs, the Directorate of Technical Support and Emergency Management, and any other appropriate offices. OSHA will encourage State Plan' and OSHA On-Site Consultation programs' participation on the team.

This agreement will remain in effect for two years. Either signatory may terminate it for any reason at any time, provided they give 30 days' written notice. This agreement may be modified at any time with the written concurrence of both signatories.

Signed this <date> day of <month>, 2020.

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Loren Sweatt  
Principal Deputy Assistant Secretary of Labor for  
Occupational Safety and Health

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Julie Anna Potts  
President and CEO  
North American Meat Institute

**From:** [Stille, Kim - OSHA](#)  
**To:** [Hank Bongers](#)  
**Subject:** FW: Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities  
**Date:** Wednesday, April 29, 2020 8:58:00 AM  
**Attachments:** [image003.png](#)

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News statement issued last night by the Agency

**From:** DOL Public Affairs <[m-DOLPublicAffairs@dol.gov](mailto:m-DOLPublicAffairs@dol.gov)>  
**Date:** April 28, 2020 at 9:05:08 PM EDT  
**Subject:** **Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities**



# News Statement

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U.S. Department of Labor | April 28, 2020

## **Statement of Enforcement Policy by Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities**

**WASHINGTON, DC** – The U.S. Department of Labor issued the following statement from Solicitor of Labor Kate O'Scannlain and Principal Deputy Assistant Secretary for OSHA Loren Sweatt regarding Meat and Poultry Processing Facilities:

“The Occupational Safety and Health Administration (OSHA) and the Centers for Disease Control and Prevention (CDC) recently issued [joint interim guidance](#) for meat and poultry processing workers and employers (Joint Meat Processing Guidance) in light of multiple outbreaks of COVID-19 among meat, pork, and poultry processing facility workers. It is vitally important that employers in this critical industry adhere to the Joint Meat Processing Guidance to protect their workers from the risk of COVID-19 infection. Moreover, the security of America’s food supply relies on meat, pork, and poultry processing facilities continuing to operate, which they cannot do without a healthy workforce. In light of President Trump’s invocation of the Defense Production Act (DPA) with respect to meat and poultry processing, OSHA and the Solicitor of Labor issue this statement to clarify the effect of the Joint Meat Processing Guidance in this circumstance.

“OSHA has issued [enforcement guidance](#) indicating the agency will use enforcement discretion for employers adhering to appropriate guidance, including the Joint Meat Processing Guidance. As stated in the Joint Meat Processing Guidance, employers should conduct worksite assessments to identify COVID-19 risks and prevention strategies and then implement them. It is important that employers seek to adhere to this Guidance. To the extent employers determine that certain measures are not feasible in the context of specific plants and circumstances, they are encouraged to document why that is the case. In the event of an investigation, OSHA will take into account good faith attempts to follow the Joint Meat Processing Guidance. OSHA does not anticipate citing employers that adhere to the Joint Meat Processing Guidance. Additionally, because of the President’s invocation of the DPA, no part of the Joint Meat Processing Guidance should be construed to indicate that state and local authorities may direct a meat and poultry processing facility to close, to remain closed, or to operate in accordance with procedures other than those provided for in this Guidance.

“In addition, courts often consider compliance with OSHA standards and guidance as evidence in an employer’s favor in litigation. Where a meat, pork, or poultry processing employer operating pursuant to the President’s invocation of the DPA has demonstrated good faith attempts to comply with the Joint Meat Processing Guidance and is sued for alleged workplace exposures, the Department of Labor will consider a request to participate in that litigation in support of the employer’s compliance program. Likewise, the Department of Labor will consider similar requests by workers if their employer has not taken steps in good faith to follow the Joint Meat Processing Guidance.

“OSHA encourages employers to contact OSHA for compliance assistance or the OSHA [On-Site Consultation Program](#) for assistance in applying the joint guidance to their worksites. Employers also may contact CDC for assistance.”

###

**Media Contact:**

Emily Weeks, 202-693-4681, [Weeks.emily.c@dol.gov](mailto:Weeks.emily.c@dol.gov)

Release Number: 20-791-NAT

U.S. Department of Labor news materials are accessible at <http://www.dol.gov>. The department’s [Reasonable Accommodation Resource Center](#) converts departmental information and documents into alternative formats, which include Braille and large print. For alternative format requests, please contact the department at (202) 693-7828 (voice) or (800) 877-8339 (federal relay).



**From:** [Stille, Kim - OSHA](#)  
**To:** [Hank Bongers](#)  
**Subject:** RE: Question  
**Date:** Wednesday, August 5, 2020 9:46:00 AM  
**Attachments:** [image001.png](#)

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Sorry – a little digging brought to light an enforcement memo issued to the field back at the start of the pandemic.

“In light of the coronavirus disease 2019 (COVID-19) pandemic, OSHA understands that some employers may face difficulties complying with OSHA standards due to the ongoing health emergency. Widespread business closures, restrictions on travel, limitations on group sizes, facility visitor prohibitions, and stay-at-home or shelter-in-place requirements may limit the availability of employees, consultants, or contractors who normally provide training, auditing, equipment inspections, testing, and other essential safety and industrial hygiene services. Business closures and other restrictions and limitations may also preclude employee participation in training even when trainers are available. In other situations, access to medical testing facilities may be limited or suspended.

For example, the American College of Occupational and Environmental Medicine issued a [recommendation](#) that occupational spirometry testing be suspended because of concerns about spreading droplets containing the COVID-19 virus during spirometry maneuvers. In addition, the Council for Accreditation in Occupational Hearing Conservation issued a [recommendation](#) that audiometric evaluations be suspended until normal operations have resumed, in order to minimize the risk to healthcare workers and conserve personal protective equipment.

During the course of an inspection, OSHA Area Offices will assess an employer's efforts to comply with standards that require annual or recurring audits, reviews, training, or assessments (see Annex below for some examples). Compliance Safety and Health Officers (CSHOs) should evaluate whether the employer made good faith efforts to comply with applicable OSHA standards and, in situations where compliance was not possible, to ensure that employees were not exposed to hazards from tasks, processes, or equipment for which they were not prepared or trained. As part of assessing whether an employer engaged in good faith compliance efforts, CSHOs should evaluate whether the employer thoroughly explored all options to comply with the applicable standard(s) (e.g., the use of virtual training or remote communication strategies). CSHOs should also consider any interim alternative protections implemented or provided to protect employees, such as engineering or administrative controls, and whether the employer took steps to reschedule the required annual activity as soon as possible.

In instances where an employer is unable to comply with OSHA-mandated training, audit, assessment, inspection, or testing requirements because local authorities required the workplace to close, the employer should demonstrate a good faith attempt to meet the applicable requirements as soon as possible following the re-opening of the workplace.

Where the employer cannot demonstrate any efforts to comply, a citation may be issued as appropriate under existing enforcement policy. However, where an employer has made attempts to comply in good faith, Area Offices shall take such efforts into strong consideration in determining whether to cite a violation. Where enforcement discretion is warranted, Area Offices will ensure that sufficient documentation (e.g., notes on the efforts the employer made to comply, letters or other documentation showing that providers had closed) is provided in the case file to support the decision. “

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**From:** Hank Bongers <HBongers@meatinstitute.org>  
**Sent:** Wednesday, August 5, 2020 8:32 AM  
**To:** Stille, Kim - OSHA <Stille.Kim@dol.gov>  
**Subject:** RE: Question

Thanks Kim, I'll ask the folks on the call for our kick-off meeting on the 20<sup>th</sup> as well.  
Please let me know if DC provides any guidance as well.

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783



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**From:** Stille, Kim - OSHA [<mailto:Stille.Kim@dol.gov>]  
**Sent:** Wednesday, August 5, 2020 8:30 AM  
**To:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>  
**Subject:** RE: Question

A very good question – one that to my knowledge has not surfaced. I will query DC, but I do believe we would consider the current environment and provide allowances

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**From:** Hank Bongers <[HBongers@meatinstitute.org](mailto:HBongers@meatinstitute.org)>  
**Sent:** Wednesday, August 5, 2020 8:25 AM  
**To:** Stille, Kim - OSHA <[Stille.Kim@dol.gov](mailto:Stille.Kim@dol.gov)>  
**Subject:** Question

Hi Kim,  
I received this question from one of our members:

Quick Question – around half of the plants we work in have sound levels that require annual audiometric testing. Since the start of COVID we have not been able to bring our mobile testing company on-site to conduct the test. Has OSHA given any direction for annual testing that can't be completed due to COVID restrictions? Will they consider COVID during inspections for annual task that may not be complete? Just curious if you had heard or read anything insightful.

I have not seen anything addressing these types of testing. Do you have any insight I can share?  
Thanks,

Hank Bongers, CSP  
Director Worker Safety  
North American Meat Institute  
[hbongers@meatinstitute.org](mailto:hbongers@meatinstitute.org)  
(608) 208-5783



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**From:** [Morgan, Christina E. - OSHA](#)  
**To:** [McConaghy, Katharine A. - OSHA](#); [Medeiros, Maryann - OSHA](#); [Bosley, Tom - OSHA](#); [Crenshaw, Darnell - OSHA](#); [Huddleston, Douglas - OSHA](#); [Cholmondeley, Jo Beth - OSHA](#); [Olaechea, John - OSHA](#); [Meagher, Megan - OSHA](#); [Orr, Gary - OSHA](#); [Blancato, Philippe - OSHA](#); ["Hank Bongers"](#); ["Julie Anna Potts"](#); ["mdopp@meatinstitute.org"](#); ["KatieRose McCullough"](#); [Kalinowski, Doug - OSHA](#); [Williams, Arlene - OSHA](#); [Stille, Kim - OSHA](#); [Winingham, Bonita - OSHA](#); [Langenderfer, Richard - OSHA](#); [Grevenkamp, Ann - OSHA](#); [Foster, Robert E. - OSHA](#); [Jones, Tina - OSHA](#)  
**Subject:** NAMI/OSHA Alliance Meeting, 9/17/20: Follow-up and Action Items  
**Date:** Tuesday, September 22, 2020 4:54:36 PM  
**Attachments:** [NAMI OSHA Alliance.msg](#)  
[Workplace COVID-19 Resources -9-15-20-Final.pdf](#)

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Good afternoon,

Thank you all for a productive OSHA/NAMI Alliance Implementation Team Meeting on Thursday, September 17, 2020. Below are some notes and action items from the meeting.

Our next full Alliance implementation meeting is scheduled for **Thursday, October 29, 2020, at 3 PM ET**, and an Outlook calendar notice will be distributed. In the meantime, please don't hesitate to reach out to me if you have questions or ideas, or if I can be of assistance!

Thanks,  
Chrissy

### **Action Items:**

OSHA:

- Finalize draft outreach email and develop proposal for format of local town halls to discuss with NAMI.
- Research resources made available through Safe + Sound Campaign and Roadway Work Zone Awareness Week that could be adapted for use to promote safety measures for preventing COVID-19 transmission.

NAMI:

- Speak with marketing team around the development of communications materials for promoting continued adherence to safety measures for preventing COVID-19 transmission.
- Evaluate viability of updating assisting facility checklist and republishing through the Alliance
- Let OSHA know if members/associations need print copies of OSHA resources

### **Meeting Notes:**

#### **In Attendance:**

From OSHA: National Office: Bob Foster, Ann Grevenkamp, Tina Jones, Doug Kalinowski, Chrissy Morgan, Arlene Williams; Phil Blancato, Gary Orr; Region 1: Katie McConaghy; Region 4: Tom Bosley;

Region 5: Darnell Crenshaw; Region 6: Doug Huddleston; Region 7: Jo Both Cholmondeley; Region 8: Megan Meagher

From NAMI: Hank Bongers, Mark Dopp, KatieRose McCullough

**Opening Remarks** were delivered by Doug Kalinowski, who thanked NAMI for their ongoing collaboration through the Alliance. He noted concerns about recently-issued OSHA citations, but emphasized that OSHA's enforcement authority is wholly separate from its compliance assistance work, and that we remain committed to working with NAMI collaboratively. [Mark noted he would convey these comments to Julie Anna Potts, who was unable to join the call.]

**Alliance Projects:** Three items from the work plan have been identified as key starting points for the Alliance, and include:

o *Information E-mail and Town hall webinars:*

- We have drafted an informational email that NAMI could send to its members and to other meat industry associations with information about OSHA resources that are available to them, including compliance assistance specialists, the On-Site Consultation Program, and OSHA Education Centers.
- Following transmission of the email, NAMI will sponsor member town halls to provide an opportunity for members to hear directly from and ask questions of local representatives in their area. Region 8 (CO, MT, ND, SD, UT, WY) is a potential starting point.
- OSHA will complete draft e-mail and strategize around format for town halls and discuss next steps with NAMI.

o *Toolbox talks- Collecting best practices for communicating with front-line workers:*

- Hank reported several member companies have reported using the poster, [9 Steps to Reducing Worker Exposure to COVID-19 in Meat, Poultry, and Pork Processing and Packaging Facilities](#) as talking points for toolbox talks at their facilities.
- The group discussed outreach around encouraging continued adherence to effective practices for reducing COVID-19 transmission, e.g., using personal messaging, doing a poster contest, etc.
- OSHA will look into Safe + Sound campaign and Roadway Work Zone Awareness Week materials, which could inspire or be adapted for this purpose; NAMI will discuss with marketing folks and also see if member safety committees might be willing to engage on this as well.

o *Checklist for Implementation of OSHA/CDC Guidance:* NAMI developed a checklist based on the guidelines, and we revisited the possibility of updating this to include more OSHA-specific information and reissuing it as a NAMI/OSHA Alliance product. Hank raised concern about how the document may be used by OSHA beyond compliance assistance, which would be its intended purpose. KatieRose and Hank will discuss viability of moving forward with this activity.

**OSHA Updates:** OSHA staff provided updates on the following:

- *COVID-19 Related Resources:* OSHA continues to update [www.osha.gov/covid-19](http://www.osha.gov/covid-19) and to transmit PDF digests of resources biweekly (see 9/15 version, attached.)
  - OSHA's poster, *9 Steps to Reducing Worker Exposure to COVID-19 in Meat, Poultry, and Pork Processing and Packaging Facilities*, may be downloaded and printed from our [website](#) in 17 languages. We also have print copies that can be shipped to NAMI or to interested members or associations free of charge, if this would be helpful.
  - OSHA's Directorate of Standards and Guidance (DSG) is evaluating whether additional guidance or other outreach materials are needed to protect workers during the COVID-19 pandemic, and may reach out to NAMI directly for feedback/input.
- *Whistleblower Protection Program Resources:* Phil B. discussed resources available to employers for implementing anti-retaliation programs, including OSHA's [Recommended Practices](#) and [www.whistleblowers.gov](http://www.whistleblowers.gov).
- *Upcoming public meeting on Whistleblower Protection:* On October 13, 1-4 PM ET, OSHA will be holding a phone meeting to solicit comments and suggestions from stakeholders on issues facing the agency in the administration of the whistleblower laws it enforces. Interested parties must [register](#) and/or submit [comments](#) by October 6.
- *Work-Related Injury and Illness Data:* The agency has posted Form 300A data for calendar years 2016, 2017 and 2018 that was submitted by establishments with 250 or more employees that are currently required to keep OSHA injury and illness records, and establishments with 20-249 employees that are classified in [specific industries](#) with historically high rates of occupational injuries and illnesses. For more information please see OSHA's [News Release](#).
- *National Safety Stand-Down to Prevent Falls:* OSHA held its annual Stand-Down event to raise awareness around workplace fall prevention the week of September 14-18. Resources for both construction and general industry are available on OSHA's website [here](#).

#### **NAMI Updates:**

Hank provided updates from NAMI, including the graph (attached) showing trend lines in COVID-19 cases in overall U.S. population and in meat and poultry processing facilities. Hank also noted that NAMI is in communications with the Grignard Company regarding [Grignard Pure](#), an air treatment that could be used to kill COVID-19 in the air, and they are discussing potential use in meat processing facilities. NAMI will keep OSHA updated on these developments.

#### **Next Meeting:**

Scheduled for Thursday, October 29, at 3 PM ET.

**From:** Hank Bongers [HBongers@meatinstitute.org]  
**To:** Morgan, Christina E. - OSHA [Morgan.Christina.E@dol.gov]  
**Subject:** NAMI\_OSHA Alliance  
**Date:** Thursday, September 17, 2020 11:42:32  
**Attachment 1:** image001.png  
**Attachment 2:** Covid-19 in Meat and Poultry.JPG

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Hi Chrissy,

Attached is a graph showing the progress the meat industry has made in covid-19 cases versus the US population. There are spikes after Memorial Day weekend and the Fourth of July holiday but it has been a steady downward trend.

Hank Bongers, CSP

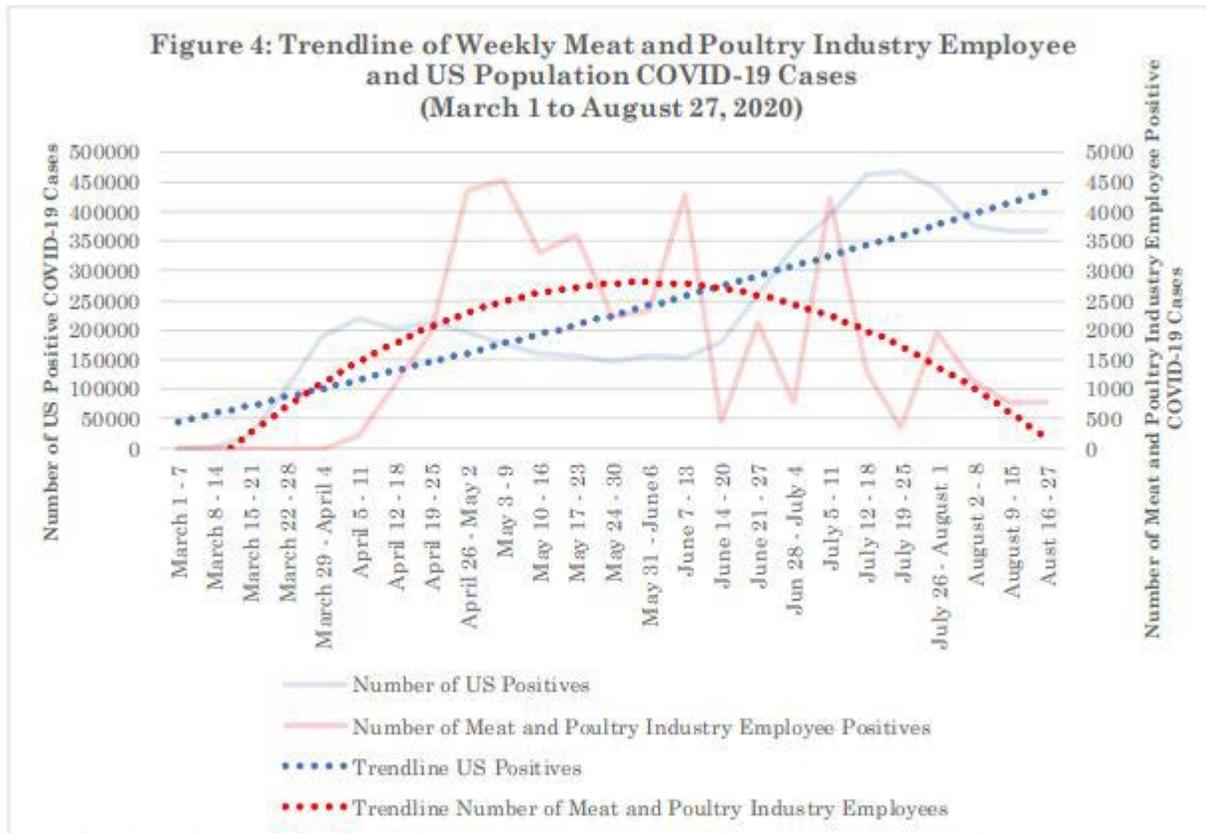
Director Worker Safety

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Figure 4, which overlays the trendlines in positive COVID-19 cases between the overall U.S. population and meat and poultry plant workers, illustrates the success the meat and poultry industry has had in containing COVID-19 infections and protecting employees.



**Figure 4: Trendline of Weekly Meat and Poultry Industry Employee and US Population COVID-19 Cases (March 1 to August 27, 2020).** Source: Food and Environment Reporting Network; last accessed August 28, 2020. And [New York Times](#), last accessed August 28, 2020.

DOL-OSHA-21-1457-A-000175



# COVID-19 Resources

Last updated 09/15/2020

This document includes listings of COVID-19 resources on workplace safety and health and related topics. It is intended as a resource and is not comprehensive.

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## I. General Resources by Agency

### A. Department of Labor

#### 1. Occupational Safety and Health Administration

OSHA's primary resource is the [COVID-19 Safety and Health Topics Page](#). This page is updated routinely and we encourage you to review it frequently. General guidance on this page includes:

- [Ten Steps All Workplaces Can Take to Reduce Risk of Exposure to Coronavirus Poster](#) (Available in 13 Languages)
- [Guidance on Preparing Workplaces for COVID-19 \(Spanish\)](#)
- [Prevent Worker Exposure to Coronavirus \(Spanish\)](#)
- [Worker Exposure Risk to COVID-19 \(Spanish\)](#)
- [COVID-19 Hazard Recognition](#)
- [COVID-19 Control and Prevention](#)
- [Videos Providing Quick Safety Tips](#)
- OSHA [COVID-19 Data](#) and Media Resources
- [Frequently Asked Questions and Answers](#) (includes FAQs on cleaning and disinfection, cloth face coverings, personal protective equipment, recordkeeping, return to work, and other topics)
- Public Service Announcements
  - Safety (English (0:15) - [Recording](#) | [Transcript](#)) (Spanish (0:20) - [Recording](#) | [Transcript](#)). (July 6, 2020).
  - Health (English (0:15) - [Recording](#) | [Transcript](#)) (Spanish (0:20) - [Recording](#) | [Transcript](#)). (July 6, 2020).
- [Hazard Communication for Disinfectants Used Against Viruses](#)
- **New** – [Additional Considerations for Workers in Shared Housing](#)

Enforcement Memorandums: Eight (8) memorandums related to COVID-19 are in effect and intended to be time-limited to the current public health crisis:

- **05/19/2020-** [Revised Enforcement Guidance for Recording Cases of Coronavirus Disease 2019 \(COVID-19\)](#)
- **5/19/2020-** [Updated Interim Enforcement Response Plan for Coronavirus Disease 2019 \(COVID-19\)](#)
- **04/24/2020-** [Enforcement Guidance on Decontamination of Filtering Facepiece Respirators in Healthcare During the Coronavirus Disease 2019 \(COVID-19\) Pandemic](#)
- **04/16/2020 -** [Discretion in Enforcement when Considering an Employer's Good Faith Efforts During the Coronavirus Disease 2019 \(COVID-19\) Pandemic](#)

- **04/08/2020** - [Expanded Temporary Enforcement Guidance on Respiratory Protection Fit-Testing for N95 Filtering Facepieces in All Industries During the Coronavirus Disease 2019 \(COVID-19\) Pandemic](#)
- **04/03/2020** - [Enforcement Guidance for Use of Respiratory Protection Equipment Certified under Standards of Other Countries or Jurisdictions During the Coronavirus Disease 2019 \(COVID-19\) Pandemic](#)
- **04/03/2020** - [Enforcement Guidance for Respiratory Protection and the N95 Shortage Due to the Coronavirus Disease 2019 \(COVID-19\) Pandemic](#) - [1910.134 App B-1]
- **03/14/2020** - [Temporary Enforcement Guidance - Healthcare Respiratory Protection Annual Fit-Testing for N95 Filtering Facepieces During the COVID-19 Outbreak](#)

### **2. Wage and Hour Division (WHD)**

WHD's Primary Resource is its [WHD COVID-19 Official Webpage](#), which provides information on the implementation of the [Families First Coronavirus Response Act](#) (FFCRA).

### **B. Centers for Disease Control and Prevention (CDC)**

CDC's primary resource is the [CDC COVID-19 Official Webpage](#). This page is updated routinely and we encourage you to review it frequently. Recent guidance released and housed on this page includes:

- [CDC COVID-19 Guidance Documents](#)
- [Resources for Businesses and Employers \(includes guidance on reopening, also provided below\)](#)
  - [Interim Guidance for Businesses and Employers](#)
  - [General Business Frequently Asked Questions](#)
  - [Testing Strategy for Coronavirus \(COVID-19\) in High-Density Critical Infrastructure Workplaces after a COVID-19 Case Is Identified](#)
  - [Cleaning and Disinfecting Your Facility](#)
  - [Employees: How to Cope with Job Stress and Build Resilience During the COVID-19 Pandemic](#)
  - [What Workers and Employers Can Do to Manage Workplace Fatigue during COVID-19](#)
  - [How Collecting and Analyzing COVID-19 Case Job Information Can Make a Difference in Public Health](#)
- [Worker Safety and Support](#)
- [Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19](#)
- [Prepare Your Small Business and Employees for the Effects of COVID-19](#)
- [Cases of COVID-19 in the U.S.](#) and [COVIDView: A Weekly Surveillance Summary of U.S. COVID-19 Activity](#)

- [Guidance for SARS-CoV-2 Testing Strategy: Considerations for Non-Healthcare Workplaces](#)
- [Guidance for Discontinuation of Isolation for Persons with COVID-19 Not in Healthcare Settings](#)
- [Case Investigation and Contact Tracing in Non-healthcare Workplaces: Information for Employers](#)
- [COVID-19 Communication Plan for Select Non-healthcare Critical Infrastructure Employers](#)
- [Strategies for Protecting K-12 School Staff from COVID-19](#)
- **New-** Fact sheets for [employees](#) and [employers](#) on heat stress prevention during the COVID-19 pandemic

### C. **Food and Drug Administration (FDA)**

FDA's primary resource is the [FDA COVID-19 Official Website](#). This page is updated routinely and we encourage you to review it frequently. Recent guidance related to workplace safety and health released and housed on this page includes:

- [Is Your Hand Sanitizer on FDA's List of Products You Should Not Use?](#)
- [FDA Provides Testing Method to Assess the Quality of Hand Sanitizer Products for Impurities](#)

## II. **Resources on Reopening Workplaces**

### A. **White House/CDC Guidelines**

- [Guidelines for Opening Up America Again](#)

### B. **OSHA/State Plan**

- [Guidance on Returning to Work](#)
- [COVID-19 Guidance on Social Distancing at Work](#)
- Many [State Plans](#) have issued guidelines for employers and workers in their states and some are included in this resource. However, for the most up-to-date information on COVID-19 resources, please check the state's webpage. For example:
  - [Michigan OSHA COVID-19 Workplace Safety and Health Guidance](#) for employers, workers, and specific industries
  - [Kentucky Healthy at Work resources](#) for employers, workers, and specific industries
  - [California OSHA and Health Department Statewide COVID-19 Industry Guidance to Reduce Risk](#) (includes guidance for a wide range of industries) and [Cal/OSHA COVID-19 Resources](#)

- [Virginia Adopts Coronavirus Workplace Safety Rules](#) (official press release) [The Emergency Temporary Standard](#)

### C. NIOSH/CDC

- [CDC Resuming Business Toolkit](#) and [Workplace Decision Tool](#)
- [CDC Reopening Guidance for Cleaning and Disinfecting Public Spaces, Workplaces, Businesses, Schools, and Homes](#)
- [CDC Guidance for Reopening Buildings After Prolonged Shutdown or Reduced Operation](#)
- [COVID-19 Employer Information for Office Buildings](#)
- [Carpooling: Here are ways that you can help prevent the spread of COVID-19 when carpooling](#), also available in [Marshallese](#), [Russian](#), [Spanish](#), [Tamil](#), [Telugu](#), and [Vietnamese](#)

### D. Other Organizations

- American Industrial Hygiene Association (AIHA) [Back to Work Safely Resources](#)
- National Safety Council (NSC) [Safe Actions for Employee Returns \(SAFER\)](#)

## III. Resources on Cloth Face Coverings (not PPE) and Respiratory Protection

### A. OSHA/State Plan/CDC

- **New** – OSHA [COVID-19 Guidance on the Use of Cloth Face Coverings while Working Outdoors in Hot and Humid Conditions](#)
- **New** – OSHA [COVID-19 Guidance on the Use of Cloth Face Coverings while Working Indoors in Hot and Humid Conditions](#)
- CDC [Use of Cloth Face Coverings to Help Slow the Spread of COVID-19](#) and [How to Safely Wear and Take Off a Cloth Face Covering](#)
- OSHA [Seven Steps to Correctly Wear a Respirator at Work](#) (Available in 16 Languages)
- OSHA [Understanding Compliance with OSHA’s Respiratory Protection Standard During the Coronavirus Disease 2019 \(COVID-19\) Pandemic](#)
- See Section I.A.1. for OSHA enforcement memoranda related to respiratory protection.
- CDC [Factors to Consider When Planning to Purchase Respirators from Another Country](#)
- NIOSH Science Blog on [Skin Irritation from Prolonged Use of Tight-Fitting Respirators](#)

## IV. Additional Resources by Industry Sector

### A. Healthcare

#### 1. OSHA/State Plans

- [Healthcare Workers and Employers](#)
  - [Washington State Plans](#) (includes section for Healthcare Employers and Workers)
- [Emergency Response Workers and Employers](#)
- [Dentistry](#)
  - [Guidance for Dental Practitioners \(Spanish\)](#)
  - [South Carolina State Plans](#)
- [Retail Pharmacies \(Spanish\)](#)
- [Nursing homes and Long-Term Care Facilities \(Spanish\)](#)

## 2. NIOSH/CDC

- [Emergency Medical Services](#)
- [Healthcare Professionals](#)
- [Infection Prevention and Control](#)
- [Ambulatory Care](#)
- [Pharmacies](#)
- [Dental Settings](#)
- [Healthcare Personnel and First Responders: How to Cope with Stress and Build Resilience During the COVID-19 Pandemic](#)
- [Summary Strategies to Optimize the Supply of PPE during Shortages](#)
- [Optimizing Supply of PPE and Other Equipment during Shortages](#)
- [Recorded webinar](#) from NIOSH, OSHA, and University of North Carolina-Chapel Hill on how long-term care facilities can implement respiratory protection programs.

## B. Transportation

### 1. OSHA

- [Package Delivery \(Spanish\)](#)
- [Airline Operations](#)
- [Border Protection and Transportation Security](#)
- [Solid Waste and Wastewater Management](#)

### 2. NIOSH/CDC

- [Transit Station](#) and fact sheets for [employees](#) and [employers](#)
- [Transit Maintenance](#) and fact sheets for [employees](#) and [employers](#)
- [Rail Transit Operators](#) and fact sheets for [employees](#) and [employers](#)
- [Bus Transit Operators](#) and fact sheets for [employees](#) and [employers](#)
- [Airline Catering Truck Drivers and Helpers](#)

- [Aircraft Maintenance](#)
- [Airline Customer Service Representatives and Gate Agents](#)
- [Airport Custodial Staff](#)
- [Mail and Parcel Delivery Drivers](#)
- [What Long-Haul Truck Drivers Need to Know about COVID-19](#)
- **New** – Fact Sheets for Paratransit operator [employees](#) and [employers](#)

## C. **Retail and Service Industry**

### 1. OSHA/State Plans

- [COVID-19 Guidance for Stockroom and Loading Dock Workers \(Spanish\)](#)
- [Retail Workers \(Spanish\)](#)
- [Retail Workers and Employers in Critical and High Customer-Volume Environments](#)
- [In-Home Repair Services](#)
- [Restaurants & Beverage Vendors Offering Takeout or Curbside Pickup \(Spanish\)](#)
- [Rideshare, Taxi, Car Service \(Spanish\)](#)
- [Steps to Protect Automotive Service Workers from Exposure to Coronavirus \(Spanish\)](#)
- [Wyoming OSHA Protecting Grocery & Other Essential Workers from COVID-19](#)
- [Minnesota OSHA Protecting grocery store workers](#)
- [COVID-19 Guidance for Hair and Nail Salon Workers \(Spanish\)](#)
- [COVID-19 Guidance for Food Truck Workers \(Spanish\)](#)

### 2. NIOSH/CDC

- [Considerations for Bars and Restaurants](#), including [CDC Restaurant and Bars Decision Tool](#)
- [Food and Grocery Pick-up and Delivery Drivers](#)
- [Rideshare, Taxi, Limo, and Other Passenger Drivers-for-Hire](#)
- [COVID-19 Employer Information for Nail Salons](#) and [What Nail Salon Employees Need to Know about COVID-19](#)
- [COVID-19 Employer Information for Banks](#) and [What Bank Employees Need to Know about COVID-19](#)
- **New-** [Limiting Workplace Violence Associated with COVID-19 Prevention Policies in Retail and Services Businesses](#)
- **New-** Fact sheets for beauty salon and barbershop [employees](#) and [employers](#)
- **New** – Fact Sheets for hotel, resort, and lodge [employees](#) and [employers](#)

## D. **Manufacturing**

## 1. OSHA/NIOSH/CDC/FDA

- [OSHA/CDC Interim Guidelines for Manufacturing Workers and Employers](#) and a related presentation [Review of Manufacturing Workers and Employers: Interim Guidance From the CDC and OSHA](#)
- [Manufacturing Industry Workforce](#) (Spanish)
- [Manufacturing Facility Assessment Toolkit](#)
- [Review of Manufacturing Facility Assessment Checklist and Tool](#)
- [Facility Assessment Checklist for Evaluation of Coronavirus Disease 2019 \(COVID-19\) Assessment and Control Plans for Manufacturing Facilities](#)
- [Manufacturing Facilities: Key Strategies to Prevent COVID-19 Infection among Employees](#)
- [Manufacturing Employees Things You Can do in and Outside of Work to Protect Yourself and Your Coworkers from COVID-19](#)

## E. Construction

### 1. OSHA/State Plan/CDC

- [COVID-19 Guidance for the Construction Workforce](#) (Spanish)
- [Guidance for Construction Employers and Workers](#)
- [California OSHA COVID-19 Infection Prevention in Construction](#)
- [Nevada OSHA COVID-19 Letter for Construction Industry](#)
- [Oregon OSHA COVID-19: Job Health, Safety Resources for Oregon Contractors](#)

### 2. CPWR- The Center for Construction Research and Training

- [Guidance on COVID-19](#) (Spanish)
- [Toolbox Talk on COVID-19](#) (Spanish)
- [COVID-19 Construction Clearinghouse](#)

### 3. The General Building Contractors Association

- [COVID-19 Recommended Job Site Protocols](#)
- [PowerPoint Presentation: COVID-19 Recommended Job Site Protocols](#)

### 4. American Industrial Hygiene Association (AIHA)

- [Focus on Construction Health: COVID-19](#)

## F. Agriculture

## 1. OSHA/NIOSH/CDC/State Plan

- [OSHA/CDC Joint Interim Guidance for Agriculture Workers and Employers](#)
- [Agriculture Worker Safety During COVID-19 Wallet Card \(Spanish\)](#)
- [Agricultural Employer Checklist for Creating a COVID-19 Assessment and Control Plan](#)
- [North Carolina DOL Guidance Alert for Farm Workers](#)
- [Oregon/OSHA Temporary rule addressing the COVID-19 emergency in employer-provided housing, labor-intensive agricultural operations, and agricultural transportation, and related enforcement memorandum and frequently asked questions](#)
- [Washington Implements New COVID-19 Safety Rules for Farmworker Housing](#)

## G. Meatpacking and Food Processing

### 1. OSHA/NIOSH/CDC/State Plan

- [OSHA/CDC Joint Interim Guidance for Meat and Poultry Processing Workers and Employers](#) , and related [Meat and Poultry Processing Facility Assessment Toolkit](#)
- [Minnesota Department of Labor and Industry COVID-19 Health and Safety Guidelines for the Meatpacking Industry](#)
- [9 Steps to Reducing Worker Exposure to COVID-19 in Meat, Poultry, and Pork Processing and Packaging Facilities Poster](#) (Available in 17 Languages)
- [Meat and Poultry Processing Facilities: Key Strategies to Prevent COVID-19 Infection among Employees](#)
- [Meat and Poultry Processing Employees: Things you can do at work and at home to protect from COVID-19](#)
- [Interim Guidance from CDC and OSHA Protecting Seafood Processing Workers from COVID-19](#)
- [Checklist for Seafood Processing Worksites](#)
- **New-** [Steps to Reducing Worker Exposure to COVID-19 in Fish and Seafood Processing and Packaging Facilities \(Spanish\)](#)
- [Washington State Department of Labor and Industries Food Processing-Warehouse Coronavirus \(COVID-19\) Fact Sheet](#)
- [North Carolina DOL Health and Safety Guidelines for Food Processing](#)
- [Oregon Food Processing Response Toolkit](#)
- [Employee Health and Food Safety Checklist for Human and Animal Food Operations During the COVID-19 Pandemic](#)

## H. Other Industry Resources

### 1. OSHA/NIOSH/CDC/State Plans

- [Postmortem Care](#)
- [Correctional Facility operations](#)
- [Environmental Services \(i.e., janitorial, cleaning services\)](#)
  - [Washington State Guidance for Janitorial Workers/Employees](#)
- [OSHA Guidance to Employers to Help Protect Oil and Gas Workers During the Coronavirus Pandemic](#)
- NIOSH fact sheet for offshore oil and gas [employees](#) and [employers](#)
- NIOSH fact sheet for utility [employees](#) and [employers](#)
- NIOSH fact sheet for warehousing [employees](#) and [employers](#)

### 2. American Industrial Hygiene Association (AIHA)

- [Reducing the Risk of COVID-19 using Engineering Controls](#)
- [Employers Guide to COVID-19 Cleaning and Disinfection in Non-Healthcare Workplaces](#)
- [Effective and Safe Practices, Guidance for Custodians, Cleaning, and Maintenance Staff](#)

## V. Other Organization Resources

National Safety Council

- [COVID-19 Webinars and Podcasts](#)