

HERO Act

Airborne Infectious Disease Exposure Prevention Plan

FOR NORTHERN RIVERS FAMILY OF SERVICES AND MEMBER AGENCIES

The New York Health and Essential Rights Act (HERO Act) was signed into law on May 5, 2021, mandating extensive new workplace health and safety protections in response to the COVID-19 pandemic to protect employees against exposure and disease during a future airborne infectious disease outbreak.

This plan applies to all “employees” of Northern Rivers, which means any person providing labor or services for remuneration, and requires commitment to ensure compliance with all plan elements aimed at preventing the spread of infectious disease.

For your information and safety, following are several protocols that must be in place during a designated outbreak.

Minimum Exposure Controls

- Communications from the Response Team
- Stay at home when you're sick
- Daily screenings
- Face coverings
- Physical distancing
- Frequent hand washing
- Cleaning and disinfection
- Cough and sneeze into your elbow
- Special accommodations for individuals with additional risk factors

Advanced Exposure Controls

Where minimum exposure controls alone will not provide sufficient protection, additional controls **may** be implemented, including:

- One-way traffic flow
- Installation of partitions
- Mechanical ventilation
- Reminder signs
- Personal protective equipment (PPE) beyond face coverings

Housekeeping

- Disinfection methods and schedules, which are selected based on specific workplace conditions
- Adjustments to normal housekeeping procedures to the extent practicable and appropriate consistent with NYS Department of Health (DOH) and/or the Centers for Disease Control (CDC) guidance in effect at the time
- Deep cleaning in areas where people were known to be infected

Training and Information

Employees will be informed through communication email/postings and education on Litmos of the existence and location of this plan, the circumstances it can be activated, the infectious disease standard, employer policies, and employee rights

under the HERO Act. When this plan is activated, all staff will be informed through communications and training, which will include:

- Information on the infectious agent and the disease(s) it can cause
- The signs and symptoms of the disease
- How the disease can be spread
- An explanation of this Exposure Prevention Plan
- The activities and locations at our worksite that may involve exposure to the infectious agent
- The use and limitations of exposure controls

Plan Evaluations

Northern Rivers' Executive Leadership Team will review and revise the plan periodically, upon activation of the plan, and as often as needed to keep up-to-date with current requirements.

Retaliation Protections and Reporting of Any Violations

Northern Rivers shall not discriminate, threaten, retaliate against, or take adverse action against any employee for reporting conduct the employee reasonable believes in good faith violates the plan or for refusing to work where an employee reasonably believes in good faith that such work exposes him or her, other workers, or the public to an unreasonable risk of exposure.

To report a violation, contact: Susanne Alterio, Director of Compliance, Susanne.Alterio@northernrivers.org, 518.426.2600.

Where to Find the Complete Plan

This complete Northern Rivers Emergency Response Plan may be found on SharePoint in the Policies section.

Questions

For questions regarding this plan, contact your supervisor or Mark Snyder, Chief of Compliance and Quality Improvement, Mark.Snyder@northernrivers.org, 518.426.2600.

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