



Best Practices for Commercial and Residential Buildings to Address Continuing Workplace Safety Concerns Relating to Covid-19

This document identifies a set of best practices that building owners and managers are urged to maintain or adopt as New York enters into the next phase of reopening. While as of June 2021, New York's state of emergency has been lifted, Covid-19 remains a serious concern and certain practices continue to be important to ensure safety for tenants and building service workers. In order to facilitate a healthy and safe reopening, as building occupancy and usage continues to increase, REBNY, RAB and SEIU 32BJ have identified key practices that building owners and managers should maintain in accordance with Federal, State, and local recommendations. The practices contained in this document are informed by the guidance issued to date by governmental and public health authorities, including the Centers for Disease Control and Prevention, the Occupational Safety and Health Administration, and the New York State and City Departments of Health.

This document will be updated as warranted. Building operating procedures and protocols should take into account any new requirements and guidance issued by governmental and public health authorities

- Follow CDC recommendations to clean and disinfect spaces when a person becomes sick in the workplace and ensure tenants are informed of the appropriate protocols to use in their space should an employee become sick at work.
- Routinely clean and disinfect locker rooms used by employees for changing into uniforms and accommodate employee practices to maintain social distancing in locker rooms.
- Routinely clean and disinfect break and lunch rooms used by their employees and accommodate employee practices to maintain social distancing in locker rooms.

- Adhere to employer's obligations under the Occupational Safety and Health Act to assess workplace hazards and provide a reasonably safe workplace under the General Duty Clause. Under the threat of COVID-19, this duty requires employers to provide personal protective equipment ("PPE") sufficient to prevent occupational exposure to the disease, including for the unvaccinated or for those who cannot obtain sufficient protection via vaccination. PPE should be provided at no cost to the employee. PPE that may be required include gloves, eye and face protection, and masks and/or respirator masks, depending on the potential hazards to which employees may be exposed which could include cleaning chemicals or to persons suspected or confirmed to have COVID-19.
- Persons who are not fully vaccinated are to be provided with and wear face coverings.
- Consistent with State rules, do not prevent any person, whether vaccinated or not, from wearing a face covering or discriminate against any person who elects to wear a face covering designed to inhibit the transmission of Covid-19.
- Provide employees with regular opportunities to clean their hands.

<https://www.governor.ny.gov/news/governor-cuomo-announces-new-york-ending-covid-19-state-disaster-emergency-june-24#:~:text=Cuomo%20today%20announced%20that%20New,2020%20to%20fight%20COVID%2D19.&text=%22Now%20we're%20starting%20to,rebuilt%20and%20renewing%20our%20state.>