



Second Supplemental Guidance for the Construction Industry

This document provides additional guidance for persons and businesses associated with building and construction industries and trades on implementing best practices to slow the spread of the COVID-19 virus at construction sites. As required by the Stay Home – Work Safe Order No. 2020-7 issued by the Travis County Judge, effective on April 14, 2020, Critical Infrastructure and Essential Business, including the construction industry, both residential and commercial, shall comply to the greatest extent feasible with Social Distancing and Face Covering Requirements and Recommendations as set forth in Section 1 of the Order and Exhibits B and D. This Guidance supplements the Construction Industry Guidance published by Travis County on April 2, 2020.

- 1. Employer Requirements for Construction Work.** The person in charge of the overall construction site ("Site Manager") shall ensure the following is implemented and maintained at the site. For sites not large enough by virtue of physical size or number of workers, or which do not have a general contractor, the responsibilities of a Site Manager in this document are also conferred on each subcontractor on a site.
 - a. For construction work, all employers involved in the construction activity must follow the requirements set forth in Exhibits B and D of the Order, and attached to this Guidance. Specifically, in providing or obtaining essential services, people and businesses should follow the Guidelines from the CDC and Austin/Travis County Health Authority by practicing good hygiene, environmental cleanliness and sanitation, and implementing Social Distancing and Face Covering Requirements.
 - b. **Social Distancing and Face Covering Requirements.** Ensure workers adhere to the Social Distancing and Face Covering Requirements during non-construction activities and, to the greatest extent possible, during construction activities, with careful attention paid to "choke points" and "high-risk areas" where workers are at greater risk to closely gather, such as hallways, hoists, elevators, and break areas;
 - i. Follow healthy work practices in Exhibit B, including maintaining at least a six-foot distance from other individuals, washing hands with soap and water for at least 20 seconds as frequently as possible or using hand

sanitizer, covering coughs or sneezes (into the sleeve or elbow, not into hands), regularly cleaning high-touch surfaces, and not shaking hands.

- ii. Ensure all workers wear a face covering consistent with Exhibit D of the Order;

c. **Additional Health and Safety Practices at Construction Sites.** In addition to the Social Distancing and Face Covering Requirements of the County Order, for all construction sites within Travis County, the person in charge of the overall site (“Site Manager”) shall:

- i. Institute staggered shifts for sites with more than 10 active workers and post at these sites, in languages understood by all persons working there, a notice showing the sizes and types of shift crews working there, and directions on how the Site Manager is limiting crew sizes and rotating shifts.
- ii. Every day before the commencement of work, for and understood by each worker, conduct a jobsite pre-screening of the general health of each worker, provide a briefing reiterating the COVID-19 safety requirements, and check for personal protective equipment.
- iii. Ensure that the site has at least one handwashing station with soap and/or hand sanitizer and one portable restroom stocked with hand soap and/or hand sanitizer (with at least 60% alcohol) for every 15 workers, and the handwashing station and restroom(s) must be spaced six feet apart or more from each other.
- iv. Mandate handwashing of at least twenty seconds for workers as follows:
 - a) Before workers begin work;
 - b) After workers remove gloves;
 - c) Before and after the use of shared items such as tools, electronic devices or multi-user devices;
 - d) Before and after any meal or restroom breaks; and
 - e) After a worker's shift or work time ends.
- v. Provide single use disposable paper towels and no-touch trash receptacles.
- vi. Ensure that shared tools are disinfected between users, and that common areas (lunch and break areas, toolbox talk areas, large equipment, electronic

devices, etc.) and collective touch points (doorknobs, counters, keyboards, etc.) are cleaned and disinfected at least twice a day.

- vii. Keep toilets clean, sanitary and operational at all times and ensure proper disposal of waste from these facilities.
 - viii. Prohibit the use of community water coolers and provide individual water bottles or instruct workers to bring their own.
 - ix. Post in a conspicuous place or places at a construction site where notices to employees are customarily posted, once such signage is made by available by the County, a sign in English and Spanish providing the Social Distancing and Face Covering Requirements in Exhibits B and D of the Order, and the provisions in this Supplemental Guidance, and information for workers to submit complaints of any violations to the Travis County Fire Marshal at <https://www.traviscountytx.gov/fire-marshal/life-fire-safety-hazard-form> or 512-854-4621.
 - x. Designate a COVID-19 Safety Monitor who has the authority to enforce these rules and shall be on-site at all times. The contact information for the Safety Monitor must be made available to the County. The Safety Monitor may also be the Site Manager and shall advise the County if that is the case when providing their contact information.
- d. If a worker at a construction site is confirmed to have contracted COVID-19, the Site Manager shall immediately send the worker home, provide the worker with information about available healthcare resources, and inform the worker that before returning to the construction site, they must provide the Site Manager with written confirmation from their healthcare provider that medically clears them to return to the site.
- e. The Site Manager shall ensure that every worker who enters the construction work site has signed in and shall keep a list of and contact information for every worker that enters the site every day for the purpose of identifying and notifying workers if they have shared a work site with someone who has been confirmed to have COVID-19. Pursuant to recommendations by the CDC, and in accordance with the Texas Department of State Health Services Guidelines for employees and managers, if a worker is confirmed to have COVID-19, the Site Manager should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA).
- f. All Construction Industry employers are encouraged to observe the following employment practices for the health of the workers, the health of the community generally, and for benefit of the overall economy of the County:

- i. Take no adverse action against a worker who declines to work at a construction site if the worker believes in good faith that the site presents an imminent health risk to the health of the worker or others due to COVID-19.
 - ii. Take no adverse action against a worker who has been quarantined, or advised to self-quarantine, due to possible exposure to COVID-19.
 - iii. Do not contest a claim for unemployment benefits filed by a worker temporarily furloughed as the result of the closure of a construction site due to COVID-19.
 - g. **Continuing review of health conditions.** The County will continue to monitor closely the health condition of the community and the statistical models for the likely spread of the COVID-19 virus in the community on an ongoing basis. If this evidence indicates that the County's ability to provide adequate care for those with serious cases of COVID-19 is significantly compromised, additional emergency orders or guidance may be issued. All persons in the construction industry are strongly encouraged to take all feasible steps to eliminate person-to-person contact at construction sites, and to observe the County's Social Distancing and Face Covering Requirements, and hygiene practices at all times.
2. If the construction work site or work activities are within the incorporated areas of the City of Austin, the Site Manager shall visit the City of Austin's website for further requirements.



**Exhibit B: Austin/Travis County Health Authority
Requirements and Recommendations
for Individuals, Families and Businesses**

I. Individuals

A. COVID-19 Positive Individuals, Suspected Positives, those currently being tested, and Untested Individuals with cough and/or fever shall be:

- i. Prohibited from leaving residence without a mask, or fabric face covering to prevent the spread to others.
- ii. Permitted while wearing a mask or fabric face covering to:
 - a. Seek emergency medical care related or unrelated to COVID-19. In doing so, you shall notify first responders at the time of the call to 911 or prior to visiting other healthcare providers that you have tested positive for COVID-19, or been exposed to individuals who have tested positive, are suspected positive for COVID-19 or untested individuals with cough and/or fever.
 - b. Walk or exercise alone in the immediate vicinity of your residence.
- iii. Prohibited from leaving Travis County without prior notification to Austin Public Health.
- iv. Practicing Social Distancing within the residence, observe hygiene practices for prevention of household spread in accordance with CDC guidelines.
- v. Notifying Austin Public Health if the residence does not allow for physical separation from other household contacts (separate room and bathroom).
- vi. Notifying Austin Public Health if a member of your household is over the age of 60 and/or if they have underlying medical conditions identified by the CDC of increasing the risk of complications from COVID-19.
- vii. Remaining in home quarantine for no less than 7 days following the onset of their illness and at least three days (72 hours) after the conclusion of their illness (resolution of fever without medications and improvement in cough and shortness of breath), whichever is longer.

B. Household Members of COVID-19 Positive Individuals, Suspected Positives, those currently being tested, or Untested Individuals with cough and/or fever shall be:

- i. Prohibited from leaving residence without a surgical or similar mask, or fabric face covering to prevent the spread to others.
- ii. Permitted while wearing a mask or fabric face covering to:
 - a. Seek emergency medical care related or unrelated to COVID-19. In doing so, you shall notify first responders at the time of the call to 911 or prior to visiting other healthcare providers that you have been exposed to individuals who have tested positive, are suspected positive for COVID-19 or untested individuals with cough and/or fever.
 - b. Walk or exercise alone in the immediate vicinity of your residence.
- iii. Prohibited from leaving Travis County without prior notification to Austin Public Health at APH.Preparedness@austintexas.gov.
- iv. Practicing social distancing within the residence, observe hygiene practices for prevention of household spread in accordance with CDC guidelines.
- v. Notifying Austin Public Health if the residence does not allow for physical separation from other household contacts (separate room and bathroom).
- vi. Notifying Austin Public Health or your Primary Care Provider if you develop symptoms consistent with COVID-19 as defined by the CDC.
- vii. Remaining in home quarantine for no less than 14 days following the last exposure to individuals with confirmed or suspected COVID-19.

C. Individuals Employed in Essential Government Service, Critical Infrastructure or Essential Business should refrain from reporting to work when falling within any of the following criteria:

- i. Has signs or symptoms of a COVID-19 infection, such as a cough, shortness of breath, sore throat, diarrhea, or change in smell or taste;
- ii. Has a fever greater than 99.6°F;

- iii. In the previous 14 days has had contact with someone with a confirmed diagnosis of COVID-19 and did not have the appropriate personal protective equipment designated by the Centers for Disease Control and Prevention (CDC); is under investigation for COVID-19; or is ill with a respiratory illness; or
- iv. Has traveled to an area the World Health Organization or CDC considers a “Hotspot.”

If someone in a household has tested positive for COVID-19, or is awaiting results of a COVID-19 test, and a member of the household is an employee of an Essential Business, Government Service or Critical Infrastructure, an exception may be made by Austin Travis County Public Health allowing that member of the household to voluntarily return to work after finding the risk of reduced essential services is greater than the risk of infection.

D. Vulnerable Populations

- i. Vulnerable populations include people who:
 - a. Are 60 years old and older; or
 - b. Have certain health conditions such as heart disease, lung disease, diabetes, kidney disease, Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDs), and weakened immune systems.
- ii. Vulnerable Individuals shall:
 - a. Avoid group gatherings unless it is essential.
 - b. Telecommute.
 - c. Avoid people who are sick.
 - d. Wear a mask or fabric face covering at all times when in public.

E. Individual Gatherings

- i. All non-essential indoor or outdoor gatherings of any number of people outside of a single household or dwelling shall be cancelled or postponed.
- ii. Do not attend any events or gatherings if sick.
- iii. For household gatherings:
 - a. Have hand washing capabilities, hand sanitizers, and tissues available;
 - b. Frequently clean high-touch surface areas like countertops doorknobs, and handrails; and
 - c. Find ways to create physical space (minimum of six (6) feet distance between people) to minimize close contact as much as possible.

F. Schools and Daycare. To the extent that schools and daycare are open under current orders:

- i. Do not have your child attend school or daycare if sick.
- ii. If you have a child with chronic health conditions, consult the child's doctor about school and daycare attendance.
- iii. Frequent re-education of students and staff regarding Social Distancing and Face Covering Requirements and ensuring that appropriate signs are posted.
- iv. Explore remote teaching and online options to continue learning.

II. Non-essential Business shall cease to the extent that it cannot function under Minimum Basic Operations as defined in Section 6(f) of the Order.

III. Essential Business, Critical Infrastructure or Government Service as defined in Section 6 of the Order and Exhibit C shall comply with the following:

- A.** Employees include public and private employers located and operating in and around Essential Government Service, Critical Infrastructure and Essential Business. To prevent stigma and discrimination in the workplace, employers shall only adhere to the recommendations described in this Order to determine risk of COVID-19. Employers should contact their own human resources advisors and shall not make determinations of risk based on race, color, religion, sex, sexual orientation, gender identity, age, familial status, disability, marital status, student status, creed, national origin. To the extent possible, employers should maintain confidentiality of people with suspected or confirmed COVID-19.
- B.** Employers shall only allow persons in and around Essential Government Service, Critical Infrastructure and Essential Business that are: (1) essential employees not subject to any of the criteria in Section I of this Exhibit, (2) customers or members of the public to the extent feasible while complying with Social Distancing and Face Covering Requirements of Section 1 of the Order, and (3) persons with legal authority to enter such as law enforcement.
- C.** Prior to allowing employees into its facility, employers shall ask all employees if they meet any of the criteria in Section I of this Exhibit, and shall direct employees to return home or other appropriate shelter and services if the employee is exhibiting symptoms and presenting a threat of infecting others.
- D.** Employers shall immediately separate an employee who becomes sick or demonstrates a temperature greater than 99.6°F while at work from other employees and send that employee home or to other appropriate shelter and services

- E.** Human resources departments shall create alternate work plans to help employees remain productive while keeping the workforce safe and healthy.
- F.** Employers are strongly encouraged to require employees (either those exhibiting symptoms or all employees) to undergo a COVID-19 symptom check and non-invasive temperature readings prior to entering a worksite; however, **employers are not mandated to take the temperature of employees prior to entrance to its worksite.** If the employers does take employees' temperatures and/or has first-hand knowledge that the employee's temperature exceeds 99.6°F, then the employer shall prohibit the employee from entering the facility or property.
- G.** Employers shall create and implement an infectious disease response plan.
- H.** Further, where appropriate, employers shall:
- i. Suspend nonessential employee travel.
 - ii. Prohibit employees working within six (6) feet of one another unless necessary to provide continuity of essential services.
 - iii. Minimize or cancel in-person meetings and conferences including canceling, postponing or moving to on-line formats for all indoor or outdoor gatherings of any number of people.
 - iv. Require employees to stay home when they are sick and maximize flexibility in sick leave benefits.
 - v. Permit sick employees to stay home without providing a doctor's note.
 - vi. Utilize telecommuting options to minimize person-to-person interaction.
 - vii. Alter, stagger or otherwise schedule or separate employees or teams of employees so not all employees are present at one time but are present at alternative days and times, unless necessary to provide continuity of essential services.
 - viii. Limit or restrict the number of customers or visitors permitted in a workplace at one time.
 - ix. Ensure that individuals (employees and clients) queuing inside and outside of the business or workplace can maintain six (6) feet of separation.
 - x. Designate special separate shopping times for high-risk clients as designated by the CDC.

- xi. Increase the use and capability of on-line, drive-thru, curbside, or delivery services.
- xii. Provide hand washing capabilities, hand sanitizers, and tissues.
- xiii. Frequently clean high-touch surface areas like countertops, doorknobs, and handrails with CDC recommended surface cleaners for COVID-19.
- xiv. Shall ensure compliance with Face Covering Requirements in Exhibit D of the Order.



Exhibit D - Face Covering Requirements

A significant percentage of individuals with the COVID-19 virus lack symptoms. Because an infected person can transmit the virus to others before showing any symptoms, the covering of a person's nose and mouth when outside your home or residence is necessary to help prevent the spread of COVID-19. This is consistent with the findings of the CDC and Austin-Travis County Health Authority

Unless you already have your own personal used masks that cannot be donated, the fabric face coverings recommended are not surgical masks or N-95 respirators, which are critical supplies that must continue to be reserved for healthcare workers and first responders. Staying home is the best way to help reduce the spread of the virus, but if an individual must leave their place of residence, wearing a fabric face covering shall be used as outlined in this Order. **Wearing a face covering is not a substitute for maintaining 6-foot social distancing and hand washing, as these remain important steps to slowing the spread of the virus.**

The public in general and Critical Infrastructure/Essential Business employers and employees shall adhere to the following:

- a. All persons over the age of ten (10) shall wear some form of covering over their nose and mouth, such as a homemade mask, scarf, bandana or handkerchief, when:
 - (1) entering into or inside of any building open to the public,
 - (2) when using public transportation, taxis, or ride shares,
 - (3) when pumping gas, and
 - (4) outside and six feet of social distancing cannot be consistently maintained between the person and individuals outside of their household.
- b. This section shall not apply to persons:
 - (1) riding in a personal vehicle,
 - (2) that are alone in a separate single space,
 - (3) that are in the presence only of other members of their household or residence,
 - (4) when doing so poses a greater mental or physical health, safety or security risk, such as anyone who has trouble breathing, or is unconscious, incapacitated or otherwise unable to remove the cover without assistance, or

(5) for consumption purposes.

Parents and Guardians of children under 10 shall be responsible for appropriately masking children when outside their residence.

- c. All non-residents in nursing homes, retirement and long-term care facilities shall wear a fabric face covering as provided for in these Requirements, and set forth Section 1 of the Order (Face Covering Requirements). In addition, residents in facilities with confirmed COVID-19 cases shall follow requirements of Exhibit B, except when doing so poses a greater mental or physical health, safety or security risk.
- d. All COVID-19 Positive Individuals, Suspected Positives, those currently being tested, and untested individuals with cough and/or fever, and household members of same category of individuals shall not leave their residence without a mask or cloth face covering to prevent the spread to others.
- e. All individuals working for a business defined as Essential Government Service, Critical Infrastructure or Essential Business in Section 6 and Exhibit C of this Order should wear a mask or cloth face covering whenever in public and whenever performing job duties in the presence of others.
- f. Unless you already have your own personal used masks that cannot be donated, medical grade (N95) and surgical masks should be reserved and used only by medical professionals and first responders

Examples of how to make cloth face coverings can be found online including [guidance](#) from the CDC and [guidance](#) from Austin/ Travis County Health Authority.

- g. The fabric face covering should-
 - 1. Fit snugly but comfortably against the side of the face
 - 2. be secured with ties or ear loops
 - 3. include multiple layers of fabric
 - 4. allow for breathing without restriction
 - 5. be able to be laundered and machine dried without damage or change to shape
 - 6. Even with the use of appropriate face coverings, individuals shall maintain 6 feet of social distancing whenever possible
 - 7. Individuals should avoid touching their face and should wash their hands or use hand sanitizer
 - 8. For further information, individual can access information at <https://traviscountytexas.gov/news/2020/1945-novel-coronavirus-covid-19-information> and www.AustinTexas.gov/COVID19.