

ESSENTIAL WORKER PAY



LC 157: Essential Worker Pay Act Presentation

House & Senate Business and Labor Committees

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COVID-19 Pandemic in Oregon



COVID-19 pandemic is an economic crisis



Economic recovery for low income workers



Other state legislatures passed similar bills



Federal OSHA's Risk Classification System

Purpose: Classifying Risk of Worker Exposure to SARS-CoV-2

Exposure risk depends in part on:

- The physical environment of the workplace,
- The type of work activity,
- The health status of the worker,
- The ability of workers to wear face coverings and abide by CDC guidelines,
- The need for close contact (within 6 feet for a total of 15 minutes or more over a 24-hour period) with other people, including those known to have or suspected of having COVID-19, and those who may be infected with—and able to spread—SARS-CoV-2 without knowing it,
- Other factors, such as conditions in communities where employees live and work, their activities outside of work, and individual health conditions, may also affect workers' risk of getting COVID-19 and/or developing complications from the illness.

Federal OSHA has divided job tasks into four potential risk exposure levels: **very high, high, medium, and lower risk**, as shown in the occupational risk pyramid.

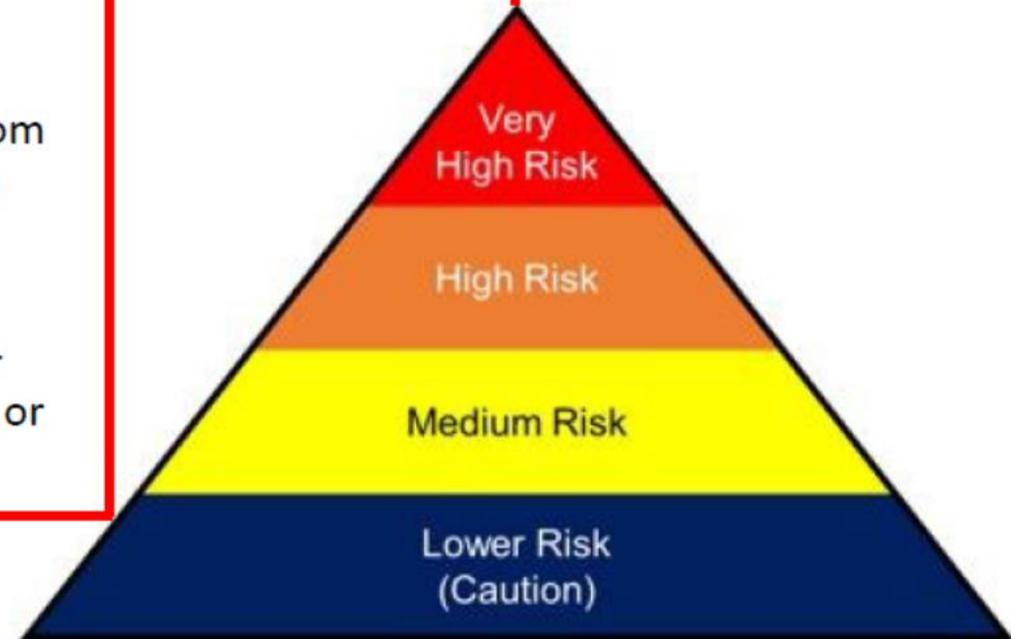
As workers' job duties change or they perform different tasks in the course of their duties, they may move from one exposure risk level to another. Employers should always rely on current hazard assessments to identify workers' initial exposure risk to the virus on the job and changes to exposure risk if and when job duties change.

<https://www.osha.gov/coronavirus/hazards>

Very High Risk

Jobs with a very high potential for exposure to known or suspected sources of SARS-CoV-2 during specific medical, postmortem, or laboratory procedures. Examples of workers in this category include:

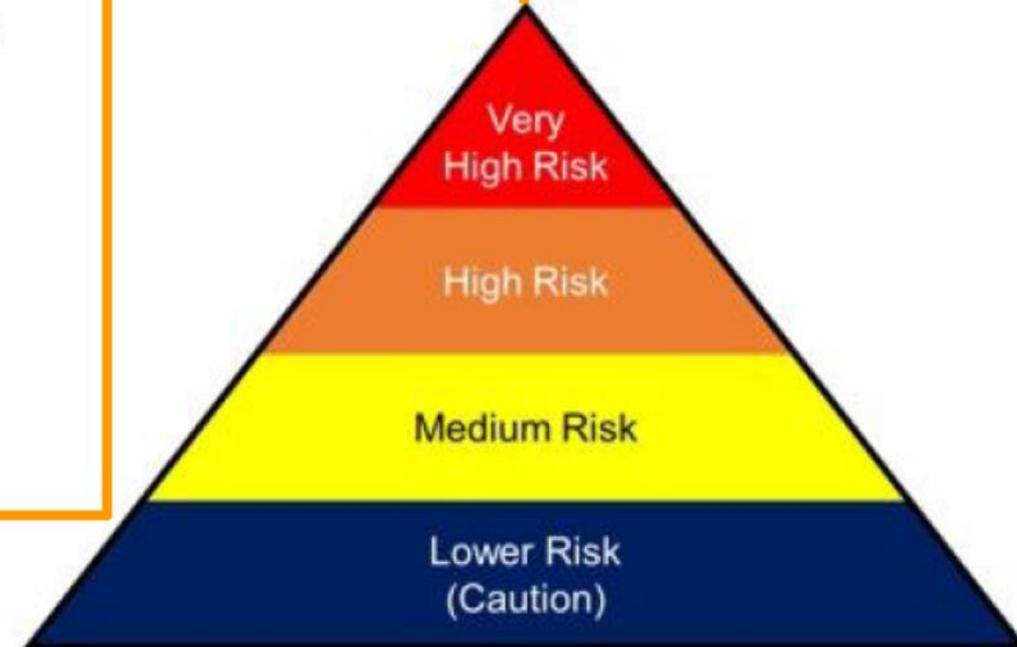
- Healthcare workers (e.g., doctors, nurses, dentists, paramedics, emergency medical technicians) performing aerosol-generating procedures (e.g., intubation, cough induction procedures, bronchoscopies, some dental procedures and exams, or invasive specimen collection) on known or suspected COVID-19 patients.
- Healthcare or laboratory personnel collecting or handling specimens from known or suspected COVID-19 patients (e.g., manipulating cultures from known or suspected COVID-19 patients).
- Morgue workers performing autopsies, which generally involve aerosol-generating procedures, on the bodies of people who are known to have, or are suspected of having, COVID-19 at the time of their death.



High Risk

Jobs with a high potential for exposure to known or suspected sources of SARS-CoV-2. Examples of workers in this category include:

- Healthcare delivery and support staff (hospital staff who must enter patients' rooms) exposed to known or suspected COVID-19 patients. Medical transport workers (ambulance vehicle operators) moving known or suspected COVID-19 patients in enclosed vehicles.
- Mortuary workers involved in preparing bodies for burial or cremation of people known to have, or suspected of having, COVID-19 at the time of death.
- Those who have frequent or sustained contact with coworkers, including under close working conditions indoors or in poorly ventilated spaces in various types of industrial, manufacturing, agriculture, construction, and other critical infrastructure workplaces.
- Those who have frequent indoor or poorly ventilated contact with the general public, including workers in retail stores, grocery stores or supermarkets, pharmacies, transit and transportation operations, law enforcement and emergency response operations, restaurants, and bars.

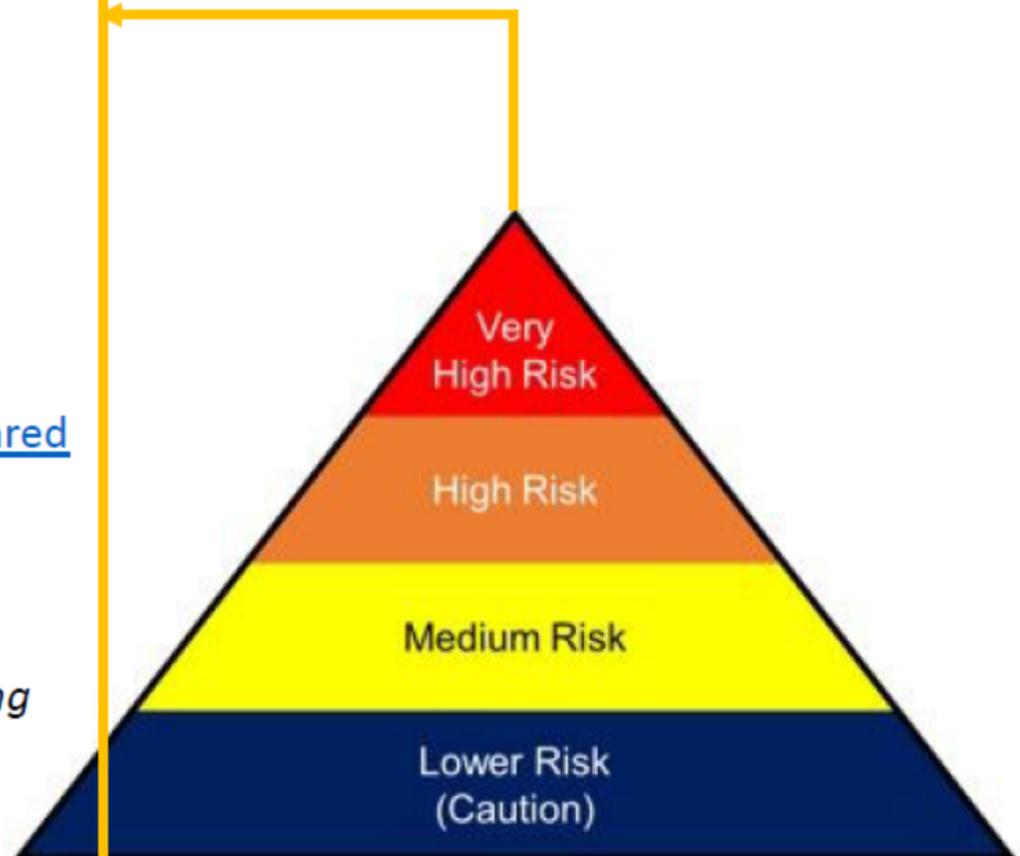


Medium Risk

Jobs that require either frequent [close contact](#) (within 6 feet for a total of 15 minutes or more over a 24-hour period) or sustained close contact with other people in areas with community transmission.* Examples of workers in this category include:

- Those who have frequent or sustained contact with coworkers, including under close working conditions [outdoors or in well ventilated spaces](#) in various types of industrial, manufacturing, agriculture, construction, and other [critical infrastructure workplaces](#).
- Those who have frequent outdoor or well ventilated contact with the general public, including workers in retail stores, grocery stores or supermarkets, pharmacies, transit and transportation operations, law enforcement and emergency response operations, restaurants, and bars.
- Those living in temporary labor camps (e.g., farm workers) or similar [shared housing](#) facilities.

** Because any given person may be an asymptomatic carrier, workers' exposure risks may increase when they have repeated, prolonged contact with other people in these situations, particularly where physical distancing and other infection prevention measures may not be possible or are not robustly implemented and consistently followed.*

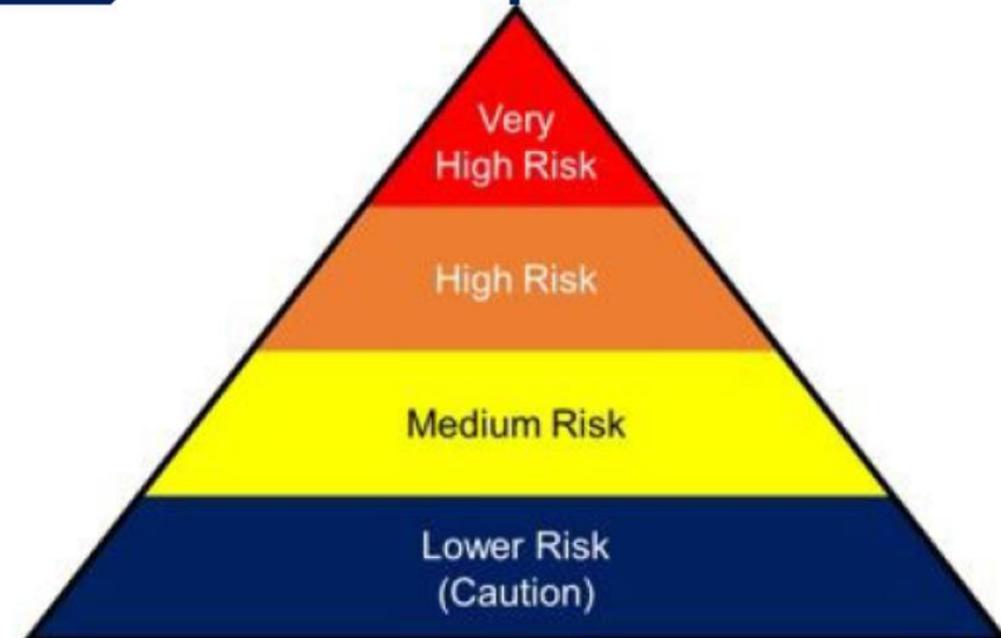


Lower Risk (Caution)

Jobs that do not require close contact (within 6 feet for a total of 15 minutes or more over a 24-hour period) with other people. Workers in this category have minimal occupational contact with the public and other coworkers.

Examples include:

Remote workers (i.e., those working from home during the pandemic).
Office workers who do not have frequent close contact with coworkers, customers, or the public.
Healthcare workers providing only telemedicine services.



Additional Eligibility Criteria

Workers must have made equal to or less than \$16-\$22/hr or \$31,200-\$42,900

Worked half-time or an average of 20 hours per week in person from April-December 2020

Have not already received through collective bargaining agreement with the state, bonus, hazard or other individual payments in recognition of work performed during the COVID-19 pandemic.





- A community network of over 100 organizations that uses an equity-focused design thinking approach to solve for the short-and long-term negative impacts of the COVID-19.
- Delivered over \$100 million in disaster relief throughout Oregon's immigrant communities with an average waiting period of 21 days.
- The employment industries of relief recipients include agriculture, food service, janitorial & housekeeping, construction, landscaping, and childcare, among others.



Human Centered Design



- Modeled after our previous programs
- Phasing:
 - Use existing research to understand our target audience and users.
 - Build technological and systemic infrastructure ensuring its cultural accessibility
 - Prototype to test systems built
 - Deliver \$\$
 - Reporting

Our Endorsements

