

## NY HERO Act

### New York Department of Labor

The purpose of this plan is to protect employees against exposure and disease during an airborne infections disease outbreak. This plan applies to all “employees” as defined by the New York State HERO Act,<sup>1</sup> thus this plan applies to all employees of RF at SUNY New Paltz.

RF employees who are also State employees and/or who have a physical presence on campus are subject to the policies and procedures currently in place at SUNY New Paltz.

Here is the link to the [SUNY New Paltz Forward](#) web page which includes the following resources:

- [2021 - 2022 Academic Year COVID-19 Plan](#)
- [Frequently Asked Questions](#)
- [2021 Faculty Resources](#)
- [COVID-19 If/Then Scenarios](#)
- [Instructional Modality Changes in Fall 2021](#)
- [Faculty Absences Due to COVID-19](#)
- [Campus Air Filtration Systems Information](#)
- [Coronavirus Dashboard](#)
- [Protect New Paltz Pledge](#)
- [On-Campus COVID-19 Testing Resources](#)
- [How to Wear Masks](#)
- [SUNY Vaccine Policy](#)
- [Mask Policy and Information](#)

If you have any questions about policies or procedures, contact one of the following:

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<sup>1</sup> Any person providing labor or services for remuneration for a private entity or business within the state, without regard to an individual’s immigration status, and shall include part-time workers, independent contractors, domestic workers, home care and personal care workers, day laborers, farmworkers and other temporary and seasonal workers. The term also includes individuals working for digital applications or platforms, staffing agencies, contractors or subcontractors on behalf of the employer at any individual work site, as well as any individual delivering goods or transporting people at, to or from the work site on behalf of the employer, regardless of whether delivery or transport is conducted by an individual or entity that would otherwise be deemed an employer under this chapter.

For those RF employees who are not also State employees or who are working in off-campus sites:

Training:

1. The infectious agent and the disease(s) it can cause;
  - a. According to the CDC: People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. Anyone can have mild to severe symptoms.
2. The signs and symptoms of the disease – people with the following symptoms may have COVID-19:
  - i. Fever or chills
  - ii. Cough
  - iii. Shortness of breath or difficulty breathing
  - iv. Fatigue
  - v. Muscle or body aches
  - vi. Headache
  - vii. New loss of taste or smell
  - viii. Sore throat
  - ix. Congestion or runny nose
  - x. Nausea or vomiting
  - xi. Diarrhea
  - xii. (This list does not include all possible symptoms.)
3. How the disease can be spread;
  - a. According to the CDC the [spread of COVID-19](#) happens when an infected person breathes out droplets and very small particles that contain the virus. These droplets and particles can be breathed in by other people or land on their eyes, noses, or mouth. In some circumstances, they may contaminate surfaces they touch. People who are closer than 6 feet from the infected person are most likely to get infected.
  - b. COVID-19 is spread in three main ways:
    - i. Breathing in air when close to an infected person who is exhaling small droplets and particles that contain the virus.
    - ii. Having these small droplets and particles that contain virus land on the eyes, nose, or mouth, especially through splashes and sprays like a cough or sneeze.
    - iii. Touching eyes, nose, or mouth with hands that have the virus on them.
4. An explanation of this Exposure Prevention Plan—Plan Steps
  - a. According to SUNY New Paltz mask policy updated August 6, 2021, indoor masking is required for everyone on campus, including the fully vaccinated. This policy extends to employees, RF and State, who work off campus. Indoor masking is required when conducting duties related to employment with SUNY New Paltz.
  - b.
    - i. Unvaccinated people who are experiencing COVID-19 symptoms should contact their health provider to explain their situation and, if directed, schedule a COVID-19 test.
    - ii. All unvaccinated people with symptoms should mask and isolate themselves from others until they have a negative test result, and follow any other directions given by their physician.

- iii. We encourage those who are experiencing symptoms to be tested for COVID-19. We ask that employees who are experiencing symptoms be tested off campus, if possible.
  - iv. Vaccinated people who are experiencing COVID-19 symptoms should contact their health provider to explain their situation and, if directed, schedule a COVID-19 test.
    1. They should mask and isolate themselves from others until they have a negative test result, and/or follow any other directions given by their physician. We encourage those that are experiencing symptoms to be tested for COVID-19. We ask that employees who are experiencing symptoms be tested off campus, if possible.
5. The activities and locations at our worksite that may involve exposure to the infectious agent. According to the [CDC](#), COVID-19 is spread in three main ways:
1. Breathing in air when close to an infected person who is exhaling small droplets and particles that contain the virus,
  2. Having these small droplets and particles that contain virus land on the eyes, nose, or mouth, especially through splashes and sprays like a cough or sneeze.
  3. Touching eyes, nose, or mouth with hands that have virus on the.

The main potential for COVID-19 spread for SUNY RF employees at off-campus worksites is through close contact with those who may be contagious. For more information about how COVID-19 spreads and how to protect yourself, visit the [How COVID-19 Spreads](#) page.

6. The use and limitations of exposure controls
- When working at off-campus sites, the primary means of controlling exposure to COVID-19 are:
- Get a [COVID-19 vaccine](#) as soon as you can. [Find a vaccine](#).
  - Wear [a mask that covers your nose and mouth](#) to help protect yourself and others.
  - [Stay 6 feet apart from others](#) who don't live with you.
  - Avoid crowds and poorly ventilated indoor spaces.
  - [Test](#) to prevent spread to others (testing is provided on campus for New Paltz RF Employees)
  - [Wash your hands often](#) with soap and water. Use hand sanitizer if soap and water aren't available.
7. A review of the standard, including employee rights provided under [NYS Labor Law, Section 218-B](#).