

An illustration of a diverse crowd of people, mostly seen from the chest up, wearing various styles of face masks. The people have different hair colors and styles, and are wearing clothing in shades of blue, orange, green, and purple. The background is a solid dark blue. The text is overlaid on the left side of the image.

# CRISIS MANAGEMENT FOR COVID19: CARES Legal Updates & Healthy at Work

*Presented by:  
Hanna Resource Group and  
Morris & Morris, PSC*

# INTRODUCTIONS



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# WHAT WE'LL COVER

1

Healthy at  
Work Update  
from Jim  
Gray

2

Legal and  
Regulatory  
Update

3

Risk  
Management:  
Cleaning

4

Keep Calm  
and Squash  
the Curve



1

# Healthy at Work



**Jim Gray**

*Kentucky COVID-19 Task Force  
Ky Transportation Secretary  
Former Lexington Mayor*

1

Jim Gray

# TEAM KENTUCKY

A light blue silhouette of the state of Kentucky is positioned to the right of the word "TEAM" and partially overlaps the word "KENTUCKY".

1

Jim Gray

*SACRIFICE*

*PLANNING AND PATIENCE*

*PERSEVERANCE*

TEAM  
KENTUCKY 

## Two-Phased Approach

Phase 1 is a state-readiness evaluation.

- Governor will determine whether KY has met certain public health benchmarks
- Additional info will be released as benchmarks are met

Phase 2 is business-readiness evaluation.

# Phase One

## Benchmarks for Reopening Economy COVID-19



- 14 days of decreasing cases
- Increased testing capacity on contact tracing
- Personal protective equipment (PPE) availability
- Ability to protect at-risk populations
- Ability to social distance and follow the CDC's guidelines on large gatherings
- Preparedness for possible future spike
- Status of vaccine and treatment



## Phase One

- Monday, 4/27 begins gradual restart and reopening of Phase 1 healthcare services and facilities
  - Must operate under CDC guidelines

# Phase I Healthcare Services Reopening:

On April 27, resume non-urgent/emergent healthcare services, diagnostic radiology and lab services in:

- hospital outpatient settings
- healthcare clinics & medical offices
- physical therapy settings & chiropractic offices
- optometrists
- dental offices (but with enhanced aerosol protections)



This guidance does not apply to long-term care settings, prisons, other industries, or other settings for which separate guidance has already or will in the future provided.

## Phase Two

- Governor will evaluate economic sectors and individual businesses' ability to safely reopen while maintaining appropriate health and safety measures
- Encouraged to submit proposals discussing strategies and challenges related to safely reopening to aid in evaluations
  - Submitting is not requirement to reopen
  - Once sector is reopened, all businesses in that sector can be opened provided they implement all recommended health measures

## Phase Two

- Businesses currently open do not need to submit proposal to remain open
  - Will need to comply with standards set for their industry

## Phase Two

Reopen applications ask businesses to consider the following:

- Phased employee return to work
- Presence of safety officers
- Limiting face to face meeting and common areas
- Employees provided with leave options
- Minimizing travel
- Supplying PPE to employees

## Phase Two (continued)

Reopen applications ask businesses to consider the following:

- Mandating employees AND customers wear masks
- Conducting employee health/temperature checks
- Screen employees for exposure to positive person
- Sanitize according to CDC guidance
- Accommodations for vulnerable populations
- Reporting of positive tests

## Disclaimer

- Still early days
- Guidelines and procedures may still change/evolve
  - Have already evolved since original communication
- Chamber of Commerce staying very involved

# Questions & Answers







2

## COVID-19 Phase 3: Small Business Legal Update



**James M. Morris, Esq.**  
**Juris Doctor, Masters in Public Administration**  
**Wireless G.C., produced by**  
**Morris & Morris, P.S.C.**

## 2 Paycheck Protection Plan "Phase 3.5"

### *Paycheck Protection Plan Part II and EIDL Grants/Loans became law*

- Phase 3 PPP (\$349B) commenced on April 3, 2020, and was fully exhausted on April 16, 2020
- Phase 3.5 is a \$484B COVID-19 Assistance Package including \$370B Programs for Small Businesses
  - \$310B was allocated to re-opening the PPP (\$60B allocated to small lenders)
  - \$50B for EIDL Loans
  - \$10B for EIDL Grants
  - Also \$75B for Hospital Funding and \$25B for COVID-19 Testing
- The SBA announced the resumption of applications commencing this morning at 10:30 a.m. EDT
- Previous unapproved applications continue to be screened and "queued" for submission to SBA
- If you have not submitted an application, expedite submission, as PPP 3.5 will only last days
  - Be careful in providing a fully-prepared, and completely accurate, application
  - Delays could eliminate your ability to receive any additional funding
  - Time is of the essence!

- PPP Loan is forgiven to the extent utilized in the first 8 weeks following receipt
  - At least 75% used for payroll (wages, including tips (capped at \$100k), benefits, sick leave, SALT)
  - Includes interest on loans, rent, leases, utilities
  - Eight weeks starts **immediately upon receipt, even if you are not open**
  - Interest rate on unused funds is **1%**
  - Companies will need to make a hard decision about paying employees to work from home, selecting certain employees only, or holding the monies and using the 1% interest rate instead
  - Employers have until June 30, 2020 to rehire their employees and qualify for PPP
- **No Double Dipping is allowed.**
  - If you receive the PPP, the EIDL Grant is deducted from the monies forgiven
  - FFCRA forgiveness under 7001 and 7003 precludes sick leave forgiveness under PPP

## 2 Paycheck Protection Plan "Phase 3.5"

### *Paycheck Protection Plan vs. Employer Retention Credits*

- Small Businesses need to determine what works best – especially if the business cannot open!
- If you are not able to, or elect not to receive PPP, other options exist to assist small businesses
  - EIDL funding – 1% interest rate, 30-year term, no personal guarantees up to \$200K
  - Employer Retention Credits (ERC)
    - Fully refundable tax credit equal to 50% of qualified wages paid after 3/12/20 through EOY
      - Maximum qualified wages per employee (\$5,000 credit per employee)
      - Applied against Social Security Taxes; any excess refunded after offsetting
    - Available to **any non-governmental business** that partially/fully suspends operations due to COVID-19 quarantine, or experiences a significant decline in gross quarterly receipts (self-employed omitted)
      - Partial suspension includes any forced restrictions upon business operations due to COVID-19
  - Interplays with FFCRA
    - Cannot pay the same wages (the amount of ERC qualified wages cannot include FFCRA sick leave)
    - Cannot receive PPP and claim ERC

## 2

## COVID-19 Employer Issues

*COVID-19 will cause legal issues for unwary employers*

### COVID-19 Litigation

- First filed litigation in Illinois by an employee against Wal-Mart for “willful and wanton misconduct and reckless disregard” for health and safety of employees
- Employers must take appropriate steps to follow OSHA/CDC/State and Federal recommendations
  - Institute and Enforce Crisis Preparedness Plan (covered in Week 1) with Response Team
  - Need to contemporaneously document current information impacting decisions
  - Document rationale for prioritization of health and safety measures
  - Engage in active communication with Managers and Employees about decision

### Workers Compensation

- Several states have already taken action to change laws to make COVID-19 a compensable illness for front-line ***and*** “essential businesses”
  - If this change takes place in Kentucky, impact of “hazard pay” could backlash
- Could create a wave of additional claims

EEOC has approved COVID-19 testing – but must maintain confidentiality (Week 5 update)

## *Kentucky's Unemployment Insurance Issues*

### Kentucky's Unemployment Insurance System is Broken

- System-wide shutdowns for “updates
- Three week wait list for return calls
- Wrong information on Employer Guidelines/Handbooks
- Identically-situated employees being treated completely differently
  - Some still have not received ANY compensation for over three weeks!
  - Others have only received state-based compensation, and no Federal
  - Still others received immediate Federal, with “rejection” of state, and nothing since!
  - Employees who walk off the job are being compensated without justification
  - No Consistency, no accountability, no explanations
- Week 3 Update requested concerns to be expressed to be sent to the following Points of Contact:
  - Josh Benton, [josh.benton@ky.gov](mailto:josh.benton@ky.gov)
  - Muncie McNamara, [muncie.mcnamara@ky.gov](mailto:muncie.mcnamara@ky.gov);
  - [uiassistance@ky.gov](mailto:uiassistance@ky.gov)

# Questions & Answers





3

## Risk Management & Cleaning



Lyle Hanna, SPHR & SHRM-SCP  
President & CEO  
Hanna Resource Group



## ***Tactical and Clean Perception***

### **Tactical sanitation of contact surfaces**

- Checklist type of processes
  - Detailed
  - Thoughtful
- Follow up inspections
  - Alignment not guaranteed/standards may vary



## ***Tactical: Where to Clean***

### **Where to Clean**

- Identify high traffic areas
- Identify all areas of potential contact with people or items that could carry the virus
- Tour with notebook and pen and walk all service and employee work areas
- Think what you are truly trying to mitigate –germs, bacteria, and viruses that could be picked up through casual contact

# ***Tactical: Where to Clean***

### **Areas to Consider:**

- Entryways and breezeways
- Trashcans
- Work surface, tools, or contact surfaces customers or employees will be touching regularly
- Bathrooms
  - Public use and employee bathrooms need to be meticulously maintained – this an impression point
- Doors, doorknobs, etc.
- Registers, cash machines, vending machines and card readers
- Keyboards and tablets
- Business-specific touchpoints (self-service areas like cooler doors, etc.)
- Employee breakrooms including coffee makers, microwaves, etc.

## ***Tactical: When to Clean***

### **When to Clean**

- Judgement call based on frequency of use
  - Example: Credit card readers wiped down after every use, whereas other items may need cleaned less frequently
- Don't skimp based on labor; make good decisions based on health and safety being the number one priority

# ***Tactical: What to Clean With***

## **What to Clean With**

- Chemicals
  - Talk with existing vendors that supply cleaning products for recommendations
  - For large surface areas, may want to consider backpack sprayers or disinfectants that can air dry instead of being wiped down
- Consult with vendors on proper use and follow instructions
- Educate team using the products to ensure proper sanitation/disinfecting
- Ensure proper disposal of used rags, paper towels, etc.
- Multiple facilities, use data as available
  - Look at high risk areas/areas with high number of positive cases
  - Review Internal metrics on performance or cleaning conditions
  - Use HR & people metrics to determine where may need to focus more energy

## ***Tactical: Who Should Clean***

### **Who Should Clean**

- Being short staffed can make this difficult
- Any way to free up manpower to focus on cleaning as needed?
- Have stations for employees to get cleaning kits (will vary, but maybe bag with paper towels, spray bottles of sanitizer, masks, and gloves)
- Great place to talk with them and task out areas as well as control supplies
- Has to be cultural shift to be sustainable:
  - Recognize employees who are leading efforts
  - Leaders need to be seen cleaning and participating visibly in caring/cleaning the facilities and workstations
  - All employee should actively be involved in their care of their workstation
  - Try to make it fun – post pics and things on internal workspace
  - Ask employees for feedback- helps with buy in

## *Perception of Care*

- With heightened awareness around public health and the hyper-engagement of local regulators, employees/customers/vendors need to visibly see what you are doing to protect them
  - Employees visibly wiping surfaces down after customer interaction
  - Being seen carrying supplies; maybe make shirts to make them more visible
  - Consider signage communicating the steps to protect them
  - PA announcements where applicable
  - Employee should look neat and clean in their uniform where applicable
  - Hold regular social distancing meetings to talk about importance of safety, processes, and share/solicit feedback

**This is a time that can be leveraged to continue or build customer trust if handled in a genuine, caring way**

# Questions & Answers







# Hand Sanitizer Availability

## Buffalo Trace Distillery





4

## Keep Calm & Squash the Curve



**Bryan Richter**  
**Managing Partner**  
**JB Richter LLC/PPE2USA**





# Keep Calm and Squash the Curve

Monday, April 27, 2020



## Planning for Reopening Your Business



[www.ppe2usa.com](http://www.ppe2usa.com)

PPE2USA

4

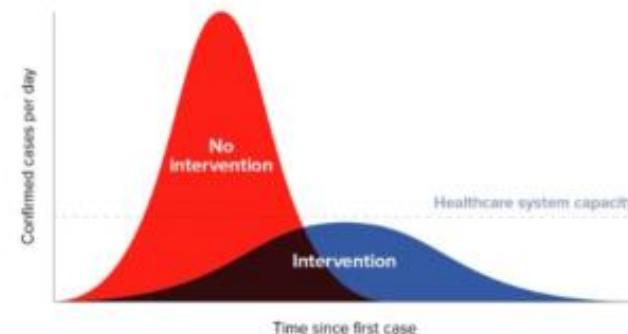


## Keep Calm and Squash the Curve



### Background:

- DR. FAUCI AND DR. BIRX HAVE TALKED ABOUT THE IMPORTANCE OF WEARING MASKS FOR WEEKS. THE VIRUS SPREADS SO EASILY, BY COUGHING, SNEEZING, AND JUST BREATHING. WEARING MASKS PROTECTS OURSELVES AND PROTECTS OTHERS. OUT OF CARE AND CONCERN, WE MUST PROTECT EVERYONE. WE ALL KNOW NOT EVERYONE SHOWS SYMPTOMS – AND WE MUST PROTECT COMPROMISED INDIVIDUALS – THE ELDERLY AND THE IMMUNOCOMPROMISED.
- YOU ARE WORKING WITH SOCIAL DISTANCING, ROTATING SCHEDULES, AND ALLOWING EMPLOYEES TO WORK FROM HOME WHEN THEY ARE ABLE. BUT NOT EVERYONE CAN WORK FROM HOME.
- AND AS HUMANS, WE ARE SOCIAL CREATURES, SO WE NEED TO FIND A WAY TO WORK IN THIS NEW WORLD.
- PPE IS **PERSONAL PROTECTIVE EQUIPMENT** THAT IS SO FAMILIAR TO MANY SECTORS OF OUR JOB MARKETS....HEALTHCARE, MANUFACTURING, RESEARCH, CONSTRUCTION, .....THEY HAVE BEEN EVERYDAY ELEMENTS OF THEIR WORK WORLDS....
- BUT IT HAS BECOME MAINSTREAM BECAUSE OF OUR NEED TO PROTECT OURSELVES AND OTHER IN ALL ENVIRONMENTS.
- WE'VE WORKED SO HARD TO FLATTEN THE CURVE. WE NEEDED TO THIS SO THAT WE DIDN'T OVERWHELM OUR HEALTHCARE SYSTEM, AND **WE DID IT!!!** .....FOR THE **FIRST** WAVE.







## Keep Calm and Squash the Curve



A wise friend posted this: "People grew sick of the social distancing measures as they dragged on into the summer of 1918. When the great war finally ended in late November, people took to the streets to celebrate their good fortune. In the coming weeks, the second wave of the pandemic killed more people than the war. It's not a game..."



### Need (continued):

- .....NOW WE ARE AT A CROSSROADS, WE CAN EITHER CONTINUE THE HERCULEAN EFFORTS TO DATE WHICH WILL ALLOW US TO SQUASH THE CURVE, OR WE CAN RELAX AND BECOME COMPLACENT AND ALLOW THE PANDEMIC TO RESURGE. WE HAVE TO LEARN FROM HISTORY AND NOT REPEAT THE MISTAKES OF THE PAST.

### Need:

- WE NEED TO MAKE SURE THAT WE PROTECT OURSELVES FROM *SUBSEQUENT WAVES* AND RETURN TO WORK *SAFELY*.
- UNTIL WE HAVE HERD IMMUNITY OR A VACCINE, WE CAN **MINIMIZE THE SPREAD** BY WEARING PPE:
  - MASKS
  - GLOVES
  - GOGGLES OR FACE SHIELDS
- YOU ARE WRITING AND IMPLEMENTING NEW POLICIES THAT INCLUDE CLEANING, SOCIAL DISTANCING, ROTATING SCHEDULES, FLEX SCHEDULES. POLICIES THAT ALSO INCLUDE TEMPERATURE CHECKS, WEARING MASKS, AND WEARING GLOVES.
- **THE TIME IS NOW.** WE ARE EXPERIENCING UNFORTUNATE BUT NECESSARY CONSEQUENCES OF SHUTTING DOWN OUR ECONOMY – BOTH ECONOMIC AND PSYCHOLOGICAL CONSEQUENCES. WE NEED TO FIND OUR NEW NORMAL AND DO IT IN A WAY THAT SAFELY PROTECTS EVERYONE.





# Keep Calm and Squash the Curve



## Return to Work Policies:

- THERE IS **NO TRIED AND TRUE ROAD MAP** ON THIS PROCESS, AND SEASONED EXPERTS ARE NOT PART OF OUR RESOURCE POOL BECAUSE WE HAVE NOT GONE THROUGH SOMETHING LIKE THIS IN OVER A HUNDRED YEARS, BUT.....
- WE HAVE THE PAST TO DRAW FROM, AND WE HAVE OUR GREATEST MINDS, WORLD-WIDE, FOCUSED ON SOLVING THIS CHALLENGE SO WE NEED TO DRAW ON THOSE WITH RELATED EXPERIENCE AS WE ESTABLISH OUR OWN PANDEMIC PLANS FOR REOPENING OUR BUSINESSES.
- ONE EXCELLENT RESOURCE THAT MOST OF YOU ARE LIKELY AWARE OF IS THE SAFE WORK PLAYBOOK WHICH IS AN INTERACTIVE GUIDE FOR COVID-19 PANDEMIC PREPAREDNESS AND RESPONSE DEVELOPED BY THE LEAR CORPORATION TO ESTABLISH THEIR PROTOCOL FOR RETURNING TO BUSINESS. THEY WERE ACTUALLY FOUNDED IN 1917 NEAR THE BEGINNING OF THE SPANISH FLU PANDEMIC.



## Background, Need, Return to Work Policies

[Table of Contents](#)
[Plant Operating Protocols](#)
[Employee Training](#)
[Health & Wellness](#)
[Facility Signage](#)

### Preventative Material Inventory

#### Tasks



- Confirm operation has an adequate supply of soap, disinfection, hand sanitizer, paper towels and tissues
- Confirm stock of face masks, face shields, gloves, and glasses on-site and on-order with proper lead time
- Have "touchless" thermometers on-site for employee screening

#### Disinfectant Supplies:

- Confirm operation has an adequate supply of soap, disinfection spray, hand gel, paper towels and tissue.
- Plants should keep a minimum quantity of 30-day supply of disinfectant supplies.
- Disinfection portable stations are recommended for each line except for restricted/sensitive areas due to manufacturing processes.

#### PPE:

- Confirm stock of face masks, gloves, and glasses on-site and on-order with proper lead time.
- Plants should keep a minimum quantity of 30-day supply of PPE.
- Medical employees, screeners, and cleaning crew are required to wear gloves, masks, and glasses.

#	Item	Spec	Quantity
1	Mask (surgical)	Disposable surgical masks (1-day)	Min. 30-day supply
2	Nitrile gloves	Touchflex/ Surgical Nitrile Gloves	Min. 30-day supply
3	Infrared thermometer	Medical infrared thermometers/ Measures ranges 32°C to 42.5°C meets ASTM E965-1998 (2003)	1 per 100 employees/shift
4	Disinfectant spray/wipes	10% bleach (sodium hypochlorite) solution made fresh daily, or a hospital-grade disinfectant (refer to approved disinfectant listing)	Min. 30-day supply
5	Spray bottles	1-liter plastic spray containers	Min. 5 bottles
6	Sanitization floor stand	Hand sanitizer dispenser floor stand	1 available in work area per 50 employees
7	Hand sanitizer (refills)	Sanitizer with Alcohol 70%/Local Brand "Sanitizer"	Min. 30-day supply
8	Hand soap	Hand soap / Local brand "Serviquim"	Min. 30-day supply
9	Paper towels	Paper Towel "Tork"	Min. 30-day supply
10	Glasses/face shields	Safety glasses / Polycarbonate	Min. 30-day supply
11	Bio-hazard container	Bags that can be sealed and tagged as contaminated material (Please see "refuse" section of the COVID-19 Policy and Guidelines Directive)	Min. 30-day supply
12	Clorox Total 360 (optional)	<a href="https://www.cloroxpro.com/products/clorox-total-360/">https://www.cloroxpro.com/products/clorox-total-360/</a>	





# Keep Calm & Squash the Curve



## Return to Work Policies (continued):

- PPE PLAYBOOK GUIDE.....:
  - SIMPLY, THE VIRUS SPREADS THROUGH CONTACT
  - THE VIRUS ALSO SPREADS THROUGH AIR PARTICLES.
  - YOU WANT TO MINIMIZE THE SPREAD TO EVERYONE:
    - EMPLOYEES
    - CLIENTS
    - CUSTOMERS
    - PATIENTS
    - FAMILIES
    - FRIENDS
- STOP THE SPREAD – HOW?
  - CLEANING SURFACES
  - PERSONAL HYGIENE
  - WEARING PPE
- PPE FOR THE DURATION:
  - A DURATION OF TIME....WE JUST DON'T KNOW EXACTLY HOW LONG AT THIS POINT – BUT YOUR PLANNING SHOULD INCLUDE TODAY, THIS WEEK, THIS MONTH.....AND THE NEXT 18 MONTHS.
  - STAY DILLIGENT.....OR THE PAST COULD REPEAT!
  - BECAUSE EVEN WITH A VACCINE, EVERYONE NEEDS TO FEEL SAFE. SOCIAL RESPONSIBILITY BEYOND PERSONAL RESPONSIBILITY....



[Table of Contents](#)

[Plant Operating Protocols](#)

[Employee Training](#)

[Health & Wellness](#)

[Facility Signage](#)

### Personal Protective Equipment (PPE)

#### Tasks



- Review and understand protocol for PPE

#### About:

Protection of the company's general workforce is afforded via the protective triad of:

1. Personal hygiene
2. Social distancing
3. Frequent disinfection of common surfaces

The PRT and Team Leads for PPE and Sanitization are responsible for ensuring there are adequate supplies as required per your company's Pandemic Plan.

#### Masks

Face masks are required PPE for a very limited number of pandemic response and management personnel within each facility:

- Medical and isolation team members
- Shift health screeners
- Disinfection team members
- Those with broad exposure to other employees (e.g. cafeteria workers and security guards)

*Note: N95, HFPDOL, or equivalent protection must be prioritized for use by isolation and medical team members as they are more likely to be exposed to employees who are COVID-19 symptomatic.*



#### Face Shields

Face shields may be worn as a precautionary measure when employees working within 1 meter (3 feet) of other employees.



#### Gloves

Our top priority is always protecting people. Based on CDC findings, the company does not require or recommend that our employees wear gloves except for:



## Keep Calm and Squash the Curve



4

### Return to Work Policies (continued):

#### GOVERNOR ANDY BESHEAR STATEMENTS ON SATURDAY, APRIL 25:

*We remind you that this phased, gradual reopening of services may require adjustment. In all phases, until later guidance is given, the following guidance is required of the facilities listed above:*

- *Maximize telehealth rather than in-person services;*
- *Prohibit visitors allowed except when necessary for end-of-life, vulnerable populations, minors, etc. and then only to minimum essential extent;*
- *Eliminate traditional waiting / common seating areas and use non-traditional alternatives (e.g., parking lot lobby);*
- *Maintain social distancing greater than 6 feet in all settings where people must wait and employ other steps to minimize direct contact between individuals within the healthcare setting;*
- *Screen all healthcare workers, patients, and others for temperature and COVID-19 symptoms upon arrival for shift or visit. Require staff to stay home if sick;*
- *Plan for and ensure enhanced workplace sanitizing;*
- *Plan for and ensure enhanced hand hygiene (washing & sanitizing) compliance;*
- *Provide easily accessible hand sanitizer throughout the office / building;*
- *Procure necessary PPE via normal supply chains;*
- *All healthcare providers and staff must wear surgical / procedural masks while in healthcare office/facility;*
- *All patients and other persons in healthcare office/facility must wear a surgical/procedural mask while in an acute care hospital or ambulatory surgical center; and*
- *Patients in all other healthcare settings may wear either a surgical/procedural mask or cloth mask/face covering.*

### Additional Considerations When Planning:

#### THINK OUTSIDE THE BOX OF TRADITIONAL BUSINESS PRACTICES:

- ARTICLE FROM THE WALL STREET JOURNAL DEFINES THE CURRENT PPE MARKET AS THE "WILD, WILD WEST"
- DUE TO THE CLIMATE, YOU NEED ADEQUATE VETTING AND LEGITIMATE MANUFACTURER'S
- SEARCH FOR COMPETITIVE PRICING
- VERIFY AVAILABILITY
- IT'S A NEW WORLD SO HAVE **PLAN A AND PLAN B** IN PLACE.







# Keep Calm and Squash the Curve



4

## Return to Work Policies (continued):

### Clarifications on Different Masks and Performance

- 3M – NIOSH-approved N95
- **3M has completed technical analysis and issued this bulletin documenting that others are equal, and the FDA has concurred and issued Emergency Utilization Authorization for qualified manufacturers.**



**3M** Science.  
Applied to Life.™

Technical Bulletin

January, 2020  
Revision 2

## Comparison of FFP2, KN95, and N95 and Other Filtering Facepiece Respirator Classes

### Description

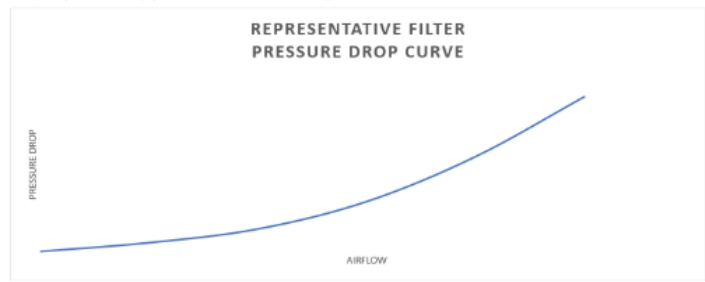
Filtering facepiece respirators (FFR), which are sometimes called disposable respirators, are subject to various regulatory standards around the world. These standards specify certain required physical properties and performance characteristics in order for respirators to claim compliance with the particular standard. During pandemic or emergency situations, health authorities often reference these standards when making respirator recommendations, stating, for example, that certain populations should use an “N95, FFP2, or equivalent” respirator.

This document is only intended to help clarify some key similarities between such references, specifically to the following FFR performance standards:

- N95 (United States NIOSH-42CFR84)
- FFP2 (Europe EN 149-2001)
- **KN95 (China GB2626-2006)**
- P2 (Australia/New Zealand AS/NZS 1716:2012)
- Korea 1<sup>st</sup> class (Korea KMOEL - 2017-64)
- DS (Japan JMHLW-Notification 214, 2018)

As shown in the following summary table, respirators certified as meeting these standards can be expected to function very similarly to one another, based on the performance requirements stated in the standards and confirmed during conformity testing.

One notable comparison point is the flow rates specified by these standards for the inhalation and exhalation resistance tests. Inhalation resistance testing flow rates range from 40 to 160 L/min. Exhalation resistance testing flow rates range from 30 to 95 L/min. Some countries require testing to be performed at multiple flow rates, others at only the high or low end of those ranges. Although this appears to suggest that the standards’ requirements for breathing resistance (also called “pressure drop”) differ from each other, it’s important to understand that pressure drop across any filter will naturally be higher at higher flow rates and lower at lower flow rates. Given typical pressure curves for respirator filters, the standards’ various pressure drop requirements are actually quite similar. This chart shows a representative filter pressure drop curve. If one filter is tested at a high flow rate, the pressure drop performance will be relatively high. If that same filter is tested at a low flow rate, the pressure drop performance will be relatively low.





4



# Keep Calm & Squash the Curve



## Return to Work Policies (continued):

### Clarifications on Different Masks and Performance

Technical Bulletin issued by 3M in January of 2020 states that N95, KN95, FFP2, and other filtering facepiece **ARE EQUIVALENT**, and many Chinese manufacturers have been given permission to export their masks and other PPE to the U.S., and the FDA has provided these manufacturers with Emergency Utilization Authorization allowing them to import to the U.S.

### How to Remove Disposable Masks the Right Way:

13



### Surgical Mask (or respirator)

Front of mask/respirator is contaminated - do not touch. Unfasten the ties - first the bottom, then the top. Pull away from the face without touching front of mask/respirator. Discard disposable items into an appropriate lined waste bin. For reusable respirator place in designated receptacle for processing/decontamination.

## 3M Personal Safety Division

Based on this comparison, it is reasonable to consider China KN95, AS/NZ P2, Korea 1st Class, and Japan DS FFPs as "equivalent" to US NIOSH N95 and European FFP2 respirators, for filtering non-oil-based particles such as those resulting from wildfires, PM2.5 air pollution, volcanic eruptions, or bioaerosols (e.g., viruses). However, prior to selecting a respirator, users should consult their local respiratory protection regulations and requirements or check with their local public health authorities for selection guidance.

Certification/Class (Standard)	N95 (NIOSH-42C FRB4)	FFP2 (EN 149-2001)	KN95 (GB2626-2006)	P2 (AS/NZ 1716:2012)	Korea 1 <sup>st</sup> Class (KMOEL - 2017-64)	DS (Japan JMH/W-Notification 254, 2018)
Filter performance - (must be ≥ 95% efficient)	≥ 95%	≥ 94%	≥ 95%	≥ 94%	≥ 94%	≥ 95%
Test agent	NaCl	NaCl and paraffin oil	NaCl	NaCl	NaCl and paraffin oil	NaCl
Flow rate	85 L/min	95 L/min	85 L/min	95 L/min	95 L/min	85 L/min
Total inward leakage (TIL)* - tested on human subjects each performing exercises	N/A	≤ 8% leakage (arithmetic mean)	≤ 8% leakage (arithmetic mean)	≤ 8% leakage (individual and arithmetic mean)	≤ 8% leakage (arithmetic mean)	Inward Leakage measured and included in User Instructions
Inhalation resistance - max pressure drop	≤ 343 Pa	≤ 70 Pa (at 30 L/min) ≤ 240 Pa (at 95 L/min) ≤ 500 Pa (clogging)	≤ 350 Pa	≤ 70 Pa (at 30 L/min) ≤ 240 Pa (at 95 L/min)	≤ 70 Pa (at 30 L/min) ≤ 240 Pa (at 95 L/min)	≤ 70 Pa (w/valve) ≤ 50 Pa (no valve)
Flow rate	85 L/min	Varied - see above	85 L/min	Varied - see above	Varied - see above	40 L/min
Exhalation resistance - max pressure drop	≤ 245 Pa	≤ 300 Pa	≤ 250 Pa	≤ 120 Pa	≤ 300 Pa	≤ 70 Pa (w/valve) ≤ 50 Pa (no valve)
Flow rate	85 L/min	160 L/min	85 L/min	85 L/min	160 L/min	40 L/min
Exhalation valve leakage requirement	Leak rate ≤ 30 mL/min	N/A	Depressurization to 0 Pa ≤ 20 sec	Leak rate ≤ 30 mL/min	Visual inspection after 300 L/min for 30 sec	Depressurization to 0 Pa ≤ 15 sec
Force applied	≤ 245 Pa	N/A	≤ 180 Pa	≤ 250 Pa	N/A	≤ 470 Pa
CO <sub>2</sub> clearance requirement	N/A	≤ 1%	≤ 1%	≤ 1%	≤ 1%	≤ 1%

\*Japan JMH/W-Notification 254 requires an Inward Leakage test rather than a TIL test.







# Keep Calm & Squash the Curve



4

## Return to Work Policies (continued):

### How to Remove Disposable Gloves the Right Way:

It's probably a smart idea to practice doffing disposable gloves that aren't contaminated. That way, if it takes a few tries to get it right, you won't have to worry about what your bare skin may have come into contact with. Here is the step-by-step method:

1. Pinch the outside of the glove about an inch or two down from the top edge inside the wrist.
2. Peel downwards, away from the wrist, turning the glove inside out.
3. Pull the glove away until it's removed from the hand. Hold the inside-out glove with the gloved hand.
4. With your gloveless hand, slide your fingers under the wrist of the glove, **do not touch the outside surface of the glove**.
5. Repeat step 3. Peel downwards, away from the wrist, turning the glove inside out.
6. Continue pulling the glove down and over the first glove. This ensures that both gloves are inside out, one glove enveloped inside the other, with no contaminants on the bare hands.
7. Dispose of the gloves in a proper bin— this may differ depending on company policies.



## How to Remove Gloves

To protect yourself, use the following steps to take off gloves



Grasp the outside of one glove at the wrist.  
Do not touch your bare skin.



Peel the glove away from your body,  
pulling it inside out.



Hold the glove you just removed in  
your gloved hand.



Peel off the second glove by putting your fingers  
inside the glove at the top of your wrist.



Turn the second glove inside out while pulling  
it away from your body, leaving the first glove  
inside the second.



Dispose of the gloves safely. Do not reuse the gloves.



Clean your hands immediately after removing gloves.

Adapted from Weldon Corporation Board of EC

CS 254759A



Background, Need, Return to Work Policies

PPE2USA



# Keep Calm and Squash the Curve



4

## The Coming Weeks & Months

### AS THE REMAINDER OF THE ECONOMY FOLLOWS THE HEALTHCARE SYSTEM'S LEAD:

Every business needs to consider the following to SQUASH the curve:

- Create a Pandemic Plan.
- Identify a Pandemic Response Team (PRT)
- Train the PRT and all staff.
- Consider allowing employees to work from distance when possible.
- Identify a reliable supplier of PPE for the next 18 months.
- Confirm stock of PPE on site and on-order with proper lead times to ensure shortages do not occur.
- Businesses should keep a minimum quantity of 30-day supply of PPE.
- Based on the Governor's recommendations, all screeners and employees who work in close proximity to coworkers should be wearing clean PPE on a daily basis.

### IF WE DON'T:

- We are turning a blind eye and being socially irresponsible because it has been reported that **ONE** person infected with COVID-19, who does not take proper precautions, infects three people, and those three pass it onto three more for ten cycles, there will be **59,000 people** infected in a snowball effect.

BY [ABIGAIL LEONARD / TOKYO](#)

APRIL 24, 2020 6:27 AM EDT

[Japan's northern island of Hokkaido](#) offers a grim lesson in the [next phase of the battle](#) against COVID-19. It acted quickly and contained an early outbreak of the coronavirus with a 3-week lockdown. But, when the governor lifted restrictions, [a second wave of infections](#) hit even harder. Twenty-six days later, the island was forced back into lockdown.



We all have to say STOP, keep calm, and be disciplined:



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The Coming Weeks & Months



# Questions & Answers







5

Healthy at Work

**"We not only want to get through this. We want to come out strong and rebuild."**

***-Governor Andy Beshear***



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