



Labornet No. 1326

GENERAL WORKPLACE HEALTH AND SAFETY PREVENTION MEASURES

LABOR AND EMPLOYMENT LAW NEWS – LATEST DEVELOPMENTS

Dear All,

Castile-La Mancha [Spain] has taken new mandatory prevention and control measures applicable to all eligible individuals and companies.

Directive No. 95/2022 [see attached copy in Spanish] was approved on May 20, 2022 by the Regional Department of Health, containing recommendations for infection prevention and control to address the health crisis caused by COVID-19 [2022/4758].

It is extremely important to keep on following the general recommendations for COVID-19 prevention, whose effectiveness has been largely demonstrated by evidence and epidemiological data during the pandemic, including:

- a) Social distancing of 1.5 meters;
- b) Masking in accordance with Royal Decree 286/2022, dated April 19, 2022, although it lifted the mask mandate during the health crisis caused by COVID-19 pandemic or under any superseding regulations;
- c) Hygiene etiquette: avoid coughing directly into the air; cover your mouth and nose with a tissue and throw it away immediately; or cough or sneeze into your bent elbow, not your hands, and do not touch your face, nose and eyes;

- d) Frequent hand washing with soap and water, and if soap and water are not readily available, use an alcohol-based hand sanitizer;
- e) Cleaning and disinfection of furniture and surfaces, and ventilation of indoor spaces;
- f) If you have symptoms of COVID-19 or think you might have COVID-19, follow the steps in the health protocols currently in force;
- g) Choose outdoor activities whenever possible;
- h) Use contactless payment methods;
- i) Proper constant ventilation of indoor spaces with outdoor air;
- j) Masking in:
 - Indoor public spaces where individuals are, or may be, in close contact for extended periods of time;
 - Mass participation events;
 - Family reunions, gatherings or celebrations in high-risk indoor settings with vulnerable participants;
 - If you have a greater risk of severe disease or have Covid-19 symptoms.

Prevention and health protection strategies

1. All individuals must observe the safety and hygiene measures recommended by the public health authorities for Covid-19 prevention; all necessary measures will be taken to prevent Covid-19 spread and reduce the risk of exposure.
2. Any activity which, in the opinion of the competent authorities, is likely to pose a risk of exposure may be suspended because of the conditions under which it takes place.
3. Individual and collective health protection strategies will be implemented:
 - a) **COVID-19 VACCINES;**
 - b) Frequent hand-washing;
 - c) Hygiene etiquette (avoid coughing directly into the air; cover your mouth and nose with a tissue when you cough or sneeze, throw used tissues in the trash, and if you don't have a tissue, cough or sneeze into your elbow, not your hands);

- d) Social distancing;
- e) Recommended masking in certain settings, although the mask mandate may no longer be in place;
- f) Choose outdoor spaces for activities when possible.
- g) Proper ventilation of indoor spaces, and cleaning and disinfection of surfaces.

- Section 6. Duty of collaboration and communication

Articles 8 and 9 of General Public Health Act No. 33/2011, dated October 4, set forth the duty of collaboration and communication for all citizens.

- Article 7. Social distancing and mask mandate

1. To all intents and purposes, social distancing of 1.5 meters must be kept in public spaces, particularly indoors. When it is not possible to keep social distancing, it is imperative to take proper hygiene measures to prevent the Covid-19 spread; and stay physically apart where possible.

2. While masking is still required in the cases specified under Act No. 2/2021, dated March 29, 2022, Royal Decree No. 286/2022, dated April 19, 2022, has now removed the masking requirement during the health crisis caused by COVID-19.

3. However, please take note of the following recommendations:

- a) Those who are at higher risk of developing serious illness from COVID-19 are strongly advised to wear a face mask in any setting where social distancing of 1.5 meters cannot be kept.
- b) Wear face masks in indoor public spaces where people are close to each other or where social distancing is difficult to maintain.
- c) Wear masks in mass participation events.
- d) Masking is strongly recommended in family reunions, gatherings or celebrations in high-risk indoor settings with vulnerable participants.

- Section 12 provides guidance about general workplace safety and health prevention measures:

1. In addition to the observance of occupational health and safety rules, companies must follow the general prevention measures set forth in the law and other applicable regulations.

2. As a general rule, masking is not required in the workplace. However, employers may take the reasonable prevention measures they see fit based on their workplace risk assessments, including masking.

Please do not hesitate to contact us for further information.

Best regards,

de Diego & Asociados

Information Update Service - Private International Labor Law [Spain]