



ILWU LOCAL 502

International Longshore & Warehouse Union



TO: All ILWU Employees – Members and Casual

COVID-19 Update: March 16, 2020

I want to thank all of you for your professionalism, support and patience as we work to ensure the continuity of operations and support for employees during this time.

I want to assure you that we've heard your concerns. I recognize that there are many questions that we currently don't have the answers to at this moment, but our information is changing by the minute. We need to ensure that what we share with you is fact-based and from reliable sources. Until we hear otherwise, we will continue production and operation as we have discussed in the recent correspondence. As per the Provincial Health guidelines, it is our expectation that you self isolate yourself for 14 days if you have been out of the province to protect our Brothers and Sisters.

Effective immediately, we have implemented the following precautionary measures:

We have made temporary changes to our general dispatch practices and methods of minimizing contact among employees. Please refer to all communications and bulletins which have been previously disseminated electronically and posted at the Hall, regarding these changes.

The most recent CDC advisory states that any large event or mass gathering of 50 or more people can contribute to the spread of COVID-19 and introduce the virus to new communities. As such, it is recommended, in accordance with its guidance for that for the next 8 weeks, organizers (whether groups or individuals) cancel or postpone in-person events that consist of 50 people or more. This will impact our General meetings. Any changes to General meetings will be announced as further information arises.

We are exploring alternative avenues for methods of correspondence in order to continue to apprise our membership of any time sensitive decisions or issues that will impact operations.

For any work related event or meeting, or as a general practice to **reduce the risk of exposure to COVID-19**, we recommend the following guidelines, in adherence with the BC Centre for Disease Control (BCCDC) in order to protect our vulnerable populations:

- **Wash your hands frequently (it is the single most effective way of reducing infection spread).**
- **Practice other good hygiene habits: do not touch your face/eyes/mouth with your hands, and cover your mouth and nose when you sneeze or cough (ideally with a disposable tissue or the crease of your elbow).**
- **Clean and disinfect frequently touched or shared workspace surfaces.**

- **Maintain good general health (eat a balanced diet, get enough sleep, exercise in moderation).**
- **Stay home if you are sick.**

Contact 8-1-1 (Health Link BC - Nurse's Line) or your health care provider for questions about your personal health situation, available 24/7.

PERSONAL PROTECTION

We are currently sourcing suppliers to purchase additional hand sanitizers and alcohol wipes which will be available for all employees who are working in operations. Please ensure that you take the time to sanitize your work stations prior to and following your shift. This includes but is not limited to machine workspace, personal equipment ie hand held radios, etc.

YOUR DUTIES AS AN EMPLOYEE:

You have a duty to stay at home in self-isolation as long as directed by your doctor or as advised by the Public Health Authority if:

- You have symptoms of COVID-19 (fever and/or cough or difficulty breathing), or
- You are deemed a high-risk contact due to close prolonged contact with an individual diagnosed with COVID-19 and have received or are awaiting recommendations from a Public Health Authority.

For confirmed cases of COVID-19 in an occupational setting (i.e., the ill individual came into the workplace, regardless if it was contracted through the community or from an occupational exposure), the business agents will record the incident.

WHEN TO SELF ISOLATE:

We need to take a consistent approach when dealing with suspected or confirmed cases of COVID-19 in our workplace. You should self-isolate when you have been diagnosed with COVID-19 or when local public health authorities have identified you as a close contact of someone diagnosed with COVID 19.

Self-isolate means:

- **Limit contact with others.**
- **Do not leave home unless absolutely necessary, such as to seek medical care.**
- **Do not go to school, work or other public areas and do not use public transportation (e.g., buses, taxis).**
- **Arrange to have groceries and supplies dropped off at your door to minimize contact.**
- **If possible, stay in a separate room and use a separate bathroom from others in your home.**
- **If you have to be in contact with others, keep at least two metres between yourself and the other**
- **person. Keep interactions brief and wear a mask.**

- **Avoid contact with older adults and with individuals with chronic conditions or compromised immune systems.**
- **Avoid contact with pets if you live with other people who may also touch the pet.**

Additional information can be found in the Government of Canada's factsheet "How to isolate at home when you have COVID-19" (<https://www.canada.ca/en/public-health/services/publications/diseases-conditions/covid-19-how-to-isolate-at-home.html>).

WHEN TO SELF-MONITOR:

If you have not been diagnosed with COVID-19 or identified as a close contact of someone with COVID 19, you should self-monitor for symptoms of respiratory illness. Self-monitoring means monitoring yourself for fever, cough and difficulty breathing and avoiding places where you cannot easily separate yourself from others if you become ill. If you develop symptoms of respiratory illness, stay home, contact your local public health authority, and follow their instructions.

We recognize that municipal and provincial/territorial governments are making decisions that impact your personal lives. Please consult local guidelines regarding self-isolation following travel, closures of schools and daycares, or other public health measures.

PERSONAL TRAVEL

On March 12, 2020, BC Provincial Health Officer Dr. Bonnie Henry and BC Health Minister Adrian Dix announced that **the Province is recommending all residents avoid all non-essential international travel, including to the United States. The Province has advised that anyone who travels outside of Canada will need to stay away from school or work for 14 days upon return.**

On March 14, 2020, **the Federal Government issued a global travel advisory warning Canadians abroad to return home while commercial flight travel remains available.**

On March 16, 2020, the Federal Government issued the following update regarding travel:

- **Travelers who are not Canadian citizens or permanent residents will not be allowed entry into Canada.**
- **Any Canadian traveler showing symptoms while abroad will not be allowed to travel back to Canada. They will be provided with assistance while they remain abroad.**
- **Only Toronto Pearson, Montreal, YVR and Calgary will be open to international flights. Commerce and trade are exempt from the international reception. Domestic travel will not be impacted.**
- **All travelers currently abroad are advised to immediately return home, via commercial flights remain dispersedly available.**
- **All non-essential travel is urged to be cancelled at this time.**

This directive from the Province will impact staff who reside in the USA, or are currently travelling outside Canada.

We believe the above guidance takes into consideration the continuity of service to Canadians as well as reflecting the imperative we all have to follow public health advice as Canada continues its ongoing efforts to fight the pandemic. As the situation evolves, I would like to underscore that changes in public health advice could lead to different approaches.

The decision for personal travel is up to the individual staff member. However, as the situation around the world is changing rapidly, staff should ensure that they have the latest information before making that decision.

Employees also need to consider:

- **If they travel into an area where a travel advisory is in place, they may not be covered by the insurance company for virus-related emergencies.**
- **Travel coverage may expire while an employee is stranded in an area under quarantine will be extended until the end of the period of quarantine.**
- **Re-entry into Canada may be in jeopardy due to border closures and re-admittance regulations.**

The Federal government has advised that they will be doing a daily news release.

ADDITIONAL RESOURCES

Health Canada has a number of active travel health notices for COVID-19 posted on their website and each country or area may have different levels of risk.

<https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/latest-travel-health-advice.html>

FURTHER INFORMATION AND SUPPORT

We appreciate that the current situation is unsettling for all staff and their families. These initiatives are intended to provide you with the most up to date information and resources to alleviate any concerns. The safety and wellbeing of our staff continue to be our top priority.

You may contact one of the elected officials for additional support and assistance or guidance should you require it.

Yours Truly

A large, stylized handwritten signature in black ink, appearing to read 'Rick Hurtubise', written over a horizontal line.

Rick Hurtubise
President - ILWU Local 502
On behalf of the Officers