

# COVID-19 WATERFRONT INDUSTRY PROTOCOLS

January 7, 2022

*This is a guidance document providing recommendations based on best practices and descriptions of mandatory health and safety standards. Members are responsible for developing protocols for their specific terminal operations through their risk management and safety committee processes.*

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## Introduction

To reduce the spread and impact of the COVID-19 outbreak conditions on businesses, workers, customers, and the public, it is important for all members review their COVID-19 pandemic plan on a regular basis as new information is available.

This COVID-19 planning guidance is based on traditional infection prevention and industrial hygiene practices. It focuses on the need for members to implement engineering, administrative, work practice controls and personal protective equipment (PPE), as well as the considerations for doing so.

This guidance is intended for planning purposes. Members should use this planning guidance to help identify risk levels in workplace settings and to determine any appropriate control measures to implement. Additional guidance may be required as new information becomes available regarding the COVID-19 outbreak conditions, including new information about the virus, transmission, and impacts.

## Section 1 - About COVID-19

### Symptoms of COVID-19

Infection from the COVID-19 virus can cause illness, ranging from mild to severe symptoms, and in some cases, can be fatal. Symptoms typically include fever or chills, cough, loss of sense of smell or taste and difficulty breathing. Other symptoms include sore throat, loss of appetite, extreme fatigue or tiredness, headache, body aches, nausea or vomiting and diarrhea. Some people, referred to as asymptomatic cases, have experienced no symptoms at all.

SYMPTOMS		WHAT TO DO
<ul style="list-style-type: none"> <li>• Fever (above 38° C)</li> <li>• Chills</li> <li>• Cough</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of sense of smell or taste</li> <li>• Difficulty breathing</li> </ul>	<p><b>1 or more of these symptoms:</b> Get tested and stay home.</p>
<ul style="list-style-type: none"> <li>• Sore throat</li> <li>• Loss of appetite</li> <li>• Headache</li> <li>• Body aches</li> </ul>	<ul style="list-style-type: none"> <li>• Extreme fatigue or tiredness</li> <li>• Nausea or vomiting</li> <li>• Diarrhea</li> </ul>	<p>If you have <b>1 symptom:</b> Stay home until you feel better.</p> <p><b>2 or more of these symptoms:</b> Stay home and wait 24 hours to see if you feel better. Get tested if not better after 24 hours.</p>
<p>If you are a <b>close contact*</b> of someone who has COVID-19 and have any of the symptoms listed above: Get tested and stay home.</p>		

Symptoms of COVID-19 may appear in as few as 48 hours from exposure and as long as 14 days after exposure. The incubation period is believed to be 2-14 days with a median of 5-6 days. With the Omicron variant, the median incubation period is 3 days.

### How COVID-19 Spreads

Although the first human cases of COVID-19 likely resulted from exposure to infected animals, infected individuals are now spreading COVID-19 to other individuals.

The virus is spread mainly from person-to-person, including:

- Between people who are in close prolonged contact with one another, and

- Through respiratory droplets produced when an infected person coughs or sneezes. These droplets can enter the body if droplets get into the eyes, nose or throat. COVID-19 can also spread by touch. If droplets are left on objects and surfaces after an infected person sneezes, coughs on, or touches them, other people may become infected by touching these objects or surfaces, and then touching their eyes, nose or mouth. However, close prolonged contact as noted above is the primary method of transmission.

People are thought to be most contagious when they are most symptomatic. Spread is possible before people show symptoms while a person is or if they remain asymptomatic.

Although Canada has implemented extraordinary public health measures to limit the spread of the virus, person-to-person transmission will continue to occur.

### COVID-19 Testing

Since a PCR test is currently the most accurate test result.

While waiting on the results of a test, one must isolate while waiting for the result.

## Section 2 - Classifying Worker Exposure

Worker risk of occupational exposure to COVID-19 may vary. The level of risk depends in part on the interaction type, need for contact within 2m, contact with individuals suspected of being infected with COVID-19, use of personal protective equipment or requirement for repeated or close prolonged contact with persons known to be, or suspected of being, infected with COVID-19.

To help members determine appropriate precautions, job tasks can be divided into two risk exposure levels: high and low risk. Most waterfront workers will likely fall in the lower exposure risk (caution).

Risk Level	Description of Risk Level
<b>HIGH</b>	<p>A close contact is generally someone who has been near a person with COVID-19 for at least 15 minutes when health and safety measures were not in place or were insufficient.</p> <ul style="list-style-type: none"> <li>• People you live or share a room with.</li> <li>• People you had intimate contact with.</li> <li>• People who:                             <ul style="list-style-type: none"> <li>○ were face-to-face with for 15 minutes or more</li> <li>○ while they were indoors, <i>and</i></li> <li>○ while covid positive person was not wearing a mask.</li> </ul> </li> <li>• People who may have been exposed to saliva or other bodily fluids, such as people who shared items like a drink, personal hygiene item, cigarette/vape, lipstick, or eating utensils, as well as people who may have been coughed or sneezed on.</li> </ul>
<b>LOW</b>	<p><b>Only transient interactions</b> (e.g., walking by an individual or being briefly in the same room) or unknown but possible transient interaction due to the occurrence of local community transmission, or exposure under 15 minutes with the consistent use of appropriate PPE.</p>

It is essential that mask policies are adhered to at all terminals to limit the risk of close contacts and therefore lower the probability of further spread. A close contact is defined in the high risk section above.



Vaccine and prior infection status	Time since dose of COVID-19 vaccine, or infection	Isolation recommendations
<b>Not Fully COVID-19 Vaccinated</b>	Not applicable	Self-Isolate at least 10 Days
<b>Vaccines with a two doses series, after 2<sup>nd</sup> dose</b>	Exposure ≤7 days after 2 <sup>nd</sup> dose for a 2 dose series	Self-Isolate at least 10 Days
	Exposure >7 days <u>after</u> 2 <sup>nd</sup> dose of vaccine	Self-monitor 14 Days
<b>Prior infection with no vaccination</b>	Exposure 90 days or less since recovery (end of infectious period)	Self-monitor 14 Days
	91 days or more since recovery	Self-Isolate at least 10 Days

### High-risk exposure management considering immunization and prior infection

<http://www.bccdc.ca/health-info/diseases-conditions/covid-19/self-isolation/close-contacts>

Definitions of vaccination status are as follows:

1. Fully vaccinated: Means you received both doses of a 2-dose series (e.g. AstraZeneca, Pfizer-BioNTech, or Moderna vaccine) more than 7 days ago, or have received a single dose of a 1-dose series (e.g. Janssen/Johnson and Johnson) more than 14 days ago.
2. Not fully vaccinated: includes all that do not meet the above criteria.



## Section 3 - Steps All Members Should Take

This section describes basic steps that every member can take to reduce the risk of worker exposure to COVID-19 in their workplace. Later sections of this guidance provide specific recommendations for members and workers within specific risk categories.

### Develop a COVID Safety Plan

Stay abreast of guidance from federal, provincial, local, indigenous, and/or other health agencies, and consider how to incorporate those recommendations and resources into workplace-specific plans.

Plans should consider and address the level(s) of risk associated with various worksites and job tasks workers perform at those sites. Such considerations may include:

- Where, how, and to what sources of COVID-19 might workers be exposed, including:
  - The general public, customers, and co-workers, and;
  - Sick individuals or those at particularly high risk of infection (international travelers who have visited locations with widespread transmission, healthcare workers who have had unprotected exposures to people with COVID-19),
- Non-occupational risk factors at home and in community settings,
- Workers' individual risk factors (e.g., older age; presence of chronic medical conditions, including immunocompromising conditions; pregnancy),
- Controls necessary to address those risks
- Level of vaccinations in the workplace and general population

Follow federal and provincial, local, indigenous, and/or other health agency recommendations regarding development of contingency plans for situations that may arise as a result of outbreaks, such as:

- The need for social distancing, staggered work shifts, downsizing operations, delivering services remotely, and other exposure-reducing measures,
- Options for conducting essential operations with a reduced workforce, including cross-training workers across different jobs in order to continue operations or deliver surge services, and
- Interrupted supply chains or delayed deliveries. Plans should also consider and address the other steps that members can take to reduce the risk of worker exposure to COVID-19 in their workplace, described in the sections below.

### Implement Basic Infection Prevention Measures

For most members, protecting workers will depend on emphasizing basic infection prevention measures. As appropriate, all members should implement good hygiene and infection control practices, including:

- Practice hand hygiene by regularly washing hands with soap and water for at least 20 seconds; or, if soap and water are not available, use an alcohol-based hand sanitizer,
- Avoid touching eyes, nose, and mouth with unwashed hands,
- Cover coughs and sneezes with a tissue, elbow, or sleeve,
- Report any COVID-19 symptoms,
- Maintain a distance of 2 meters from other people as much as possible and as short a term as possible:
  - <http://www.bccdc.ca/health-info/diseases-conditions/covid-19/prevention-risks/physical-distancing>
  - <https://www.canada.ca/en/public-health/services/publications/diseases-conditions/preventing-covid-19-workplace-employers-employees-essential-service-workers.html>
- Recover at home if feeling unwell,
- Minimize workers working on site and maintain distance, and
- Not to report to work or dispatch if travelled outside of Canada or meets the additional criteria specified in the **COVID-19 Industry Health Directions**.

The waterfront community in general has undertaken the following precautions:

- Restrictions on worker gatherings and business travel,
- Provided extra hand sanitization stations,
- Provided messaging to our partners (e.g. contractors, agency staff, and visitors) regarding expectations for protecting our safety, and
- Preparing with further actions for localized or pandemic scenarios.

### Develop Policies and Procedures for Prompt Identification and Isolation of Sick People, where Appropriate

- Prompt identification and isolation of potentially infectious individuals is a critical step in protecting workers, customers, visitors, and others at a worksite.
- Members should inform and encourage workers to self-monitor for signs and symptoms of COVID-19.
- Members should develop policies and procedures for workers to report when they are sick or experiencing symptoms of COVID-19.
- Where appropriate, members should develop policies and procedures for immediately isolating people who have signs and/or symptoms of COVID-19, and train workers to implement them.
- Move potentially infectious people to a location away from workers, customers, and other visitors. Although most worksites do not have specific isolation rooms, designated areas with closable doors may serve as isolation rooms until potentially sick people can be safely removed from the worksite.
- Take steps to limit spread of the respiratory secretions of a person who may have COVID-19. Provide a face mask, and recommend the person to wear it.

- If possible, isolate people suspected of having COVID-19 separately using either permanent (e.g., wall/different room) or temporary barrier (e.g., plastic sheeting).
- Restrict the number of personnel entering isolation areas.

### Develop, Implement, and Communicate about Workplace Flexibilities and Protections

- Required sick workers to stay home regardless of illness.
- Ensure that sick leave policies are flexible and consistent with public health guidance and that workers are aware of these policies.
- Talk with companies that provide your business with contract or temporary workers about the importance of sick workers staying home and encourage them to develop non-punitive leave policies.
- Do not require a healthcare provider's note for workers who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation.
- Maintain flexible policies that permit workers to stay home to care for a sick family member. Members should be aware that more workers may need to stay at home to care for sick children or other sick family members than is usual.
- Be aware of workers' concerns about pay, leave, safety, health, and other issues that may arise during infectious disease outbreaks. Provide adequate, usable, and appropriate training, education, and informational material about business-essential job functions and worker health and safety, including proper hygiene practices and the use of any workplace controls (including PPE). Informed workers who feel safe at work are less likely to be unnecessarily absent.
- Work with insurance companies (e.g., those providing worker health benefits) and Federal and Provincial health agencies to provide information to workers and customers about medical care in the event of a COVID-19 outbreak.

### Daily Health Checks

Part of Employers safety plans must involve ensuring that people with symptoms of COVID-19 or who have had potential exposure are prohibited from entering the workplace.

### **WHAT EMPLOYERS NEED TO DO:**

#### Implement Workplace Controls

Occupational health and safety professionals use a framework called the “hierarchy of controls” to select ways of controlling workplace hazards. In other words, the best way to control a hazard is to systematically remove it from the workplace, rather than relying on workers to reduce their exposure.

During the COVID-19 outbreak, when it may not be possible to eliminate the hazard, the most effective protection measures are: engineering controls, administrative controls and PPE. There are advantages and disadvantages to each type of control measure when considering the ease of implementation, effectiveness, and cost. In most cases, a combination of control measures will be necessary to protect workers from exposure to COVID-19.

### **Engineering Controls**

Engineering controls involve isolating workers from work-related hazards. In workplaces where they are appropriate, these types of controls reduce exposure to hazards without relying on worker behavior and can be the most cost-effective solution to implement. Where work must be performed from a facility rearrange work stations to eliminate shared spaces – ensure physical distance of at least 2 meters. If workers have to work within 2 meters they should do it for the shortest time possible.

<https://www.canada.ca/en/public-health/services/publications/diseases-conditions/preventing-covid-19-workplace-employers-employees-essential-service-workers.html>

### **Administrative Controls**

Administrative controls require action by the worker or employer. Typically, administrative controls are changes in work policy or procedures to reduce or minimize exposure to a hazard.

Examples of administrative controls for COVID-19 include:

- Requiring sick workers stay at home,
- Posting handwashing signs in restrooms,
- Offering taxi vouchers to workers who take public transportation,
- In work settings that require prolonged close contact with others, make reasonable attempts to maintain a minimum physical distance of approximately two meters,
- Minimizing contact among workers, clients, and customers by replacing face-to-face meetings with virtual communications and implementing telework if feasible,
- Moving personnel to other work areas / buildings, not normally used establishing alternating days or extra shifts that reduce the total number of workers in a facility at a given time, allowing them to maintain distance from one another while maintaining a full onsite work week,
- Conveying key messages at pre-shift meetings via notice boards, email and company intranet or separate work areas while maintaining physical distance, for admin purposes, to again reduce volume of personnel at one location,
- Advising customers to remain in delivery vehicles while loading / unloading occurs,
- Developing an emergency communications plans, including a forum for answering workers' concerns and internet-based communications, if feasible,
- Providing workers with up-to-date education and training on COVID-19 risk factors and protective behaviors (e.g., cough etiquette and care of PPE).

### **Personal Protective Equipment (PPE)**

While engineering and administrative controls are considered most effective in minimizing exposure to COVID-19, PPE may also be needed to prevent exposures. While correctly using PPE can help prevent some exposures, it should take the place with the other prevention strategies.

Examples of PPE include: gloves, goggles, face shields (when worn with a face mask), face masks, and respiratory protection, when appropriate. During an outbreak of an infectious disease, such as COVID-19, recommendations for PPE specific to occupations or job tasks may change depending on geographic location, updated risk assessments for workers, and information on PPE effectiveness in preventing the spread of COVID-19. Members should check the Public Health Agency of Canada website (See End Notes) regularly for updates about recommended PPE.

PPE required should be:

- Selected based upon the hazard to the worker,
- Regularly inspected, maintained, and replaced, as necessary,
- Properly removed, cleaned, and stored or disposed of, as applicable, to avoid contamination of self, others, or the environment.
- Used with the appropriate training for workers who need to use protective clothing and equipment, on how to put it on, use/wear it, and take it off correctly, including in the context of their current and potential duties. Training material should be easy to understand and available in the appropriate language and literacy level for all workers.
- Integrated into a work environment that promotes personal hygiene. For example, provide tissues, no-touch trash cans, hand soap, alcohol-based hand rubs, disinfectants, and disposable towels for workers to clean their work surfaces.
- Used with regular hand washing or using of alcohol-based hand rubs. Workers should always wash hands when they are visibly soiled and after removing any PPE.

Members are obligated to provide their workers with the appropriate PPE needed to keep them safe while performing their jobs. The types of PPE required during a COVID-19 outbreak will be based on the risk of being infected with COVID-19 while working and job tasks that may lead to exposure and requirements recommended by the Federal and Provincial Governments.

### **Risk Assessments**

Members are required to comply with the Hazard Prevention Protocols (HPP) as outlined in the Canada Labour Code Part II, Section 19. The risk assessment provides a framework for potential exposure of workers to COVID-19 that will allow appropriate measures to be put in place to ensure minimal exposure. Provided below is a sample risk assessment developed to assist members in conducting the risk assessment with their Joint Health & Safety Committee as required by the Canada Labour Code.

COVID-19 in the Workplace Risk Assessment				
	Government Recommendation	Status	Comment	Corrective Action
<b>Keep Your Hands Clean</b>	Wash your hands often with soap and water for at least 20 seconds	Yellow		
	If soap and water are not available, use an alcohol-based hand sanitizer	Green		
	Avoid touching your eyes, nose and mouth	Green		
	Cough or sneeze into the bend of your arm	Green		
	Avoid touching surfaces people touch often	Yellow		
	Instead of a handshake, give a friendly wave or elbow bump	Green		
	Use any necessary personal protective equipment as directed	Green		
<b>Keep Your Environment Clean</b>	Use appropriate products to clean items such as your desk, work surface, phones, keyboards and electronics, keypads and elevator buttons as required.	Green		
<b>Keep Your Distance</b>	Keep a distance of 2 meters between you, your coworkers, and customers, as much as possible	Green		
	Increase distance between desks, tables and workstations	Green		
	Reduce activities that required close prolonged contact with people such as team meetings	Green		
	Limit any contacts closer than 2 meters, as much as possible	Green		

COVID-19 in the Workplace Risk Assessment (continued)				
<b>If you have a symptom of COVID-19</b>	If you think you might have COVID-19, use the Public Health Authority's self-assessment tool to find out what to do	Green		
	It is critical that, if you have any symptom of COVID-19, or even mild symptoms, you should stay home to avoid spreading illness to others	Yellow		
	If you develop even mild symptoms while at your workplace, separate yourself from others and go home, avoiding use of public transit (buses, trains, taxi) if possible	Yellow		
	Contact your local Public Health Authority and follow their advice	Yellow		
	If you are concerned about your financial stability during this time, the Government of Canada is providing assistance	Green		



## Section 4 - Response Protocol

This protocol was developed as a guideline for BCMEA members to review and implement into their site standard operating protocols through their normal processes.

### Dispatch Hold Registry

A central registry has been created to track the progress of COVID-19 infection in the longshore community, including individuals who have been held out from dispatch due to possible infection or who have returned to work following quarantine or self-isolation. Please contact Lindsay Familton, BCMEA Director of Workforce Operations at [lfamilton@bcmea.com](mailto:lfamilton@bcmea.com) with any suspected (reported flu like symptoms) or known cases of COVID-19 for all of the Terminals or locations where ILWU workers are employed.

### Response Procedure - Confirmed COVID-19 Case

In the event that a longshore worker reports that they have tested positive for COVID-19, the response takes place at two levels:

1. **Communications**
2. **Operations**

Full communication and transparency are both critical elements of the process in order to maintain the health and safety of all workers in case of possible exposure.

### COMMUNICATIONS

Upon being informed of a positive COVID-19 test for a worker, the protocol for notifying all necessary parties will be based on company protocols:

#### Internal

1. Foremen
2. Terminal Management - Terminal Management notifies safety committee
3. First Aid Attendant
4. Terminal Joint Health & Safety Committee
5. Designated Terminal lead

#### External (BCMEA)

1. BCMEA Designated Representative – will restrict employee and work with Terminal management on required next steps
  - Local Public Health Authority, 8-1-1
  - Foreman Union
  - ILWU Local and ILWU Canada
  - Transport Canada
  - ESDC

### OPERATIONS

Once all parties have been informed of the positive diagnosis, the designate terminal lead undertakes the following operational responses:

**1. Affected Area shutdown**

- a. Isolate individual's work area

**2. Employer investigation**

- a. Who is the individual?
- b. Where have they been and when?
- c. Who were they in close prolonged contact with?

**3. Cleaning of individual's work area**

- a. Verification that cleaning has been completed

**4. Restart operations**

- a. Communication with terminal staff
- b. Crew talks
- c. Potential for further work refusal

## Response Scenarios

### SCENARIO 1: Worker sick or unwell but no risk factors

i.e. no travel, no close prolonged contact with an infected individual

**Response:** • **Held out of service at dispatch until 100% recovered and fitness to work confirmed**

### SCENARIO 2: Worker has no symptoms but has risk factors

i.e. travel, close prolonged contact with an infected individual

**Response:** • **Held out of dispatch until quarantine\* period ends and fitness to work has been confirmed as per BC CDC (below)**

### SCENARIO 3: Worker has symptoms and risk factors

i.e. travel, close prolonged contact with an infected individual

**Response:** • **Held out of service at dispatch until clearance is obtained as per BC CDC (below)**

- **Isolate workers’s work area and clean**
- **Determine common areas for cleaning**
- **Investigation of possible contact with other workers**

### SCENARIO 5: Confirmed Positive COVID-19 Case

**Response:** • **Held out of service at dispatch until clearance is obtained as per BC CDC (below)**

- **Isolate work area and clean**
- **Determine common areas for cleaning**
- **Investigation of possible contacts and self-isolate those as potential effected**

Isolation Periods can end when all three (3) of these conditions are met:

1. Fully vaccinated: At least **5 days** have passed since your symptoms started, or from test date if you did not have symptoms. You should wear a mask even in settings where a mask isn’t required and avoid higher risk settings, such as long term care facilities and gatherings, for another 5 days after ending isolation.  
Not fully vaccinated: at least **10 days** have passed since your symptoms started, or from the day you tested positive if you did not have symptoms.
2. Fever has resolved for 24 hours without the use of fever-reducing medication, such as acetaminophen or ibuprofen.
3. Symptoms have improved.

Continue to isolate for longer if you have a fever or are not feeling better.

## COVID-19 Investigation Protocol

In the case that a longshore worker reports that they have tested positive for COVID-19 or is a presumptive positive (symptoms and risk factors), the Employer will conduct an investigation to determine the worker's recent work locations, activities, and contacts.

There are three phases to the investigation process:

1. Investigation
2. Notification
3. Disinfection

### 1. INVESTIGATION

- Worker will immediately be held out from dispatch by the BCMEA and will not be permitted to return to work until the worker has met the requirements to return to work based on the return to work protocols established by the BCMEA.
- By interviewing the worker by telephone if possible, and by using dispatch records, BCMEA payroll and terminal records, the following information should be determined with as much accuracy and as quickly as possible:
  - When the worker first showed symptoms, The specific terminals to which the worker was dispatched, and the date and time range when they were last at the dispatch hall,
  - The specific terminal and areas of the terminal or vessel where the worker was located, the date and shift they worked, their job, the equipment they used, any common areas they visited, such as lunch rooms, elevators or washrooms, and their gang or partner, and
  - Any BCMEA facility such as head office or the Waterfront Training Centre where the worker was located, the date and time range when they were at the facility, their activities at the facility, and any trainers or fellow trainers with whom they had contact.
- The relevant employers, the BCMEA, and ILWU Local will use any information acquired to coordinate their response.

### 2. NOTIFICATION

#### Individual

- Based on the results of the investigation, any co-workers, terminal staff, foremen, dispatch personnel or BCMEA staff who may have been in close prolonged contact (within 2 meters for 15 minutes or longer, even cumulative) in the previous 48 hours to symptom onset or positive test (in the case of asymptomatic people) will be notified immediately by telephone,
- [http://www.bccdc.ca/resource-gallery/Documents/Guidelines%20and%20Forms/Guidelines%20and%20Manuals/Epid/CD%20Manual/Chapter%203%20-%20IC/InfectionControl GF IC In Physician Office.pdf](http://www.bccdc.ca/resource-gallery/Documents/Guidelines%20and%20Forms/Guidelines%20and%20Manuals/Epid/CD%20Manual/Chapter%203%20-%20IC/InfectionControl%20GF%20IC%20In%20Physician%20Office.pdf)

- All personnel in high risk close prolonged contact without full vaccination 7 days from vaccine date will be required to self-isolate for 10 days from the date of exposure and self-monitor their health for COVID-19 symptoms for 14 days. They will immediately be held out from dispatch pending meeting their return to work requirements,
- Employees vaccination status will be taken into account in the event of high risk prolonged contact, Employees that can provide proof of an approved series of vaccination received greater than 7 days previous will be moved into the low risk category,
- Any workers identified as having low risk contact will be requested to monitor their symptoms for 14 days. Workers should complete the self-assessment tool <https://covid19.thrive.health/> or contact their health professional to seek further guidance, and an email should be sent to all staff in the affected locations, explaining the steps taken to date.

### Location

- The party with control over the facility will have the potentially affected areas quarantined and decontaminated,
- The affected areas will be evacuated and operations at them will cease until cleaning is complete and if it is identified that an infected person used a certain piece of equipment or vehicle:
  - If possible isolate machine or vehicle,
  - Delineate machine or vehicle with cones and tape to ensure it is not used, and
  - Tag out of Service.

## COVID-19 CHECKLIST

Worker Name:		Work #.
Illness reported to:		Phone #.
Date:	Time:	Incident #:

<input type="checkbox"/> <b>Worker has symptoms</b>	Date Symptoms showed:
<input type="checkbox"/> <b>Worker has received a confirmed positive test result</b>	Date of Result:
<input type="checkbox"/> <b>Worker is self-isolating</b>	Self-Isolation Start Date:

Location/Site:	Date Worker was last on site:
Movements while on site: (offices/rooms visited, buildings etc.)	
List of workers with whom they came into close prolonged contact:	
List of workers contacted and recommended to self isolate:	
Machinery or Vehicles used:	

### CLEANING

Cleaning Company Called:	
Date & Time called:	Scheduled Cleaning Date:

### EMPLOYER

<input type="checkbox"/> Notify workers who had high risk contact with infected worker to self-isolate for 10 days from the date of exposure (if not fully vaccinated) and to self monitor for 14 days (all vaccination status’).
<input type="checkbox"/> Communicate with infected worker to ensure they are following appropriate guidelines.

## Foremen: Procedure for Managing Worker Displaying Possible COVID-19 Symptoms

STEP 1	Is the worker experiencing any of the following COVID-19 symptoms on site? YES or NO
<p>Is the worker experiencing any of the COVID-19 symptoms defined in this protocol?</p> <p><b>* If the worker has not yet reported to First Aid, it is not necessary to get a First Aid assessment. You can make the decision to send a worker home immediately if they are displaying symptoms.</b></p> <p><b>** For your own safety, always maintain a safe distance of minimum 2 m if a worker indicates they are experiencing COVID-19 symptoms. Maintain privacy by avoiding radio communication</b></p> <p>If <b>“No”</b> the workers can return to work if they feel they are fit to do so.</p> <p>If <b>“Yes”</b> immediately notify your Superintendent and follow the checklist below.</p>	
STEP 2	Can the worker drive home or seek medical attention? YES or NO
<p><b>If “Yes” worker can drive home.</b></p> <ul style="list-style-type: none"> <li>● Collect the following information:                             <ul style="list-style-type: none"> <li>○ Worker’s name and employee number</li> <li>○ Worker’s symptoms (including severity and duration of each symptom)</li> <li>○ Where the worker was working during their shift</li> <li>○ Any other locations on site where the worker was in direct contact with other workers (i.e. in a van, working within 2 metres of other workers, car pooled, lunchroom, washroom etc.)</li> </ul> </li> <li>● Contact your Superintendent about the situation and provide the information collected above.</li> <li>● Escort worker to remove belongings from their locker (if required) and off site <u>while maintaining minimum 2m separation</u>. <b>DO NOT</b> put a potential COVID-19 infected worker in a terminal vehicle for transport.</li> <li>● Instruct the worker to contact 811 for direction, self-isolate, monitor their symptoms and seek medical attention if necessary.</li> </ul> <p><b>If “No” worker cannot drive home</b></p> <ul style="list-style-type: none"> <li>● Call the First Aid Attendant to inform them a worker has reported COVID-19 symptoms, is unable to drive home, and requires First Aid assessment.</li> <li>● Escort worker by walking a minimum 2m apart to First Aid Office or maintain a minimum 2m separation until the First Aid Attendant arrives at the location if worker is unable to walk.</li> <li>● <b>DO NOT</b> put a potential COVID-19 infected worker in a terminal vehicle unless it is an emergency situation.</li> <li>● If the worker is being picked up by a family member, cab or by ridesharing, instruct the worker to pick up a mask at the First Aid Office. Notify the First Aid Attendant that a worker is picking up a mask which will be placed outside the First Aid Office.</li> </ul>	
STEP 3	Isolating the work area
<ul style="list-style-type: none"> <li>● Clear workers from the areas where the potentially infected person was working.</li> <li>● The potentially infected worker’s immediate work area must be locked out/barricaded with a <b>“DO NOT USE”</b> tag until cleaned, including any vehicle the worker travelled in that shift.</li> <li>● The potentially infected worker’s locker must be barricaded with a <b>“DO NOT USE”</b> tag until cleaned.</li> <li>● The Superintendent will coordinate the cleaning process.</li> </ul>	



## Superintendents: Procedure for Managing Worker Displaying Possible COVID-19 Symptoms

STEP 1	Information gathering
<p>It is assumed that this procedure follows notification of a potentially infected worker by a Foreman. If this is an initial contact from a potentially infected worker, follow preceding Foremen Procedure for steps 1, 2, &amp; 3.</p> <ol style="list-style-type: none"> <li>1) Document information gathered by Foreman:                             <ul style="list-style-type: none"> <li>• Worker name and employee number</li> <li>• Worker’s symptoms (including severity and duration of each symptom)</li> <li>• Where the worker was working during their shift</li> <li>• Any other locations on site where the worker was in direct contact with other workers (i.e. in a van, working within 2 metres of other workers, car pooled, lunchroom, washroom etc.)</li> <li>• Action taken                                     <ul style="list-style-type: none"> <li>▪ If worker drove home what are their isolation, care &amp; monitoring plans</li> <li>▪ If ambulance was called was a personal contact or Business Agent notified</li> </ul> </li> <li>○ Confirmation that work area, locker, and any vehicles used have been tagged “<b>DO NOT USE</b>”</li> </ul> </li> <li>2) Email information gathered to Site Operations Manager, VP Operations, VP Health &amp; Safety</li> </ol>	
STEP 2	Notification
<ul style="list-style-type: none"> <li>• Contact Site Operations Manager or VP of Operations by phone 24/7 to receive direction regarding containment scope (ie: area/equipment shut downs) and determine cleaning requirements.</li> <li>• Email BCMEA Lindsay Familton at <a href="mailto:lfamilton@bcmea.com">lfamilton@bcmea.com</a> to advise potentially infected worker is to be restricted from dispatch, as well as names of potentially impacted workers who came in contact.</li> </ul>	
STEP 3	Containment
<ul style="list-style-type: none"> <li>• Advise Foreman on site to commence containment instructions provided by Site Operations Manager or VP Operations.</li> <li>• Superintendent attends site to monitor and coordinate containment activities.</li> </ul>	
STEP 4	Cleaning
<ul style="list-style-type: none"> <li>• Unless a worker is determined by a health care expert to be a presumptive or confirmed COVID-19 case, cleaning must be done.</li> <li>• All areas tagged “<b>DO NOT USE</b>” must be thoroughly cleaned before they will be returned to service.</li> </ul>	
<p><b>Note: a separate cleaning procedure for presumptive or confirmed COVID-19 cases follows.</b></p>	

## Section 5 - First Aid Protocols

This protocol is developed as a guideline for BCMEA members to review and implement into their site standard operating protocols through their normal processes.

### First Aid Notification

**It is important to protect the health of First Aid Attendants and the cleanliness of First Aid Stations (both dock and ship).** Whenever possible, First Aid assessments for workers with COVID-19 symptoms should take place outside while maintaining a 2m distance between the sick worker and the First Aid Attendant. If not possible to take place outside, conduct in a designated area where physical distancing can be maintained.

If a worker reports to their Foreman with COVID-19 symptoms, the Foreman should follow these steps:

- Contact the First Aid Attendant if a worker reports COVID-19 symptoms and requires a first aid assessment (i.e. fever, cough, aches and pain, shortness of breath). If the symptoms are obvious do not take the worker to first aid and safely remove them from site,
- For dock First Aid services, direct the worker to wait for the First Aid Attendant by the ambulance parking area outside the First Aid Station,
- For ship First Aid services, direct the worker to wait for the First Aid Attendant on the deck of the vessel, and
- Communicate with the First Aid Attendant as to the location where the worker will be waiting for an assessment.

### Assessment for a Worker Experiencing COVID-19 Symptoms:

The purpose of the following guideline is to reduce the risk of First Aid Attendants contracting COVID-19 while assessing a worker experiencing symptoms.

The following steps are to be taken when a worker reports COVID-19 symptoms while at the terminal:

1. Worker reports to their Foreman with COVID-19 symptoms,
2. If the symptoms are obvious do not take the worker to first aid and remove them from site,
3. Foreman contacts first aid and advises a worker with COVID-19 symptoms requires assessment and will be waiting outside the First Aid Room by the ambulance parking area,
4. Foreman directs the worker to wait for the First Aid Attendant outside First Aid by the ambulance parking area,
5. First Aid Attendant meets worker outside the First Aid Office by the ambulance parking area and maintains a two-meter distance
6. First Aid Attendant completes the First Aid Form and First Aid COVID-19 Symptom Checklist,
7. First Aid Attendant contacts shift manager and advises of a worker booking off,
8. Shift manager collects the First Aid Report and the First Aid COVID-19 Symptom Checklist and submits to the appropriate department,
9. First Aid Attendant advises worker to seek medical attention, and
10. Worker contacts supervision and books-off. BCMEA Dispatch is to be notified per protocols outlined in section Waterfront Industry COVID-19 Booking Off and Returning to Work Protocol.

**Note:** If the First Aid Attendant is working aboard a ship the same procedure applies however; the assessment will occur on deck.

## First Aid COVID-19 Symptom Checklist

**Purpose:** The following checklist has been developed to assist First Aid Attendants determine if a worker’s symptoms are related to COVID-19.

**Instructions to the First Aid Attendant:** Ask the worker if they are experiencing any of the identified symptoms. Check the boxes in for each symptom the worker is experiencing. If the worker has symptoms common with COVID-19, advise the worker to contact their Foreman, book off and seek medical aid. *Source: BC CDC*

SYMPTOMS		WHAT TO DO
<ul style="list-style-type: none"> <li>• Fever (above 38° C)</li> <li>• Chills</li> <li>• Cough</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of sense of smell or taste</li> <li>• Difficulty breathing</li> </ul>	<p><b>1 or more of these symptoms:</b> Get tested and stay home.</p>
<ul style="list-style-type: none"> <li>• Sore throat</li> <li>• Loss of appetite</li> <li>• Headache</li> <li>• Body aches</li> </ul>	<ul style="list-style-type: none"> <li>• Extreme fatigue or tiredness</li> <li>• Nausea or vomiting</li> <li>• Diarrhea</li> </ul>	<p>If you have <b>1 symptom:</b> Stay home until you feel better.</p> <p><b>2 or more of these symptoms:</b> Stay home and wait 24 hours to see if you feel better. Get tested if not better after 24 hours.</p>

If the worker has symptoms common with the flu or Coronavirus, ask them the following questions:

1.	Have you experienced a loss of sense of taste or smell?	<input type="checkbox"/> NO	<input type="checkbox"/> YES
2.	Have you travelled to any countries outside of Canada (Including the United States) within the last 14 days?	<input type="checkbox"/> NO	<input type="checkbox"/> YES
3.	Did you provide care of or have close contact with a person with COVID-19 (probable or confirmed) while they were ill (cough, fever, sneezing, or sore throat) within the last 14 days?	<input type="checkbox"/> NO	<input type="checkbox"/> YES
4.	Did you have close contact with a person who travelled outside of Canada in the last 14 days who has become ill (cough, fever, sneezing or sore throat)?	<input type="checkbox"/> NO	<input type="checkbox"/> YES
5.	Have you or anybody in your home had contact with someone who is being tested for COVID-19 or who has been diagnosed with COVID-19 within the last 14 days?	<input type="checkbox"/> NO	<input type="checkbox"/> YES
6.	Have you been fully vaccinated?	<input type="checkbox"/> NO	<input type="checkbox"/> YES

### Upon completion

**First Aid Attendants:** If the answer is yes to any of the above questions notify the Foreman and Shift Manager/ Superintendent on shift.

**SAFETY BULLETIN**  
**REPORTING TO FIRST AID WITH FLU LIKE**  
**SYMPTOMS**

**KNOCK FIRST**

**If you are experiencing Flu like symptoms, please knock and wait for the First Aid Attendant outside of the First Aid Room.**

**Please maintain at least 2 meters distance between yourself and others.**

## Section 6 - Surface Cleaning

### What You Should Know

- During the COVID-19 Public Health Emergency, cleaning must be used on worksites to reduce the risk of disease transmission.
- Surfaces frequently touched with hands are most likely to be contaminated.
- It is not yet known how long the virus causing COVID-19 lives on surfaces; however, early evidence suggests it can live on objects and surfaces from a few hours to days. The amount of virus decreases rapidly on different surfaces over varying time periods, as per the half-life column in the chart below.

DURATION OF VIRUS STABILITY ON VARIOUS SURFACES		
Surface	Stability on surface	Half-life of virus on surface
Copper	4 hours	~1 hour
Cardboard	24 hours	~3.5 hours
Plastic	72 hours	6.8 hours
Steel	72 hours	5.6 hours

[https://www.nejm.org/doi/full/10.1056/NEJMc2004973?query=featured\\_home](https://www.nejm.org/doi/full/10.1056/NEJMc2004973?query=featured_home)

**NOTE:** in the event a confirmed case of COVID-19 is present on site, cleaners should be contacted for professional cleaning.

### Cleaning Surfaces

Clean all frequently touched surfaces. This includes but is not limited to:

- Table tops
- Control panels
- Computer/keyboard/mouse
- Door knobs
- Light switches
- Handles
- Steering wheels
- Bathrooms
- Eating areas
- Pens
- Hoist gates
- Phones
- Stair railings
- First Aid
- Turn off Drinking fountains

Where possible choose products that both clean and disinfect (e.g. premixed store-bought disinfectant cleaning solutions and/or wipes when available).

**Cleaning** refers to the removal of germs, dirt, and impurities from surfaces. Cleaning does not kill germs, but by removing them, it lowers their numbers and the risk of spreading infection.

**Disinfecting** refers to using chemicals to kill germs on surfaces. This process does not necessarily clean dirty surfaces or remove all germs, but by killing germs on a surface after cleaning, it can further lower the risk of spreading infection.

### Other Products Used to Disinfect

- Household or commercial disinfection products (follow manufacturer's instructions for disinfection), or a bleach solution (1 part bleach and 9 parts water).
- Do not mix bleach with ammonia or any other cleaning products.

### Guideline for Cleaning

- Individual workers are responsible for basic cleaning of their own workspace or equipment.
- Cleaning should be completed regularly.
- Disinfect any shared items before sharing.
- Read and follow manufacturer's instructions for safe use of cleaning and disinfection products (e.g. wear gloves, use in well-ventilated area, allow enough contact time for disinfectant to kill germs based on the product being used).
- Use damp cleaning methods such as damp clean cloths, and/or a wet mop. Do not dust or sweep which can distribute virus droplets into the air. This does not apply to normal cleaning of workspaces.
- In addition to routine cleaning, surfaces that are frequently touched with hands should be cleaned and disinfected more often, as well as when visibly dirty.
- Shared spaces such as kitchens and bathrooms should also be cleaned more often.

### After Cleaning:

- Wash hands with soap and water or use alcohol-based hand sanitizer after removing gloves.
- Used disposable cleaning items (e.g. mop heads, cloths) should be placed in a lined garbage bin before disposing of them with regular waste.
- Reusable cleaning items can be washed using regular laundry soap and hot water (60-90°C).
- Clean and disinfect surfaces that people touch often.

### Shared Space Cleaning

Cleaning of both public spaces and work spaces should be stepped up and performed regularly. From door knobs and handles, elevator buttons, and handrails, armrests, tables, chairs, light and air controls, to washrooms, and countertops. And any other touch point surfaces, furniture and technical equipment.

Physical distancing for workers who work in jobs that requires them to be in proximity of each other. Consider the following recommendations:

- For shared work stations (shifts) provide keyboard covers, disinfectant, nitrile gloves. Each shift on leaving their station removes these and disinfects, next shift coming on console disinfects again, then places a new keyboard cover, etc., and
- In some instances, where keyboard covers are not available, a saran wrap sheet has been placed over their keyboard and sealed to the desk.

### Additional Guidelines For On Site Work

#### Preventative Supplies

- Hand sanitizer/Hand wash stations,
- Disinfectant spray and rags – replenish regularly, and
- Gloves.

### Tractors, Trucks, Forklift, and Other Equipment Cleaning

- Make available sprays, wipes, or rags to sanitize workspaces including desks, trucks and other equipment cabs, and radios, and
- Conduct regular cleaning on active equipment by either labour or a third party.

### HVAC

- Increased the frequency of HVAC filter replacements to ensure maximum air quality in facilities.

### Disinfection for Positive or Presumptive Cases

- A specific area cleaning by cleaners, following all Public Health Agency of Canada guidelines (as listed below) should occur at any site that has a positive or presumptive instance of COVID-19, and
- Workers must be asked to leave the specific area, and only return once an investigation has been completed and cleaning has been completed.

### Create a cleaning procedure

- Members should develop or review protocols and procedures for cleaning spaces. This will help determine where improvements or additional cleaning may be needed,
- Read and follow manufacturer's instructions for safe use of cleaning products (e.g. wear gloves, use in well-ventilated area, allow enough contact time for disinfectant to kill germs based on the product being used),
- Provide access to a video that shows the proper way to put on and remove gloves,
  - <https://www.youtube.com/watch?v=dylEd9cng5U>
- Wash hands with soap and water or use alcohol-based hand sanitizer after removing gloves,
- Use damp cleaning methods such as damp clean cloths, and/or a wet mop. Do not dust or sweep which can distribute virus droplets into the air. This does not apply to normal cleaning of workspaces,
- Used disposable cleaning items (e.g. mop heads, cloths) should be placed in a lined garbage bin before disposing of them with regular waste,
- Reusable cleaning items can be washed using regular laundry soap and hot water (60-90°C),
- Clean and disinfect surfaces that people touch often,
- In addition to routine cleaning, surfaces that are frequently touched with hands should be cleaned and disinfected more often, as well as when visibly dirty, and
- Shared spaces such as kitchens and bathrooms should also be cleaned more often.

### General recommendations for cleaning of equipment after a person is suspected/confirmed to have COVID-19:

Wait as long as practicable after use by an ill, infected/suspected case before cleaning and disinfecting high-touch surfaces:

- Isolate machine/room,
- Use soap and water, and
- Use disinfectant.



## Section 7 - Book Off and RTW Protocol

**Purpose:** The following suggested checklist has been developed to assist the BCMEA and terminal Managers or Supervisors to determine if a worker’s symptoms are related to COVID-19 before they book off and when they return to work. This is a guideline to be implemented at each terminal as per terminal process for procedural development.

### Book off Assessment

**Instructions to the assessing individual:** Ask the worker if they are experiencing any of the identified symptoms. Check the boxes for each symptom the worker is experiencing. If the worker has symptoms common with COVID-19, advise the worker to book off and seek medical aid. BCMEA Dispatch is to be notified as per Industry Wide Protocols to be held out.

SYMPTOMS		WHAT TO DO
<ul style="list-style-type: none"> <li>• Fever (above 38° C)</li> <li>• Chills</li> <li>• Cough</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of sense of smell or taste</li> <li>• Difficulty breathing</li> </ul>	<p><b>1 or more of these symptoms:</b> Get tested and stay home.</p>
<ul style="list-style-type: none"> <li>• Sore throat</li> <li>• Loss of appetite</li> <li>• Headache</li> <li>• Body aches</li> </ul>	<ul style="list-style-type: none"> <li>• Extreme fatigue or tiredness</li> <li>• Nausea or vomiting</li> <li>• Diarrhea</li> </ul>	<p>If you have <b>1 symptom:</b> Stay home until you feel better.</p> <p><b>2 or more of these symptoms:</b> Stay home and wait 24 hours to see if you feel better. Get tested if not better after 24 hours.</p>

Source: BC CDC

If the worker has symptoms common with the flu or Coronavirus, ask them the following questions. If yes to any question they must book:

1.	Have you experienced a loss of sense of taste or smell?	<input type="checkbox"/> NO	<input type="checkbox"/> YES
2.	Have you travelled to any countries outside of Canada (Including the United States) within the last 14 days?	<input type="checkbox"/> NO	<input type="checkbox"/> YES
3.	Did you provide care to or have close contact with any person with COVID-19 (probable or confirmed) while they were ill (cough, fever, sneezing, or sore throat) within the last 14 days?	<input type="checkbox"/> NO	<input type="checkbox"/> YES
4.	Did you have close contact with a person who travelled outside of Canada in the last 14 days who has become ill (cough, fever, sneezing or sore throat)?	<input type="checkbox"/> NO	<input type="checkbox"/> YES

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5.	Have you or anybody in your home had contact with someone who is being tested for COVID-19 or who has been diagnosed with COVID-19 within the last 14 days?	<input type="checkbox"/> NO	<input type="checkbox"/> YES
6.	Have you been fully vaccinated?	<input type="checkbox"/> NO	<input type="checkbox"/> YES

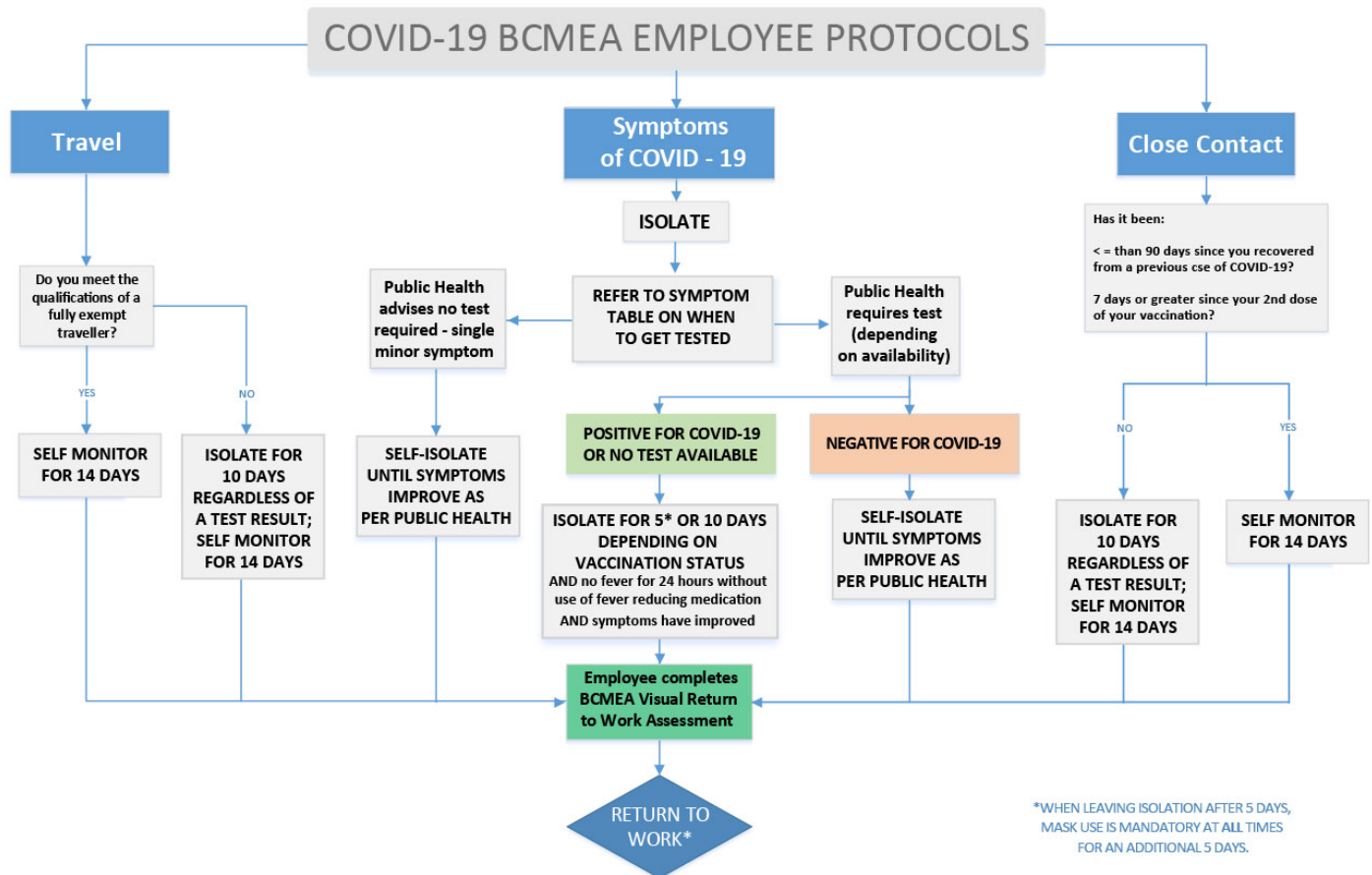
### Benefits available to employees off work for COVID-19 reasons

Employees that are held out of work due to exposure or diagnosis of COVID-19 can apply to benefits available to them under the Plan or through the Government of Canada.

- Longshore employees that are eligible for Health Benefits under the Plan can contact the Waterfront Employers of BC (WEBC) at 604-689-7184 to apply to COVID-19 Benefits.
- Employees who are not eligible for benefits can apply for EI benefits and/or the Canada Recovery Benefit (CRB) at:
  - <https://www.canada.ca/en/revenue-agency/services/benefits/recovery-benefit.html>

## Return to work process

All workers will be held out of work after notification of sickness, risk factors or a diagnosis of COVID-19. The time the employee will be held out of work will be dependent upon the factors of each case.



## Return to work procedures for workers coming out of isolation

All workers returning to work from sickness, quarantine or isolation must follow these procedures in order to have any dispatch restrictions removed:

- The worker must notify their Union representative, BCMEA Designated Representative or Labour Relations, and/or a terminal Manager or Supervisor as appropriate that they have completed their quarantine or isolation period and are in good health and ready to return to work,
- A meeting will be scheduled, and the worker will report to a designated Workplace Manager (or designate) for assessment,
- The Workplace Manager (or designate) will assess worker visually from a minimum distance of 2 m, and
- The worker will be examined for any sign of COVID-19 symptoms

The Workplace Manager will also question the worker using the checklist on the following page:

<b>COVID-19 RETURN TO WORK CHECKLIST</b>				
<b>Employee Name:</b>				
<b>Employee Number:</b>				
<b>First Day of Symptoms or Positive Test if no Symptoms:</b>		<b>Eligible day for RTW:</b>		
<b>Reason For Restriction (positive result, symptoms but no test, close contact)?</b>				
<b>Completed by:</b>		<b>Date</b>		
<b>1. What were the Original Symptoms, have they improved or are they no longer present?</b>				
<b>SYMPTOM</b>	<b>Yes</b>	<b>No</b>	<b>Improved (Y/N)</b>	<b>Present (Y/N)</b>
Fever – above 38 degrees				
Loss of Sense of Taste or Smell				
Chills				
Cough				
Difficulty Breathing				
<b>One of the above symptoms requires a test and if positive, 5-10 days isolation based on Vaccination Status</b>				
Sore Throat				
Loss of Appetite				
Headache				
Body Aches				
Diarrhea				
Extreme Fatigue or Tiredness				
Nausea or Vomiting				
<b>2 or more of the above symptoms for 24 hours requires a test and if positive, 5-10 days isolation based on Vaccination Status</b>				
<b>If a test was required but not taken, 5-10 days isolation required based on Vaccination Status</b>				
<b>If a test was not required, must stay home until you no longer have symptoms</b>				
<b>2. Has the worker served the required amount of time and if positive, met the 3 requirements to be eligible to return to work (5 days if Fully Vaccinated; 10 days if NOT Fully Vaccinated):</b>			<b>YES</b>	<b>NO</b>
<b>4. When was the last time you exhibited any flu like symptoms?</b>				
<b>5. Vaccination Status:</b>		<b>Fully Vaccinated &gt;7 days or Covid 19 Positive &lt;90 Days</b>		<b>Not Fully Vaccinated</b>
<b>2<sup>nd</sup> Dose</b>		<b>Date:</b>		
<p>I acknowledge that the answers I've provided are truthful and accurate, to the best of my ability, and that if I have not been truthful, I may be subject to discipline and/or delays in returning to work.</p> <p><b>I acknowledge if I am returning from isolation after 5 days, I will continue to wear my mask at all times for an additional 5 days.</b></p> <p>Worker signature: _____</p>				

Once the return to work decision is made, BCMEA LR, where applicable, or the local dispatch must be notified to either have the worker remain on DO NOT DISPATCH or to change them to RETURN TO WORK status.

Isolation Periods can end when all three (3) of these conditions are met:

1. Fully vaccinated: At least **5 days** have passed since your symptoms started, or from test date if you did not have symptoms. You should wear a mask even in settings where a mask isn't required and avoid higher risk settings, such as long term care facilities and gatherings, for another 5 days after ending isolation. Fully vaccinated means you received both doses of a 2-dose series (e.g. AstraZeneca, Pfizer-BioNTech, or Moderna vaccine) more than 7 days ago, or have received a single dose of a 1-dose series (e.g. Janssen/Johnson and Johnson) more than 14 days ago.

Not fully vaccinated: at least **10 days** have passed since your symptoms started, or from the day you tested positive if you did not have symptoms.

2. Fever has resolved for 24 hours without the use of fever-reducing medication, such as acetaminophen or ibuprofen.
3. Symptoms have improved.

Continue to isolate for longer if you have a fever or are not feeling better.

When you end isolation, you are not considered contagious. However, it can take longer to recover from the illness. Most people recover within two weeks. Some people with more severe symptoms can take up to twelve weeks or more to feel entirely better. If you are unsure or concerned, connect with your health care provider, call 8-1-1, or go to an Urgent and Primary Care Centre to be assessed.

<http://www.bccdc.ca/health-info/diseases-conditions/covid-19/if-you-have-covid-19#self-isolation>

## Section 8 - Procedures for Ship's Crew

This list was compiled by consulting with BCMEA's carrier class and is intended to be used as a list of recommendations based on responses regarding what ship owners are doing to protect crew from the transmission of COVID-19. The recommendations below are common responses and themes on how to protect ship's crew against COVID-19. Respondents included OOCL, Evergreen Shipping, Hapag-Lloyd, ACGI, Pacific Basin, Saga Welco and Westwood Shipping lines.

### Recommended Requirements

#### Protective Measures for Ship's Crew

- Frequent hand washing by crew and passengers using soap and water or alcohol-based sanitizers. Hand washing hygiene should take place for 20 seconds,
- Avoid touching face including nose, mouth and eyes with unwashed hands after touching surfaces which maybe contaminated with virus,
- If tissue is not available, cough or sneeze into a flexed elbow,
- All tissues should be disposed of promptly in a waste bin,
- Crew members should practice social distancing by keeping two metres away from other people, particularly those that cough, sneeze or have a fever. If not possible to maintain 2 meters keep it as short as possible,
- Follow restrictions for shore access as established by Transport Canada
- Crew members need to inform Master if they have visited an area where COVID-19 has been reported in the past 14 days, or if they have been in close contact with someone with respiratory symptoms who has been to a place with COVID-19.

#### Port of Call

- Canada is now imposing strict prevention and control measures to vessels arriving from ports with known case of infections,
  - Check with local agents in advance for latest updates and procedures in place by local authorities managing ship's port of call and ship/shore interaction,
  - Agree in advance with all parties as to procedure to be followed for prevention,
  - Master shall advise agent in advance regarding control measures by vessel including access to visitors, shore personnel and stevedores,
  - Restrict crew shore leave at all ports unless absolutely essential,
  - Practice social distancing as a preventative measure to help mitigate transmission of COVID-19.
- .....

### **After departing each port**

- Measure and record all crew's temperature three times a day,
- If any crew member has symptoms or fever, inform company immediately and provide detailed information such as last port of call, personnel in contact with the patient, actions in place to isolate patient and other relevant information relating to crew,
- Common symptoms include respiratory issues, fever, cough, shortness of breath, sore throat, fatigue

### **Suspected case of COVID-19 on-board**

- If possible, seek medical advice,
- Inform health authorities and crew on-board,
- Report suspected illness to next port of call for medical evacuation, quarantine or special arrangements for disembarkation,
- Keep patient's cabin doors closed and self-isolate, if patient is not in hospital, keep in medical isolation on board,
- Practice social distancing and keep two metres away from other people,
- Maintain list of every crew member who enters cabin or isolation area,
- Anyone who enters cabin must wear appropriate PPE, including face mask,
- Limit movement and transport of patient. If transport is required, patient must wear a surgical mask,
- Start investigation immediately and wear proper PPE when interviewing patient,
- Identify the patient's close contacts and ask them to do passive self-monitoring of any symptoms,
- Report if they have been in close contact with someone with respiratory issues within the past 14 days.

### **Cleaning and Waste Disposal for Suspected COVID-19 cases**

- Practice and maintain high-level cleaning and disinfecting measures during on board case management,
- Cabins with suspected cases need to be cleaned thoroughly with hot water, detergent and the application of common disinfectants (i.e. sodium hypochlorite),
- Once patient has left ship, the isolation cabin will be thoroughly cleaned and disinfected by staff using PPE or by crew who are trained to clean surfaces contaminated with infectious agents,
- Waste related to COVID-19 prevention shall be either incinerated or safely disposed of ashore,

### **Handling Food and Eating**

- Wash your hands between handling raw and cooked food,
- Cutlery must be disinfected before use either by using the dishwasher or sterilization by boiling water,
- Crew members divide into 4 groups and take turns eating,
- Ship's crew will not serve food or drinks to anyone that does not belong to the crew.



### Supplies and Equipment: Recommended Quantities

Master shall ensure that stores for preventing COVID-19 are provided on board. The quantities mentioned are for guidance and can be increased depending on the duration of the port stay. Please note, these may not be available in some ports due to supply shortage. Ships that are not able to procure stores locally shall inform company for making alternate arrangements.

#### Items that should be on hand

- Portable infrared forehead clinical thermometer
- Disinfecting liquid
- Hand Sanitizer – 100ml
- Disposable surgical mask
- Disinfecting liquid Bleach, Sodium Hypochlorite (>5%)
- Bio Hazard Bags
- Disposable coveralls with hood
- Medical grade atex disposable gloves
- Plastic Safety Goggles
- Ensure medical inventory is maintained as per HKG scale and additionally purchase extra 200 pcs of Paracetamol in addition to Scale A1 maintained on board (500 pc).

## Section 9 - Transport Canada Protocols

Canada's ports play a key role in the economy and international trade. The marine transportation sectors on the Pacific, Atlantic and Arctic coasts are prepared for the heightened risk posed by COVID-19. Here's how the marine community keeps you safe at work, while moving goods safely and efficiently through our ports:

### SHIPPING LINES

Even before entering Canadian waters, companies are taking precautions to keep crews and port workers safe. For example, crews are being screened prior to boarding, crew changes may no longer be occurring in high risk countries, and crews are doing extra onboard cleaning according to health guidelines from the International Marine Organization and the World Health Organization.

### TRANSPORT CANADA

All ships from foreign countries must report to Transport Canada 96-hours and 24 hours before entering Canadian waters. Once Transport Canada receives the report, they confirm the health status of the crew with the master. Reports are shared with the Public Health Agency of Canada for immediate action. If needed, directions are given to the ship and to stakeholders like port operators and pilots. Transport Canada is also working with other government partners like the Canada Border Services Agency and the Canadian Coast Guard.

### MASTERS AND CREW:

Any time after the 96-hour and 24 hour pre-arrival inspection report, the ship master must immediately report any changes in crew health to Transport Canada.

### PUBLIC HEALTH AGENCY OF CANADA

If symptoms are reported, a Public Health Agency of Canada Quarantine Officer will speak to the master and crew, to assess symptoms and may order actions. For example, the crew may be asked to isolate themselves, use extra protective equipment, or seek medical care. The Public Health Agency of Canada will report back to Transport Canada.

### COVID RAPID RESPONSE TEAM

Transport Canada has established a COVID Rapid Response Team. This Team, which includes BCMEA, COS, BCMTA, Unions and affected terminals and carriers is established to facilitate immediate communications on a suspected COVID case entering Canadian waters onboard a commercial vessel. Operators and front line workers are prepared, equipped and trained in response procedures and follow health guidelines from public health authorities and workplace safety experts.

## Section 10 - Guidelines for Re-entry Into the Workplace

The BC Government has announced a strategy to re-start the economy while at the same time, ensuring continued protection of the population. As such, BCMEA provides the following guidelines to assist with restarting those parts of your operation that are halted, not functioning as they once did, or functioning in adjusted capacity.

From the outset, BC has established clear guidelines with transparency, as well as an evidence-based approach as hallmarks in the fight against COVID-19. From a public health standpoint, we are well aware that these measures have directly saved lives, but have had an impact on the economic, social and personal well-being of many British Columbians.

The Government of BC has announced a plan for economic recovery. Safe operations will lead this recovery, as industries reopen and people get back to work. Restrictions in place will ease and improve quality of life, while also reducing the risk of a spike in transmission. This will not be a return to normal. Moving too quickly could jeopardize the progress we have made.

The modelling used by the government indicates that the current initiatives in place have reduced the social interactions and contact with others to approximately 30% of normal and have worked to flatten the curve. Using the same successful modelling, the BC Government has determined that we can double those interactions to 60% of normal and still maintain a flattened curve, which is why they have established a phased in approach to full social interaction and contact with each other.

### **PHASE 1: WHERE WE WERE**

BC waterfront operations have been declared an essential service and therefore we have established protocols to take preventative measures for people who need to be at work. These protocols must remain in place for the near future or until the Provincial or Federal Public Health Officer modifies them or declares Phase 4.

### **PHASE 2 & 3: CURRENT CONDITION**

Employers must develop enhanced protocols aligned with the Public Health and Safety Guidelines and regulatory requirements. Recommendations from various sources from around the globe (linked below) recommend that those that can work from home, or have been working from home should continue to do so. We should not be in a rush to get everyone back.

### **PHASE 4: RETURN TO NORMAL**

This phase is a return to full social interactions and will be contingent on a vaccine or successful treatments being widely available.

### Resources

WorkSafeBC (WSBC) is providing [resources](#) for industries. While WSBC does not regulate our industry, the material they have developed is aligned with the ESDC and TC requirements in the federal sector. Further guidance can be found in the [BC's Restart Plan](#), [BC's Go Forward Management Strategy](#) and the International Labour Office, Bureau for Employers Activities Document titled [Safe return to work, Guide to employers on COVID-19 prevention](#).

### General considerations, information and awareness raising

To help with the transition, consider a gradual resumption of activities to simplify logistics and process flow at least at the start of the return to work period.

1. Determine which workers should return to work first. It is unlikely for most companies that all workers will be able to return to the workplace at once. Consideration should be given to which workers, departments, groups, or units should return first based on business needs. Consideration should also be given to compliance with ongoing restrictions regarding business operations and compliance with health precautions such as physical distancing. Workers who can continue to telework should do so. Flexible working time such as staggered hours or shift work can be considered to limit congestion in the workplace. Companies should document the legitimate business reasons for this process, to provide evidence of non-discriminatory selection criteria.
2. Update existing health and safety risk assessments (in light of the need to prevent COVID-19), to systematically assess any risk of infection in workplace settings and to determine any appropriate control measures that should be implemented. The hierarchy of control measures should be kept in mind.
3. Prepare the workplace for the return of workers. In particular, look into the workplace layout and implement changes to allow for physical distancing; put in place a plan for systematic cleaning and disinfection of workspaces and tools as well as stocking up on cleaning supplies and any protective equipment that may be needed (such as masks and gloves).
4. Maintain an open dialogue with workers (and/or with trade unions when applicable). In particular, involve workplace health and safety representatives or committees in the planning, introduction and monitoring of preventive and protective measures. Workers can make important contributions when assessing risks and identifying solutions. Also, some changes, e.g. with regard to shifts or telework, may need to be negotiated with the unions or individually.
5. Inform and train workers about COVID-19. Include and keep track (register) of workers that have participated in information sessions and/or training, to make sure that all workers have been trained.

6. Make sure workers are well aware of company “return to work” plans and procedures. Topics such as what the symptoms are, how each individual can protect themselves; current restrictions (e.g. travel bans), and the rationale behind physical distancing. Also, provide information about company policies, processes and practices related to the management of COVID-19.
7. Make sure that workers, as well as customers and visitors know whom in a company they may contact in case they have questions related to COVID-19.
8. Take steps to support the mental well-being of workers, taking into account the diversity of circumstances.

There may be a tendency to ‘de-risk’ the situation as people become used to the return to work. Managers will need to repeatedly emphasize the ongoing requirements for preventive and protective measures, and ensure that they are being consistently applied.

### Personal Hygiene

#### Hand Washing

- Hand hygiene is extremely important in the prevention of the spread of the COVID-19 virus. Ensure that workers have facilities to wash their hands properly and regularly with soap and water.
- Provide paper wipes to dry hands (rather than towels or electric hand dryers).
- Remind workers that hands need to be washed frequently, with soap and water, for at least 20 seconds, especially upon arrival at work, after using the bathroom, after blowing their nose/coughing/sneezing, and before eating.
- Place posters and signs promoting correct hand washing. Bright clear infographics without too much accompanying text seem to be the most effective.
- Provide alcohol-based hand gels
- Instruct workers to avoid contact with objects or surfaces used or touched by other people (e.g. door handles) and to wash hands after contact with such surfaces or objects.

#### Respiratory Hygiene

- Remind workers about the need to cover coughs or sneezes with a tissue or elbow and to immediately discard the used tissues.
- Provide paper tissues and specific bins for tissues to be discarded. Covered, no-touch bins are best.
- Set up a system for disposing bin contents and disinfecting bins.
- Place posters and signs reminding workers that they should avoid touching their nose, eyes or mouth.

### Cleaning of Workplaces, Work Equipment and Facilities

- Establish daily cleaning protocols to ensure workplace, workstations, equipment and facilities are clean and tidy.
- When cleaning, pay particular attention to high touch / high traffic areas. These can include: canteen facilities, lockers / changing rooms, corridors, smoking areas, shared desks and keyboards, vending machines, door and window handles, handrails, light switches, buttons of elevator doors, toilet doors, washbasin taps, soap dispensers, control panels/buttons of appliances and machines such as printers, frequently used tools etc.
- Consider reducing some high contact areas by leaving some internal doorways open bearing in mind that some may be fire doors.
- Examine the possibilities of opening doors and cupboards without contact (e.g. leaving toilet doors permanently partially open).
- Discourage staff from sharing common office supplies and items such as cups, plates and cutlery.
- Provide additional cleaning stations across the workplace where workers can source materials to clean their own areas, workstations, etc.
- Ensure a good supply of cleaning agents is available.

### Ventilation

- Thoroughly ventilate the workplace using mechanical or natural ventilation (between shifts, regularly during the day). For example, in buildings with mechanical ventilation consider switching ventilation to nominal speed at least 2 hours before the start of the building usage time and switching to lower speed 2 hours after the end of the building usage time.
- Keep toilet ventilation 24/7 in operation. Instruct building occupants to flush toilets with closed lids.
- Secure ventilation with outdoor air. Switch air-handling units with recirculation to 100% outdoor air.
- Ensure regular airing by opening the windows even in mechanically ventilated buildings.
- Inspect heat recovery equipment to be sure that leakages are under control.
- Do not use individual fans that can spread the virus.

### Personal Protective Equipment

- Personal protective equipment can include non-medical cloth face coverings, surgical facemasks and respirators, disposable gloves, eye splash protection or disposable overalls. Non-medical masks are not considered personal protective equipment, but can help prevent persons with COVID-19 from spreading the infection while talking or coughing.

- Keep physical distancing, as much as possible; and where not possible, use a 2-3 layer non-medical mask or face covering.
- For any type of disposable mask, appropriate use and disposal are essential to ensure that they are effective and to avoid any increase in transmission.
- Even if masks are used, remind workers it is crucial to continue to strictly follow all other preventive measures such as hand hygiene and physical distancing.

### Transport To and From Work

- For short distances, encourage workers to come to work on foot or by bicycle.
- Advise workers who need to travel by public transport to avoid peak times and follow the instructions given by transport companies. If the recommended distance cannot be assured workers should use face-coverings.
- Consider providing additional parking spaces as increased number of workers may want to come to work by private cars.
- Remind workers about the importance of maintaining good hand and respiratory hygiene before, during and after travel.

### Entries and Exits

- Minimize the number of entries to company premises – in general, people who are not directly involved with the company's activities should not enter.
- Inform any visitors about the company's hygiene and safety policies before they enter company premises.
- Promote physical distancing and use dispersion measures at entrances and exits. Use aids such as floor markings, ribbons or physical barriers.
- Consider staggered shifts or staggered entry and exit times to reduce congestion.
- Place posters reminding workers to wash hands upon arrival at the workplace.
- Place posters reminding workers to avoid handshakes and other greetings that involve contact.

## Actions Inside the Workplace

### Changing Rooms

- Limit the number of people present at the same time in the changing rooms, to ensure sufficient distance between workers.
- If necessary, provide additional temporary changing rooms.
- Ensure regular cleaning of the changing rooms, and in any case between shifts and at the end or at the beginning of each work-day.

### Bathroom Facilities

- Remind workers to wash hands before and after using the toilet.
- Respect physical distancing as much as possible, for example by installing temporary additional toilets, limiting the number of people present in the toilet area at the same time, and leaving sufficient space between urinals and sinks that can be used.
- If possible, provide liquid soap to wash hands and paper towels to dry hands rather than towels or electric driers.
- Ensure regular cleaning of bathroom facilities and areas, and in any case between shifts and at the end of each work-day.

### Canteen and Rest Areas

- Unless on-site canteens / catering facilities cannot be managed in accordance with the measures below, keep them open to avoid workers leaving the site during meal breaks.
- Encourage workers to eat at their desks.
- Remind workers to wash their hands prior to entering the canteen, and consider providing hand-gel stations in the canteen area.
- Determine the maximum number of people that can safely stay at the canteen at the same time, while respecting physical distancing measures.
- Implement staggered lunch and rest breaks to avoid congestion.
- Reduce/eliminate the availability of serving from common food sources as well as reduce the use of common equipment.
- Consider changing food service to a pre-packed “grab and go” option.
- Remind workers to bring their own utensils or food and not to share.
- Keep particular attention to regular cleaning of keyboards of any beverage or snack dispensers.
- Consider placing hand gel or cleaning wipes in the relevant areas.

### Organization of Work

- Promote telework so that its use is maximised for those functions that allow it.
- Organize work so that physical distancing rules are respected by those present at the workplace.
- In case of teamwork, consider limiting the size of the teams, keep the membership of the teams fixed and minimize contact between workers from different teams.
- If one of the team members gets sick, consider quarantining the whole team if they are considered to be in close prolonged contact and use a replacement team. Apply floor markings showing safe distance between workstations.
- If measures are not sufficient to ensure adequate physical distancing while tasks leading to such situations have to be performed, provide additional protection such as face coverings.



### Work Equipment

- Instruct workers to use their own work tools only or those provided by the company. Sharing work tools between co-workers should be discouraged or prohibited.
- Ensure work tools are cleaned regularly, at the end of the shift or before a tool will be used by another worker.

### Contacts Log

- Consider establishing a contacts log. In its simplest form it is a list (Date/ Name of colleague/ Department) of all colleagues that a worker comes into contact with over the course of a shift or a working day without being able to observe the minimum distance rules for longer than 15 minutes.
- Each worker should be responsible for maintaining a contact log and returning it to the team leader at the end of the shift / working day. The log can then be used to establish a list of tasks that cannot be achieved using physical distancing – these tasks can be reviewed, and alternative control measures can be put in place for these tasks.

### Internal Circulation

- Limit internal circulation as much as possible.
- Avoid using elevators. If this is not possible, limit the number of people using the elevator at the same time.
- Enable, as far as possible, separate circulation circuits at the workspaces.
- Consider introducing one-way traffic or priority rules on narrow stairs where people cannot keep a sufficient distance when passing each other.
- Use these rules both inside and outside the building, for example in car parks, to get to the production lines and workstations, to get to the social facilities, coffee corners or smoking rooms.
- When it is not possible to arrange circuits in a way to ensure physical distancing, consider additional protection (face-masks), in line with requirements and recommendations of national authorities.

### Meetings and Travels

- Cancel non-essential in-person meetings, trainings and travels.
- Suspend any in-person meeting that requires the presence of a greater number of people than the maximum as determined by the Public Health Officer's.
- Use alternatives to face-to-face meetings, such as digital tools and digital means of communication.
- Daily kick-off meetings or toolbox meetings can be held through a speaker system where everyone stays at their workstations and keeps their distance.

## COVID-19 WATERFRONT INDUSTRY PROTOCOLS

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- If an in-person meeting is necessary, keep it as short as possible, reduce the number of attendees to the minimum possible, provide a room of an adequate size to ensure physical distancing and keep the room clean and well ventilated.
- For each meeting room, consider indicating the maximum number of people that can safely stay in a meeting room at the same time.

## End Notes

### **World Health Organization - Coronavirus disease (COVID-19) outbreak**

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

### **Government of Canada - Community-based measures**

<https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/health-professionals/public-health-measures-mitigate-covid-19.html>

### **Health Canada - Coronavirus disease (COVID-19)**

<https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>

### **Public health Agency of Canada - Coronavirus disease (COVID-19): Outbreak update**

<https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection.html#a1>

### **Transport Canada - COVID-19 measures, updates, and guidance issued by Transport Canada**

<https://www.tc.gc.ca/en/initiatives/covid-19-measures-updates-guidance-tc.html>

### **BC Government - COVID-19 BC Support App and Self-Assessment Tool**

<https://bc.thrive.health/>

### **BC Centre for Disease Control - COVID-19 bulletins**

<http://www.bccdc.ca/health-info/diseases-conditions/covid-19>

### **US Centre For Disease Control - Coronavirus (COVID-19)**

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

### **WorkSafeBC - COVID-19 and returning to safe operation**

<https://www.worksafebc.com/en/about-us/covid-19-updates/health-and-safety/covid-19-returning-safe-operation>

### **BCMEA - Industry COVID-19 bulletins**

<http://www.bcmea.com/resources/covid-19-information/>

## Appendix 1:

<b>COVID-19 RETURN TO WORK CHECKLIST</b>				
<b>Employee Name:</b>				
<b>Employee Number:</b>				
<b>First Day Restricted:</b>		<b>Eligible day for RTW:</b>		
<b>Reason For Restriction (positive result, symptoms but no test, close contact)?</b>				
<b>Completed by:</b>			<b>Date</b>	
<b>1. What were the Original Symptoms, have they improved or are they no longer present?</b>				
<b>SYMPTOM</b>	<b>Yes</b>	<b>No</b>	<b>Improved (Y/N)</b>	<b>Present (Y/N)</b>
Fever – above 38 degrees				
Loss of Sense of Taste or Smell				
Chills				
Cough				
Difficulty Breathing				
<b>One of the above symptoms requires a test and if positive, 5-10 days isolation based on Vaccination Status</b>				
Sore Throat				
Loss of Appetite				
Headache				
Body Aches				
Diarrhea				
Extreme Fatigue or Tiredness				
Nausea or Vomiting				
<b>2 or more of the above symptoms for 24 hours requires a test and if positive, 5-10 days isolation based on Vaccination Status</b>				
<b>If a test was required but not taken, 5-10 days isolation required based on Vaccination Status</b>				
<b>If a test was not required, must stay home until you no longer have symptoms</b>				
<b>2. Has the worker served the required amount of time and if positive, met the 3 requirements to be eligible to return to work (5 days if Fully Vaccinated; 10 days if NOT Fully Vaccinated):</b>			<b>YES</b>	<b>NO</b>
<b>4. When was the last time you exhibited any flu like symptoms?</b>				
<b>5. Vaccination Status:</b>		<b>Fully Vaccinated &gt;7 days or Covid 19 Positive &lt;90 Days</b>	<b>Not Fully Vaccinated</b>	
<b>2<sup>nd</sup> Dose</b>		<b>Date:</b>		
I acknowledge that the answers I've provided are truthful and accurate, to the best of my ability, and that if I have not been truthful, I may be subject to discipline and/or delays in returning to work.				
Worker signature: _____				