Pandemic Safety for the Seasonal Farm Worker

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Safety Experts Panel

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Pandemic Safety for the Migrant Worker

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Discussion Sections
1) **Risk Assessment and Control Plan**
2) **Arrival and Screening**
3) **Managing a Sick Worker**
4) **Shared Housing**
5) **Transportation**
6) **Worksite n Work Areas**

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Risk Assessment and Control Plan

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Risk Assessment and Control Plan   MEMIC

✔ **Designate a leader for Covid-19 planning and response**

✔ **Assign key responsibilities for personnel**

➢ **Assessing scope of risk**

➢ **Handling guest workers**

➢ **Effective training and communication**

➢ **Access to current information**

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Assessment and Control Plan   MEMIC

Most Effective

Elimination — **Remove the risk**

Substitution — **Replace the risk**

Engineering — **Isolate the risk**

Administrative — **Change how people work**

PPE — **Protect worker with PPE**

Least Effective
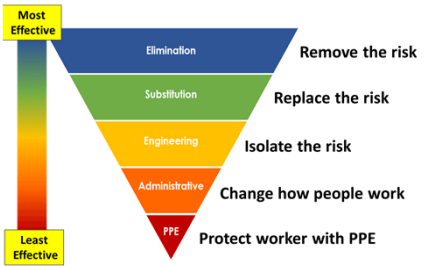
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Risk Assessment and Control Plan

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✔**Exposure assessment should include areas such as:**

➢ Arrival of migrant workers

➢ Managing a sick worker

➢ Managing shared housing

➢ Managing shared transportation

➢ Managing work areas

Most Effective

Elimination	Remove the risk
Substitution	Replace the risk
Engineering	Isolate the risk
Administrative	Change how people work
PPE	Protect worker with PPE

Least Effective

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Arrival and Screening

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Arrival and Screening

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Arrival

✔**Know travel history prior to arriving in Maine**

✔**Method of travel to reach Maine** *(Contact Tracing)*

The Conversation - THE CANADIAN PRESS/Ryan Remiorz

✔**Universal testing:**

➢ **Quarantine on Arrival for 14-days**
  o Daily monitoring
➢ **COVID-19 universal testing within 72 hours**
  o Quarantine until results are proven negative.

Trends and Tolstoy / by Celina 10-2-17

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Arrival and Screening — MEMIC

Screening

✔ Ongoing universal testing for any signs of symptoms

✔ Self-evaluation and report any symptoms

✔ Screen daily before work

✔ Protect workers involved with screening process

✔ Protect privacy and confidentiality

PTI Photo – Deccan Harald 03-17-20

United Nations – African Renewal 04-23-20

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Break — MEMIC

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Managing Sick Workers — MEMIC

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Managing Sick Workers · MEMIC

Best Practices

✔ **Act Immediately**

✔ **Protect the person handling sick workers**

✔ **Have an action plan ready**
  - ➤ **Isolation for quarantining**
  - ➤ **Medical treatment**
  - ➤ **Access to medical support**

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Managing Sick Workers · MEMIC

Best Practices

✔ **Prevent spread**
  - ➤ **Contact Tracing (2-days, 6-feet and 10sec.)**
  - ➤ **Notify and quarantine known contacts**
  - ➤ **Educate workers living off property**
  - ➤ **Effecting training to understand risk controls**
  - ➤ **Clean, disinfect and PPE use**

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Managing Sick Workers · MEMIC

Return to Work – Persons Under COVID-19 Isolation

1) Symptom-based strategy *(Positive with symptoms)*
  - ➤ **3 days (72 hours)** – No fever, no cold medications, no respiratory symptoms; **and,**
  - ➤ **10 days** have passed *since symptoms first appeared.*

3) Time-based strategy *(Positive without symptoms)*
  - ➤ **10 days** since positive test, free from any symptoms.

2) Test-based strategy
  - ➤ Resolution of fever **without** the use of fever-reducing medications **and**
  - ➤ Improvement in respiratory symptoms (e.g., cough, shortness of breath), **and**
  - ➤ Two consecutive test ≥ 24-hour period
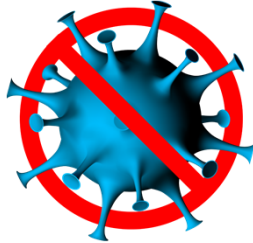
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Managing Sick Workers **MEMIC**

Return to Work

✔Effectively communicate:

  ➢ Quarantine requirements

  ➢ Food, lodging, personal needs

  ➢ Financial arrangements

✔Co-worker training of risk avoidance

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Break

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Shared Housing

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Shared Housing

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Best Practices

✔Provide training and guidance of risk controls

✔Common area cleaning and disinfecting
- ➢Employer and employee disinfecting policies
- ➢Use proper cleaning chemicals

Capital press/Don Jenkins 04-24-20 – Photo by Dan Wheat

✔Dormitory style housing need to be quartered into smaller groups

✔Keep family members together

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Shared Housing

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Best Practices

✔Identify common gathering areas and implement risk controls.
- ➢Maintain social distancing

✔Limit access to common areas

✔Additional access to disinfecting stations

The Philadelphia Inquire/Claudia Vargas 08-08-13

✔Evaluate HVAC systems and use of fans.

✔System for childcare

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Shared Housing

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Best Practices

✔Limit available seating next to each other

✔No cafeteria operations

South China Morning Post 05-31-20

✔No community beverage dispensing stations.

✔No filling water bottles from spicket

✔Use "single use / disposable" cups, plates and utensils.

✔Prohibit community access to refrigerators, microwaves, ice machines, etc.

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Shared Housing

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Best Practices

✓Essential migrant and vendors only with entry policy

✓Post "Non-essential visitors and vendors not allowed in facility"

✓Conduct daily health checks:
  ➢Screen residents for symptoms
  ➢Check temperatures daily.
  ➢Protect worker confidentiality

DUE TO COVID-19 **STOP** **NO VISITORS**

The Economist 03-26-20 – Photo from EPA

✓Segregated spaces for quarantining workers with confirmed or suspected COVID-19.

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Break

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Shared Transport

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Shared Transportation — MEMIC

- ✔ **Rider separation**
  - ➢ Prevent cross contamination
- ✔ **Stagger workers' arrival and departure times**
- ✔ **Clean and disinfect vehicles**
- ✔ **Effective training of risk controls**
  - ➢ Hand sanitizing before and after transport
  - ➢ PPE
  - ➢ Cough & sneeze etiquette

School Transportation News / Taylor Hannon
PTI Photo from the Deccan Herald Newleter
THE CANADIAN PRESS/Ryan Remiorz

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Shared Transportation — MEMIC

- ✔ **Avoid carpooling if possible**
  - ➢ Limit people per vehicle
  - ➢ Encourage social distancing
  - ➢ Encourage hand hygiene
  - ➢ Encourage face coverings
  - ➢ Clean and disinfect
  - ➢ Encourage coughing and sneezing etiquette
- ✔ **Avoid public transport**

CalVans - California Vanpool Authority

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Transportation — MEMIC

- ✔ **Prohibit personal travel into community.**
  - ➢ Designate key personnel to run errands

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Worksite and Work Areas

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Worksite & Work Areas

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Eliminate Risks

- ✔ Worker Separation
  - ➤ Arrival
  - ➤ During work
  - ➤ Breaks
- ✔ Enlarging work areas
  - ➤ Avoid Sharing of equipment
- ✔ Adjusting work schedules
- ✔ Avoid public and visitors
- ✔ Removal of group seating/gathering

Elimination
Substitution
Engineering
Administration
PPE

Great Lakes Agricultural Labor Services
WUSF News – Dan Charles/NPR 08-04-15
Portland Press Herald – Staff photo by John Ewing

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Worksite & Work Areas

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Substitution for Risk Control

- ✔ Change the work process
- ✔ Change object causing contact exposure
- ✔ Automate activities
- ✔ Evaluate programs hindering risk control efforts:
  - ➤ Piece work reporting and quarantining efforts
  - ➤ Health benefits/co-pay, etc

Elimination
Substitution
Engineering
Administration
PPE

Great Lakes Agricultural Labor Services
WUSF News – Dan Charles/NPR 08-04-15
Portland Press Herald – Staff photo by John Ewing

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Worksite & Work Areas — **MEMIC**

Risk **Engineering** Controls

✔Installing shields or barriers

✔Increase access to commonly used items

✔Modifying equipment

✔Adjusting workflow to allow social distancing

✔Remove/rearranging chairs and tables

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Worksite & Work Areas — **MEMIC**

Risk **Engineering** Controls (Cont.)

✔Evaluate HVAC system

➤Filter any recycling of air

➤No use of local ventilation fans

o Evaluate for heat stress

➤Provide at least 10-air changes per hour

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Worksite & Work Areas — **MEMIC**

Administrative Risk Controls (Cont.)

✔Health monitoring

➤Screen workers for symptoms

➤Check temperatures daily.

➤Protect worker confidentiality

✔Symptom / exposure protocols

✔Contact Tracing

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Worksite & Work Areas | MEMIC

Administrative Risk Controls (Cont.)

✓**Cleaning and disinfecting policies**
- ➤**Additional times for disinfecting and cleaning**

✓**Visual cues of risk control efforts**

✓**Stager arrival, breaks and limit employee interaction**

✓**Plan for continuing essential business functions during high absenteeism or quarantining efforts**

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Worksite & Work Areas | MEMIC

Administrative Risk Controls (Cont.)

✓**Work rules to maintain separation:**
- ➤**Work groups same as housing groups**
- ➤**Full-time, part-time, seasonal, migrant workforce**

✓**Risk control monitoring and enforcement**

✓**Effective worker education and training**

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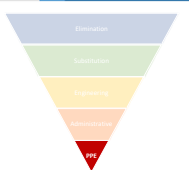**Worksite & Work Areas** | MEMIC

PPE Risk Controls

✓**Face covering**
✓**Need for respirator**
✓**Face shield**
✓**Hand protection**
✓**First-aid / CPR providers**
✓**Worker contact** (asymptomatic, sick or positive COVID-19 workers)
- *Training = donning, doffing, inspecting, disposing, cleaning and storing*

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Pandemic Safety for the Migrant Worker

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1) Risk Assessment and Control Plan
2) Arrival and Screening
3) Managing a Sick Worker
4) Shared Housing
5) Transportation
6) Worksite & Work Areas

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