



COVID-19 and Silviculture and Consultant Forestry

Working Draft - CAMPS VERSION

This REMAINS a DRAFT document that will be updated as conditions change, and as employers and the industry map out their plans. There are several issues and considerations that are currently being negotiated, including steps taken to ensure proper support for all workers. This is indicated at several places in this document. Updated March 25th, 2020

Employers in silviculture and consultant forestry are working with associated Ministries and Public Health to ensure any plans we develop remain consistent with their current expectations. This evolving draft plan is moving forward on the assumption that our activities will be subject to any additional conditions or restraints to ensure we do not increase risk to the health of workers or any other group.

The key to the success of our industry at this time is ensuring that we maintain and strengthen our greatest virtue as an industry – isolation. The fact that silviculture crews often operate as isolated units is a central feature that can be used to adapt to the current conditions. Our primary goal is to establish and maintain this isolation and prevent the transmission of illness. We must focus our efforts to establish isolation at the outset of the season to prevent transmission of illness within our crew or to other groups - and maintain isolation throughout the season to prevent ingress of illness to our crews from other groups or communities. Crews that complete prescribed terms of isolation without exposure to COVID-19 or evidence of illness will be valuable assets in preserving silviculture and forestry programs, and resources should focus on supporting crews to achieve and maintain this status.

A viable management plan must be established and shared by all contractors as soon as possible to ensure health imperatives are protected, and the season can proceed. While healthy young workers may be among those least likely to experience serious impacts from COVID-19, there are still distinct health risks associated with the illness and our industry has an obligation to reduce all risks to workers and to other groups around us, and we have a duty to minimize our burden on the health care system so that the most-needy can receive proper help.

GOALS OF THIS PLAN:

- **Be responsible partners in preventing the spread of illness in society and protect human safety.**
- **Support all members of our industry and protect the health of our workers.**
- **Minimize the introduction of illness to our camps and increase their capacity to operate in isolation with minimal interaction with outside parties.**
- **Prevent transmission of illness between our workers and other groups and communities.**
- **Reduce our burden on local health care systems and other local community resources.**
- **Sustain the resilience of our industry this year, and for the future.**

This bulletin addresses considerations related to prevention and mitigation of COVID-19 according to various levels of management, with a focus on camps where workers gather during the primary reforestation season that runs from April to August

This set of strategies includes many requests of workers, and their cooperation will be mandatory to ensuring that the work season can proceed. These requests are not made lightly, and employers must ask workers to share and be honest with their information. Any individual or company that chooses to ignore recommendations risks compromising their own season, and the health and success of all persons and groups around them.

****Indicates requirements taken directly from Northern Health's COVID-19: Interim Guidelines for Industrial Camps**

Any worker that has been travelling outside Canada, has visited an area affected by an outbreak, or has had close contact with a person presumed or confirmed to have COVID-19 must complete self-isolation for a minimum 3 weeks prior to showing up for work, and a least two weeks from the first sign of any symptoms of illness. Any person that has been to specific areas, particularly where there is a know case of COVID-19, must call a health care provider; call 8-1-1, call public health.

Any worker that has a confirmed case of COVID-19, must secure permission from a Public Health Official or doctor prior to coming to work.

Camps that maintain proper screening measures have the opportunity to operate in a sheltered environment and may provide safe refuge from the spread of illness elsewhere in public. However, healthy conditions in camp will only occur if two conditions are met: 1) Employers exercise proper pre-screening and education measures. 2) Workers cooperate with the steps designed to protect them through the season.

Efforts to screen staff **MUST** begin immediately in order to ensure that staff are given adequate notice to adjust their schedules for the coming season. All staff must understand that their individual choices can impact a wider group, and they are personally responsible for doing their part in not spreading illness to the workplace.

The following table describes the four steps of screening in establishing safe camps.

STEP ONE: Pre-deployment	Support and Resources
<p>Contractors shall contact all workers immediately.</p> <p>Employers shall establish communications with all staff and provide them with instructions to self-isolate for a period of at least 17 days prior to leaving for their workplace base of operations.</p> <p>Employer shall provide workers with fact-sheets to avoid contact with Covid-19, and to maintain personal health an hygiene.</p> <p>Workers that report signs of illness will be required to complete a period of additional isolation of 14 days from the cessation of symptoms and gain medical approval prior to proceeding to the work location.</p> <p>Workers will be provided in proper methods of monitoring their health during this period and will be required to provide a log to this effect.</p> <p>Workers that do not provide satisfactory health logs will not be permitted to travel to the worksite.</p>	<p>-Communication</p> <p>-Potential support of workers with extended self-isolation</p>
STEP TWO: Transportation	
<p>Contractors shall immediately assemble a list of staff (and hires) including their location and contact information so that effective transportation may be arranged.</p> <p>Contractors will not accept workers that travel to their job using any type of public transit <u>at this time</u>, including busses, domestic airlines, or trains.</p> <p>Contractors will assist staff in securing safe transportation to their jobs. This may include ride-sharing with others that have completed self-isolation.</p>	

<p>Staff shall receive instruction in how to maintain safe isolation, social distancing, and maintain hygiene throughout their trip.</p> <p>Workers traveling more than one day, will be required to provide a satisfactory itinerary to indicate their route and schedule.</p>	
<p>STEP THREE: Pre-deployment Assessment</p> <p>Prior to proceeding to the camp, workers will be screened, based on completed logbooks, travel itinerary, report or observation of any symptoms, and temperature screening. Additional testing may be required pending availability of testing kits.</p> <p>Workers in central positions such as cooks and supervisory personnel will be prioritized for testing.</p> <p>Any worker testing positive for COVID-19, or displaying any symptoms, will immediately be assigned to mandatory isolation on arrival (STEP FOUR), along with any other workers that had shared close contact or transportation with that person in the past 14 days. Public Health shall be notified.</p> <p>All workers that clear screening will then deploy directly to camp and follow a strict travel itinerary that shall include zero contact with outside parties.</p>	<p>Support and Resources</p> <ul style="list-style-type: none"> -Staff training -Thermometers -Test kits -Administration personnel
<p>STEP FOUR: Isolation upon arrival (IUA)</p> <p>Workers with a positive test for COVID-19, symptoms of COVID-19, or contact with any other workers verified as having or suspected of having COVID-19, shall be immediately assigned to mandatory isolation at a facility provided by the company. This will include a motel room with separate entrance.</p> <p>Workers in IUA shall receive daily wages and meal support and shall have no contact whatsoever with any outside parties.</p> <p>Any worker displaying or reporting anything beyond mild symptoms shall be immediately referred to medical aid.</p> <p>Daily re-assessments shall be completed for all workers, including temperature screening assuming secure supply of proper thermometers is available.</p> <p>Workers will be oriented with the conditions and goals of the UAI process, and any worker failing to comply with conditions of UAI shall be required to return to their place of residence.</p> <p>IUA shall continue for a minimum of 14 days, or at least 10 days past the cessation of all symptoms, whichever is longer.</p>	<p>Support and Resources</p> <ul style="list-style-type: none"> -Accommodation for workers, including motel/hotel, with meal service or food delivery -Staff available for processing and overseeing administration of facilities. -Cleaning for facilities -Staff for oversight and monitoring -Wages for workers in isolation through duration
<p>STEP FIVE: Ongoing</p> <p>All workers will be continually monitored for potential symptoms for the duration of their stay in camps.</p> <p>Additional training and education will be provided to first aid staff to conduct more frequent and thorough re-assessments with all workers.</p>	<p>Support and Resources</p> <ul style="list-style-type: none"> Staff for implementation

Seasonal Preparations

- Companies shall complete training additional staff for replacements in key positions who can step into place in the case of a supervisor, crew boss, or other key staff becoming unavailable due to illness or other reasons such as family needs.
- Training shall include appropriate social distancing measures. Web-based modules will be made available to all staff. Mass in-person training of staff shall be avoided.
- Key staff, including first aid attendants and supervisors, shall be educated about COVID-19, including appropriate support and medical referrals for mild to severe cases.
- Additional camp staff shall be hired to assist with camp management plans and hygiene and sanitization procedures.

Medical Services

- All operations shall identify local regional Medical Health Officers and ensure that supervisors have contact information for these parties and local medical services.
- Total Physio Medical services shall be implemented to all eligible contractors. This system provides an internet-based link between doctors on retainer and staff remote in the field. This system allows workers to receive medial assessment and prescription for treatment and a limited range of prescriptions without travelling to hospitals or requiring in-person treatment. This system is already utilized for physiotherapy services and has been successfully applied in the tree planting industry for the past two years.
- Health and safety coordinators shall be established in each camp and crew to oversee implementation of the mitigation plan, and other regular health and safety requirements.
- ****All camps shall maintain a stock of infection control supplies on-site to deal with suspected and/or confirmed cases. This should include:**
 - Hand washing supplies and hand cleaning gels
 - Appropriate cleaning supplies (see below for more information)
 - Surgical masks if possible (with tissues used to cover coughs/sneezes if surgical masks cannot be purchased due to shortages)
 - Disposable gloves

Support and Resources
-Total Physio Medical - Additional OHS staff

All operations and camp managers shall update their procedures by reviewing the government’s COVID-19 website on a daily basis.

The importance of preventing potential transmission within camps will be particularly important during the first two weeks of work. After this period, it is possible that the risk of transmission-within camp will be greatly reduced, assuming effective barriers against outside transmission to camp. The following additional protocols are required **in addition to** existing Camp Guidelines for Silviculture Contracts, which cover applicable sections of the Industrial Camps Regulation, and Public Health Act.

A copy of the company’s communicable disease control plan (CDCP) shall be posted in a central area for workers to review.

****Each camp shall prepare** a summary of project information that can be referenced in the event of an outbreak at the camp. The camp should document the initiatives and procedures that the company will implement to prevent and manage COVID-19. The plan can be tailored to unique circumstances and be scaled to the size of the camp. Some of the following information may already be available in the current Communicable Disease Control Plan (CDCP) for the camp. If your camp does not have a CDCP, then use this guide to develop protocols for preparing and responding to COVID-19 cases. Northern Health’s Communicable Disease Control Plan Best Management Guide for Industrial Camps

(https://www.northernhealth.ca/sites/northern_health/files/services/office-health-resource-development/documents/communicable-disease-control-BMG.pdf) can also be consulted for advice on developing a Communicable Disease Control Plan.

At a minimum, the plan shall include the following:

- Project location
- Contact information (names, telephone numbers and email addresses)
 - o Camp personnel (managers, food, cleaning, etc)
 - o Medical service provider(s)
- Number of residents
- Number of staff (both working at the camp and housed at the camp)
- Demographics and health care status of workers (if known)
- Where workers are coming from (percentage: local, regional, provincial or international; if international, which countries are they from)
- Turnover patterns and work shifts (How did they arrive (fly, drive)? How long are they expected to stay at the camp? Which travel hubs are they flying/driving out of?
- Overview of camp set-up (description of camp facilities including the number of rooms or tents, tent and room occupancy limits for individual and common spaces, number of showers and washrooms, dining and community areas, and recreational facilities etc.)

Camp Hygiene

- Hand-washing systems shall be situated outside every dining facility, and outside washrooms.
- Hand-washing systems shall include running heated water, soap, and appropriate hand-drying supplies. in sufficient number and size to accommodate workers without line-ups or delay. Basins of water shall not be used for handwashing purposes to eliminate use of contaminated basins or stagnant water. Acceptable systems may include:
 - o Sinks
 - o Trough or gutter-style systems

- Refillable water containers with spigots, filled with warm water, with catch basins or buckets underneath. Such containers can be placed in multiple mobile locations to supplement cleaning systems in bush camp locations.
- Hand sanitizer will be provided in bathrooms and eating areas, pending availability.
- ****High-touch areas in the camp, such as toilets, tables, rails, latches, switches, levers, door handles, and other items should be disinfected at least twice daily with an agent effective against coronavirus. The types of disinfectants that can be used include:**
 - 500 parts per million chlorine solution: 1:100 [e.g. mix 10 ml household bleach (5.25%) with 990 ml water]
 - Accelerated hydrogen Peroxide (0.5%)
 - Quaternary Ammonium Compounds (QUATs)
- Cleaning supplies shall be checked and replenished prior to each morning, afternoon, and evening shift.
- Only individual showers shall be permitted.
- Showers shall be cleaned following every shift.
- All crew vehicles shall be cleaned after every shift, including thorough sanitization of all headrests, seats, dashes, controls, handles, and touchable surfaces.
- Staff shall wash hands prior to entering trucks at the beginning and end of each day. Workers in the field shall carry additional water and hand soap for this purpose, or crew trucks shall be equipped with materials for this purpose
- All staff, workers, and visitors shall be educated on hygiene protocols, respiratory etiquette, and the Communicable Disease Control Plan (CDCP) for the camp, and a record shall be maintained of all persons that complete this training.

The minimal number of facilities shall be increased and amended to the following requirements.

Column 1	Column 2	Column 3	Column 4
No. of persons in the camp	Minimum no. of toilets or privy seats	Minimum no. of showers	Minimum no. of wash basins washing stations (basins eliminated)
1-7	1 3	1 2	2
8-15	2 3	1 2	3
16-30	3 4	2 3	6
31-45	4 6	3 4	8
46-60	5 6	4 6	10
61-75	6 8	5-6	12
No camps over 75 persons shall be planned			

Food and Kitchen Management

- Dish-washing shall be done by designated staff, with no self-washing by individuals. Dish washing systems shall follow required hot water and wash-rinse-soak systems to ensure effectiveness.
- All dining areas shall be sanitized after each meal shift.
- Buffet-style serving systems will not be utilized and kitchen staff shall serve food to workers.
- All small food items shall be individually wrapped or made available with systems to prevent common touching of either food items or utensils.
- No worker shall be permitted to enter any dining area or food preparation area with clear signs of contamination or dirty hands.
- Only kitchen workers and supervisory staff shall be permitted to enter food preparation or storage areas.
- All kitchen orders (including boxes and containers) shall be sanitized if there is any chance of touching by other persons prior to arrival at camp.
- Post signage to limit the number of people permitted in the dining area and any other common areas.
- Dining stations inside common areas shall be marked in order to maintain recommended distances between workers (>2 meters). Workers may only enter the dining facility when there are vacant dining stations available, as to limit the number of workers inside at one time.

Isolation Facilities

- Camps shall establish separate isolation facilities in the case of any worker who shows signs of potential infection by Covid-19. These measures will accommodate workers with mild symptoms, so that they may avoid contact with other staff, until Covid-19 can be ruled out by test, or until they are transported to other suitable accommodations where isolation can occur.
- These facilities shall include dedicated and separate washrooms, shower, and dining area facilities. These facilities shall be clearly marked and separated in the case of need. These facilities shall be maintained in a sanitized manner and shall only be utilized by assigned workers during a screening protocol.
- Additional protocols for verified or presumptive cases of Covid-19 are outlined in Part 6.

Support and Resources
-Additional sinks, toilets, showers.
-Staff assignments for cleaning and sanitizing duties.
-Additional isolation facilities.
-Food service systems
-Additional dining tent facilities

Social Distancing - Camps and Crews

- All group activities shall be arranged in a manner that provides at least 2 meters of space between individuals whenever possible, and with groups confined to their normal working crews without mixing of personnel between crews.
- All meetings shall be conducted in small groups led by crew leaders.
- Contractors shall arrange for food delivery rather than rely upon local markets for items such as food. This will prevent contact with communities and avoid impacting local food supplies.
- Auxiliary service providers, including boat and helicopter service, shall be appropriately screened before permitting interaction with any company staff.
- Camp visitors shall be strictly limited to persons necessary for the operation. All camp visitors shall be screened for prior isolation and travel history and shall be thoroughly oriented with the hygiene and illness-prevention program. Visitors shall only visit camps to perform essential duties and shall be required to avoid all unnecessary contact with staff.
- Camps shall maintain strict isolation from the outside community and maintain this isolation throughout the duration of their operations.
- Workers shall be required to remain in camp or at their motel base of operation on days off. Arrangements will be made for laundry delivery service, shopping orders, and food services for the day off, and workers shall not pay camp costs on non-working days.
- Local stores shall be notified prior to any member of a company visiting.
- Workers will be asked to remain at the worksite/workplace and avoid any trips back to their home bases during the season. Depending on circumstances, return trips home may result in subsequent self-isolation period in order to ensure a safe return to work.
- All camps shall be equipped with communication, entertainment, and wireless services to ensure that workers are able to maintain communication with their families at this time, and to mitigate desires to attend nearby communities.
- **All workers and company representatives shall seek to eliminate any unnecessary contact with isolated communities, including all First Nations communities. It is acknowledged, that many First Nations communities have limited medical resources, have vulnerable populations of Elders, and may have a higher level of vulnerability to COVID-19. Respect for small communities is mandatory.**

Support and Resources
-Elimination of camp costs for workers on days off
- Additional delivery services
-Communication and internet services.

Any presumptive case will be reported to Public Health (811) All medical and treatment or management decisions related to treatment and of workers with symptoms shall be based on guidance from medical professionals. This includes seeking immediate medical advice for any presumptive case, and medical attention as directed by a doctor.

- Any potential symptoms or signs of infection will result in immediate self-isolation.
 - Provide face coverage for those with symptoms
 - Remove person to separate area
 - Complete online assessment tool <https://bc.thrive.health/>

- ****Refer to Urgent Medical Care Only if Indicated.** For most cases (with mild symptoms), symptomatic individuals can be cared for in the community without referral to a hospital. Workers shall self isolate in camp unless have own transport to safely travel home. Once self-isolation begins, it will only stop when all of these apply:
 - The patient has had no fever for 5 days
 - it has been 14 days since the patient first developed symptoms
 - it has been at least 10 days since the cessation of symptoms

Or, a Public Health Official or doctor clears the person for return

- In the case of any presumptive or verified case of Covid-19, the rest of the camp will maintain isolation from all outside parties and follow intensive monitoring, including additional testing for infection.

- All sick days and isolation days shall be paid.

- In the case of a suspected case of COVID-19, employers must inquire with a Medical Health Officer about any challenges or risks associated with affected workers living in an outside environment such as a tent-based camp.

Ensure Confidentiality**

It will be important that any targeted communicable disease interventions are non-stigmatizing and respect confidentiality. This includes maintaining privacy for those seeking healthcare or who may be part of self-isolation, contact tracing or outbreak investigation.

Review On-site Management of Company Policy Requirements**

A significant burden to the local health care system can arise simply from company policies that require sick notes and back to work notes. Employers are asked to excuse staff for sick leave without requiring a doctor's note, if their employees are ill or required to self-isolate. This helps not only to reduce pressures on the health care system, but also minimizes the risk of spreading infection within the community.

In the case of a Government order or general shutdown of work, the employer shall have a plan in place to ensure the safe return of all workers to their homes.

Contractors shall require workers to provide a written plan for their exit plans prior to the entering the workplace. This shall include the method of transportation, travel itinerary, and destination point.

No workers with potential symptoms of COVID-19, or within a 14-day isolation period will be permitted to use public transportation of any kind as a means to return home at the conclusion of employment.

Any worker in isolation protocol who either ends their employment or reaches the end of their contract period, will be required to complete that isolation period either in the camp, or in an appropriate facility or controlled location approved by the contractor.

Any worker seeking to move laterally from one company or one camp to another, may not do so if there is any ongoing isolation period applying to themselves or another worker at their point of origin.