

 **Pasa** SUSTAINABLE
AGRICULTURE

COVID-19 WEBINAR SERIES

Reopening? Update Your Farm COVID-19 Safety Protocols

June 11, 2020 • 7 p.m.

Christina Kostelecky, Operations Director, Pasa

Stay up to date: pasafarming.org/covid19



Questions?

Use the Q&A button at any time.

We'll hold questions until the end.



HOSTS

Christina Kostelecky

Operations Director, Pasa

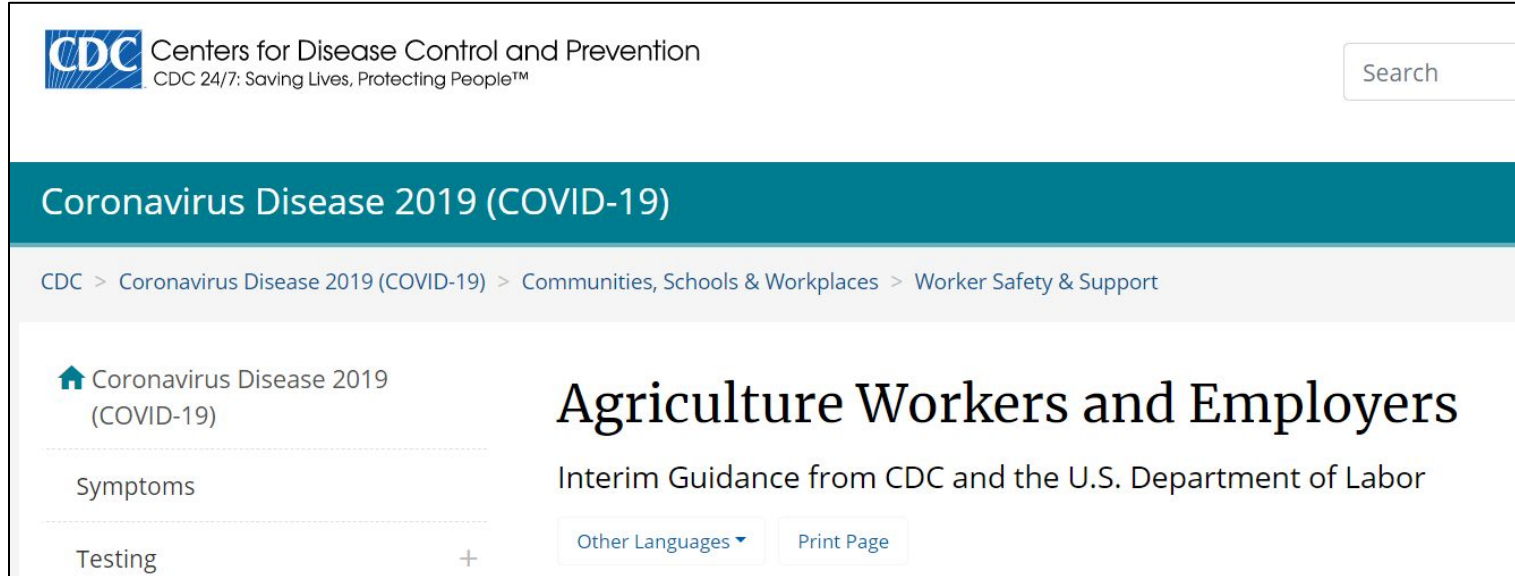
Brook Duer

Center for Agricultural and Shale Law



Agriculture Workers and Employers

Interim Guidance from CDC and the U.S. Department of Labor



The screenshot shows the CDC website interface. At the top left is the CDC logo with the text "Centers for Disease Control and Prevention" and "CDC 24/7: Saving Lives, Protecting People™". At the top right is a search box labeled "Search". Below the logo is a teal banner with the text "Coronavirus Disease 2019 (COVID-19)". Underneath the banner is a breadcrumb trail: "CDC > Coronavirus Disease 2019 (COVID-19) > Communities, Schools & Workplaces > Worker Safety & Support". On the left side, there is a navigation menu with a home icon and the text "Coronavirus Disease 2019 (COVID-19)", followed by "Symptoms" and "Testing" with a plus sign. On the right side, the main heading "Agriculture Workers and Employers" is displayed in a large, bold, black serif font. Below the heading is the subtitle "Interim Guidance from CDC and the U.S. Department of Labor". At the bottom of the page, there are two buttons: "Other Languages" with a dropdown arrow and "Print Page".

CDC Centers for Disease Control and Prevention
CDC 24/7: Saving Lives, Protecting People™

Search

Coronavirus Disease 2019 (COVID-19)

CDC > Coronavirus Disease 2019 (COVID-19) > Communities, Schools & Workplaces > Worker Safety & Support

Coronavirus Disease 2019 (COVID-19)

Symptoms

Testing +

Agriculture Workers and Employers

Interim Guidance from CDC and the U.S. Department of Labor

Other Languages ▾ Print Page



CDC

See previous slide

<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-agricultural-workers.html>



PDA

See next slide

<https://www.agriculture.pa.gov/Pages/COVID-19-Resources.aspx>



Guidance for Agriculture

[Essential Ag Businesses](#)

[Farmers Markets](#)

[Farms & On-Farm Deliveries](#)

[Granjas y Entregas en las Granjas](#) (PDF)

[Restaurants Industry Guidance](#)

[Food Processors](#) (PDF)

[Retail Food/ Manufacturing Processes for Sanitation and Diagnosed Employees](#)

[Grocery & Convenience Store Employees](#)

[COVID-19 Facts for Dairy Workers](#) (PDF)

[Agricultural Auctions & Markets](#)

[Temporary Certification Procedures for Manure Haulers and Brokers](#) (PDF)

[Special Notice to Veterinarians: COVID-19 Guidance](#) (PDF)

[Guidance on Veterinary Practices](#) (PDF)

[Guidance for Community Gardens](#)

[Modifications to Seasonal Farm Labor Camp Requirements](#)



- **ASSESS** facilities
- Implement **PREVENTION** measures
- **MANAGE** sick employees

- Social Distancing: maintain 6-foot distance on site & in housing
 - Installing barriers/moving equipment
 - Rotating shifts/working in cohorts
 - Face Masks – **highly** recommended
 - Personal Protective Gear (PPE)
 - Sanitation Procedures
 - Access to handwashing facilities/soap/cleansers
 - Communication/Training
 - Must be understandable, in appropriate language(s)
 - CDC posters/materials
-

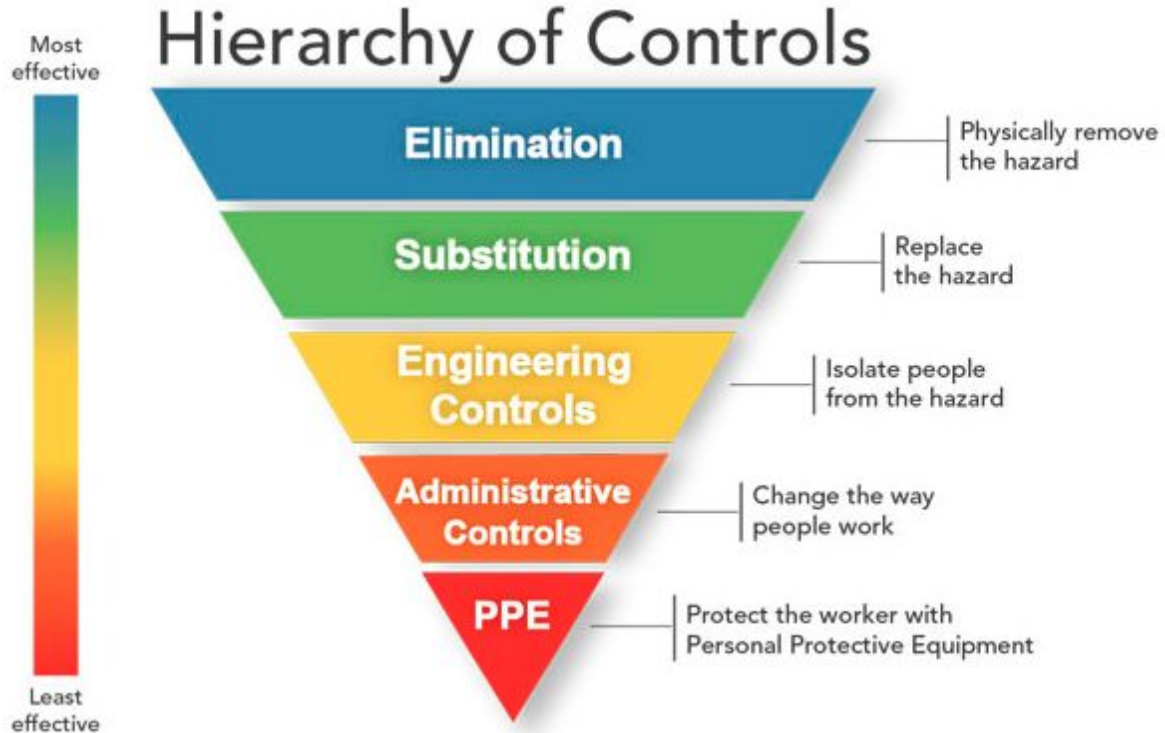


“The idea behind this hierarchy is that the control methods at the top of graphic are potentially more effective and protective than those at the bottom. Following this hierarchy normally leads to the implementation of inherently safer systems, where the risk of illness or injury has been substantially reduced.”

<https://www.cdc.gov/niosh/topics/hierarchy/default.html>



Develop a Control Plan



CDC/OSHA

- Hierarchy of Controls
 - Create a Control Plan
 - Screening & Monitoring workers
- Managing sick workers
 - Workers returning to work
- Control Plans
 - Engineering Controls = Social distance
 - Cleaning, disinfection, and sanitation
 - Administrative controls = Communications/Training
- Personal Protective Equipment (PPE)
- Special Considerations
 - Shared Housing
 - Shared Transportation
 - Children



PDA

- Housing Requirements
 - Routine Cleaning and Sanitation
- What to Do if an Employee is Diagnosed with COVID-19
 - Quarantine Housing Accommodations
 - COVID-19 Cleaning and Sanitizing
 - Hard (non-porous surfaces)
 - Soft (porous) surfaces
- Returning to Work
- Worksite Requirements
 - Social Distancing
 - Face Masks
 - Sanitation
- Transportation

CDC/OSHA - Special Considerations for Housing

“**Maximize social distancing in sleeping quarters.** This may be accomplished through:

- **Head-to-toe** sleeping arrangements with at least **6 feet** of distance **between beds.**
 - Adding **physical barriers**, such as plastic flexible screens when beds cannot be 6 feet apart.
 - Minimizing or **avoiding** the use of **bunk beds**, which make distancing more difficult.”
-

CDC/OSHA:

“Ensure shared rooms have ***good air flow.***

Use an air conditioner or open windows, if possible.”

“**Provide disposable gloves, soap** for hand washing, and **household cleaners** to help residents and staff implement personal preventive measures.”

Pennsylvania:

“**Adequate ventilation must be provided** in habitable rooms.

45% of the window area shall be openable or an operable device is provided to supply ventilation (§82.5(f)(2)). Properly fitted screens shall be provided for every openable window (§82.5(f)(3)). If a doorway is used for ventilation, a properly fitted screen door shall be provided (§82.5(g)).”

“Ensure bathrooms and other sinks are consistently **stocked with soap** and **drying materials** for adequate handwashing. **Provide hand sanitizer** when soap and water are not available.”

And don't forget

<https://www.governor.pa.gov/wp-content/uploads/2020/04/20200415-SOH-worker-safety-order.pdf>



**Order of the Secretary of the Pennsylvania Department of
Health Directing Public Health Safety Measures for
Businesses Permitted to Maintain In-person Operations**

Other resources

- <https://www.fels.net/> - Farm Employers Labor Service
- <https://aghealth.ucdavis.edu/covid19> – UC Davis Western Center for Agricultural Health and Safety
- <https://instituteforfoodsafety.cornell.edu/coronavirus-covid-19/food-industry-resources/> - Institute for Food Safety at Cornell U.
- <https://extension.psu.edu/coronavirus>
- <https://extension.psu.edu/coronavirus-best-management-practices-for-vegetable-producers>
- <https://extension.psu.edu/coronavirus-best-management-practices-for-fruit-growers>

THANK YOU!

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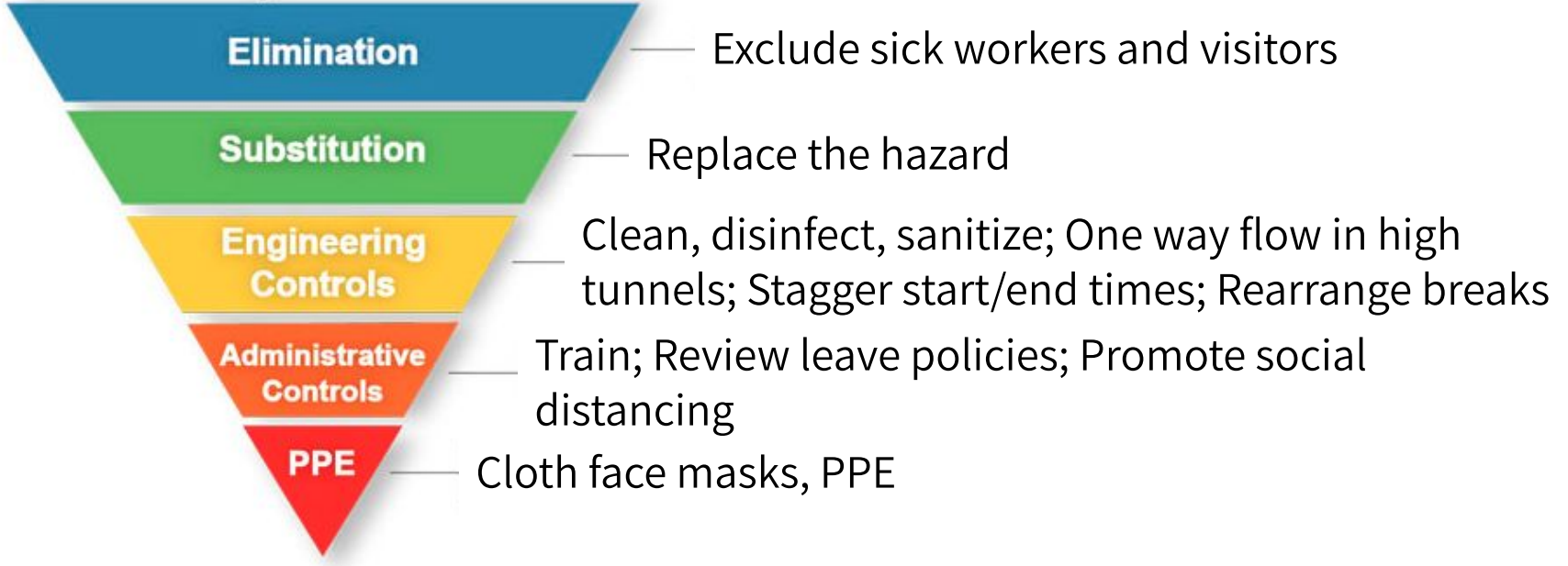
Develop a Control Plan

Hierarchy of Controls

Most effective



Least effective



Screening & monitoring workers

- Screen prior to boarding shared transportation; prior to arriving
- Ask (in appropriate languages) if they've had any symptoms
- Do not let COVID19-suspected employees enter the workplace
- Encourage immediate reporting of symptoms

“I think or know I had COVID-19, and I had symptoms”

COVID-19 Symptoms

- Fever (100.4F or higher)
- Cough
- Shortness of breath or difficulty breathing
- Diarrhea
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell



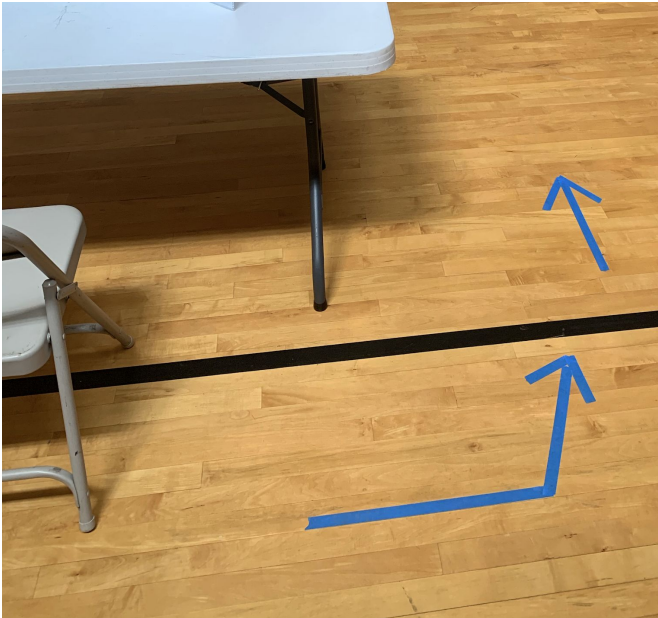
Engineering Controls

Assess and identify opportunities to limit close contact with others (maintain a distance of at least 6 feet between people whenever possible) if feasible.

This includes owners, operators, farmworkers, supervisors, crew leaders, delivery personnel, and

anyone else entering the Agricultural Workplace.

Engage farmworkers in this assessment process.



- Add touch-free (time clocks and automatic doors)
- Adjust workflow for a 6ft distance between farmworkers
 - *or* Install shields or barriers, such as plastic, between farmworkers
- Add more stations (or time) for clocking in/out to reduce crowding
- Remove chairs and tables (or other visual cue marks) in employee break areas to support social distancing between farmworkers



Clean, Disinfect, Sanitize

- Wash hands often with soap and water for at least 20 seconds.
- Provide reasonable access to hand washing facilities equipped with soap, potable water, and clean, single-use towels.
- Easy access is especially important in areas where multiple farmworkers are working; increase the number of hand washing stations to minimize the distance to a station and the likelihood of crowding at stations.
- If hands aren't visibly soiled or dirty, farmworkers can use hand sanitizer containing at least 60% alcohol, rubbing hands until they are dry.



Multiple locations on the farm

- Point of entry or exit to field
- Clock in/out locations
- Individual containers to workers in field settings

Local distilleries may have affordable bulk sanitizer



- Clean & sanitize work sites daily
- High-touch areas
 - Tools
 - Equipment
 - Vehicles
 - Time clocks
 - Bathroom fixtures
 - Vending machines
 - Railings
 - Door handles
- Clean & Disinfect break areas between each group as well as daily
- Clean & Disinfect locker rooms at the end of each shift
- Provide disposable disinfectant wipes to wipe down common surfaces

Clean, Disinfect, Sanitize

- Where possible, do not share tools
- If used by multiple employees, clean & disinfect between uses
- When not possible after each use, use gloves and clean daily
- Dispose of all cleaning material and non-reusable PPE safely
- Keep cleaning products away from children



Administrative Controls

Training; Review (Sick) Leave Policies; Promote Social Distancing

Training & Signage

Posters at entrance, break areas, housing, visible locations

- COVID-19
 - Signs & Symptoms
 - How it spreads
 - How workers can protect themselves
 - Steps if they get sick
- Handwashing
- How to move through the fields that maintains 6ft
- Cough & Sneeze etiquette
- Employer policies

Review leave and sick leave policies

- Workers are not penalized for taking sick leave if they have COVID-19
- Consider additional flexibilities including advances on future sick leave and donating sick leave to other employees

[CDC Print Resources](#)



Administrative Controls

Training; Review (Sick) Leave Policies; Promote Social Distancing

Promote social distancing

- Reduce crew sizes
- Stagger work shifts, mealtimes, breaks
- Alternate rows in fields
- Place harvesting buckets and produce at central transfer point (instead of transferring directly from one worker to the next)
- Group healthy workers into the same cohorts each day
 - Align with housing and transportation
- Provide training outside, in small groups



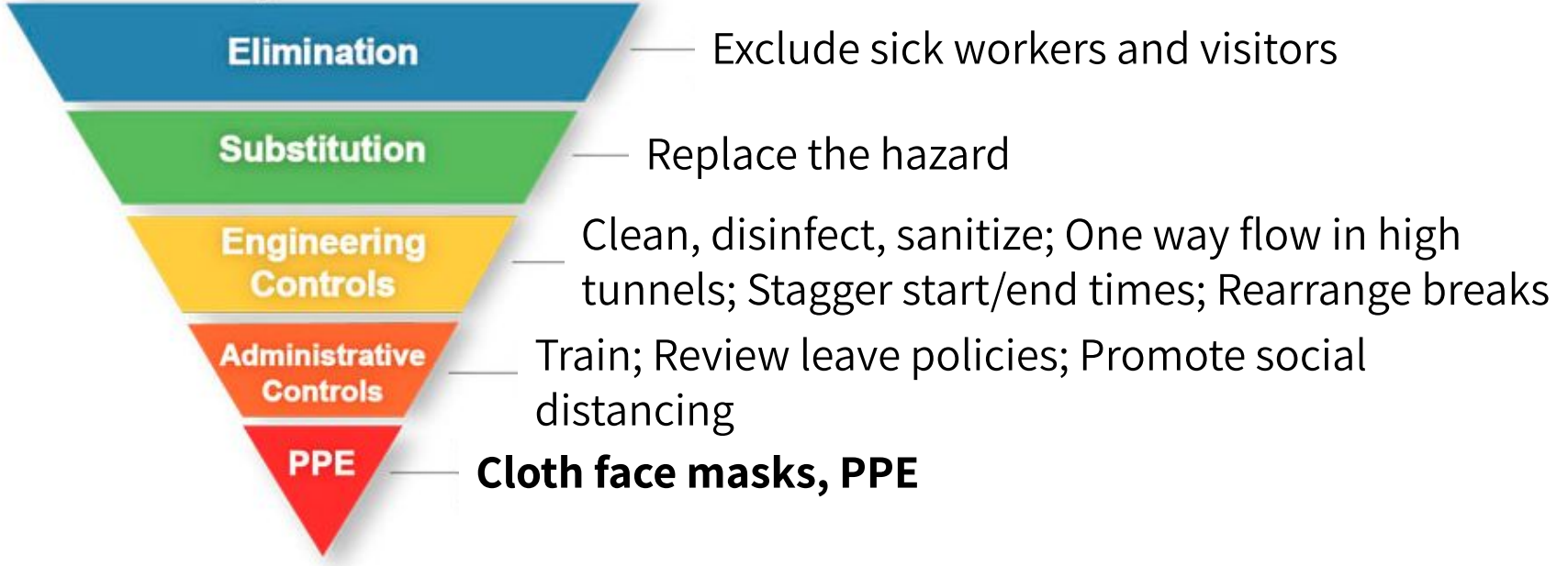
Develop a Control Plan

Hierarchy of Controls

Most effective



Least effective



CDC Face mask guidance

Cloth face coverings in agricultural operations

- Protective measure in addition to social distancing (i.e., staying at least 6 feet away from others)
- Especially important when social distancing is not possible or feasible
- Reduces the amount of large respiratory droplets that a person spreads when talking, sneezing, or coughing
- Prevent people who do not know they have the virus that causes COVID-19 from spreading it to others
- Are intended to protect other people—not the wearer



CDC Face mask guidance

Cloth face coverings in agricultural operations

- Not appropriate substitutes for PPE such as respirators (like N95 respirators) or medical facemasks (like surgical masks) in workplaces where respirators or facemasks are recommended or required to protect the wearer
- May not be practical for workers to wear a single cloth face covering for the full duration of a work shift (e.g., eight or more hours) in agricultural operations if they become
 - Wet
 - Soiled
 - Otherwise visibly contaminated during the work shift
- Employers should provide readily available clean cloth face coverings (or disposable facemask options) for workers



CDC Face mask guidance

Employers who determine that cloth face coverings should be worn in the workplace should ensure the cloth face coverings:

- Fit over the nose and mouth and fit snugly but comfortably against the side of the face;
- Are secured with ties or ear loops;
- Include multiple layers of fabric;
- Allow for breathing without restriction (and are not worn by anyone with trouble breathing);
- Can be put on and removed by the wearer without help;
- Do not lead to heat-related illness (OSHA's [Heat page](#) offers tips on water and rest breaks);
- Can be laundered using the warmest appropriate water setting and machine dried daily after the shift, without damage or change to shape (a clean cloth face covering should be used each day);
- Are not used if they become wet or contaminated;
- Are replaced with clean replacements, provided by employer, as needed;
- Are not shared among workers unless adequately laundered between uses;
- Are handled as little as possible to prevent transferring infectious materials to the cloth; and
- Are not worn with or instead of [respiratory protection](#) when respirators are needed.



CDC Face mask guidance

“Since cloth face coverings may be difficult to wear for extended periods of time, especially in hot humid environments, require touching of the face and repositioning of the coverings, and may require frequent removal and replacement for water or nourishment breaks, social distancing will be very important when use of cloth face coverings are not feasible. In such instances, employers may also consider providing workers with alternatives to cloth face coverings, such as face shields.”



Dept of Labor- Putting on & taking off a mask

<https://www.youtube.com/watch?v=oU4stQgCtV8>



Resources

[Poultry & Livestock PPE Reimbursement](#)

Deadline Tomorrow! (June 12)

[Center for Dairy Excellence PPE Reimbursement](#)

Deadline in two weeks (June 24)



Questions?

Use the Q&A button.

