



GROW

WG COVID-19 Webinar
Series



June 26, 2020



WG COVID-19 Webinar Series - Part One: Basics of COVID-19 Assessment and Control Plans



Agenda

- Housekeeping Items
- Introductions
- Presentation
 - i. Current Industry Issues and CDC/industry guidance
 - ii. Background and current risk factors
 - iii. COVID-19 assessment and control plan
 - iv. Screening and monitoring workers
 - v. Managing sick workers
- Information Sharing: WG members' stories
- Q&A Session



Meet The Presenters

Sonia Salas
WGA



Heather Riden
UC Davis



Dr. Donald Schaffner
Rutgers



Disclaimer

This webinar includes recommendations for mitigating risks and COVID-19 infection prevention strategies in agricultural workplaces based on CDC and health agency guidance. This guidance is based on what is currently known about COVID-19, which is subject to frequent change. We are not offering legal advice. Participants are encouraged to review all updated guidance as additional information becomes available and seek legal counsel about applying the guidance to their particular operations and circumstances.



What is in the News



[Return to article list](#)

Coronavirus Pay Raise Proposed For Farm Workers

Chuck Abbott - Successful Farming - 6/24/2020

FARMWORKERS WOULD GAIN A \$13-AN-HOUR HAZARDOUS-DUTY PAY RAISE AND 10 DAYS OF PAID SICK LEAVE UNDER A BILL FILED BY SIX DEMOCRATIC SENATORS ON TUESDAY.

Farmworkers would gain a \$13-an-hour hazardous-duty pay raise and 10 days of paid sick leave under a bill filed by six Democratic senators on Tuesday. The bill also would provide grants to farmers and ranchers eligible so they can pay the higher wages and purchase hand washing stations and personal protective equipment to reduce the risk to employees of exposure to the coronavirus.

"These workers feed our families. Now it's our job to make sure they have the protections they need to stay safe," said lead sponsor Sen. Jeff Merkley, Oregon Democrat. Other sponsors were Senators Patrick Leahy of Vermont, Richard Blumenthal of Connecticut, Bernie Sanders of Vermont, Kamala Harris of California and Elizabeth Warren of Massachusetts.

The senators released the bill in advance of negotiations that could result in a broad coronavirus-relief bill in early July. Leahy is the senior Democrat on the Appropriations Committee, which played a key role in previous coronavirus bills. Merkley is the Democratic leader on the subcommittee that oversees USDA and FDA spending.

The Coronavirus Outbreak [LIVE](#) Latest Updates Maps and Cases Reopenings by State Reopenings Halted Four Families Fight Back

Florida's Coronavirus Spike is Ravaging Migrant Farmworkers

The coronavirus is moving through Florida's agricultural communities just as laborers began to migrate north for the harvest.



Santa Maria's Rancho Laguna Farms ups farmworker pay after protest

Essential workers' wage request stems from COVID-19 crisis

Laura Place Jun 11, 2020

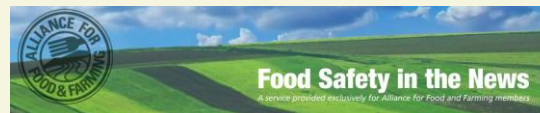
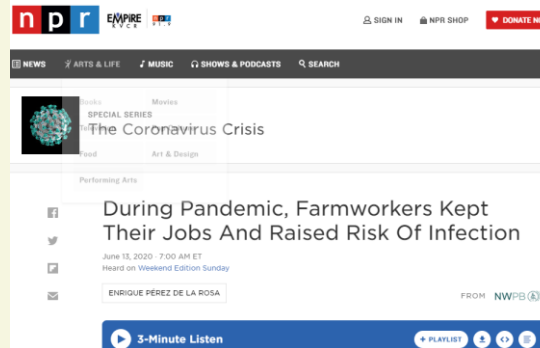


CAL MATTERS [DONATE](#) [SUBSCRIBE](#) [ABOUT](#) [Q](#)

CALIFORNIA DRIVE

Close Quarters: California's overcrowded homes fuel spread of coronavirus among workers

BY KATE CHINI AND JACKIE BOTS JUNE 12, 2020



[Return to article list](#)

236 Employees At Ohio Dole Plant Are Covid-19 Positive

Amy Souder - The Packer - 6/24/2020

More than 235 employees of Dole's salad processing plant in Springfield, Ohio, tested positive for COVID-19.

A mass testing event collected 829 test samples from employees on June 13. Emma Smiles, health planning supervisor at the Clark County (Ohio) Combined Health District, said in a statement.

"We are somewhat surprised at the large number of positives from the testing event," Smiles said in the statement.

Dole Fresh Vegetables is following the health district's recommendations to further protect the health of employees, contractors and community, according to a statement from Bill Goldfield, director of corporate communications at Dole Food Co. Inc., Westlands Village, Calif.

All Dole employees who tested positive were asked to self-quarantine.

While away from the plant, they will continue to receive pay and will return to work once authorized by the health district. Goldfield said in the statement.



CDC/DOL & Industry Guidance

- Information changes quickly and guidance keeps evolving.
- Interim Guidance from CDC and the U.S. Department of Labor released on June 3, 2020.
- Western Growers COVID-19 page, includes industry specific guidance documents for your consideration.
- Today's discussion is focused on most recent CDC/DOL guidance.

Background	2
Exposure risk among agriculture workers and employers	3
Create a COVID-19 assessment and control plan	3
Control plan	4
Screening and monitoring workers	4
Managing sick workers	5
Addressing return to work after worker exposure to COVID-19	7
Control plan—Engineering controls	7
Control plan—Cleaning, disinfection, and sanitation	8
Control plan—Administrative controls	9
Control plan—Personal protective equipment (PPE)	10
Special considerations for shared housing	12
Special considerations for shared transportation	13
Special considerations for children	14
Other information	14



Keep in mind...

- CDC/DOL guidance provides a template to action to address challenges in agriculture work sites, shared worker housing and transportation.
- WG Webinar Series Part 1 will provide context, background and basics on developing a COVID-19 assessment and executing a control plan as well as cover the basics on screening, monitoring and managing sick workers.
- WG Webinar Series Part 2 will address different controls and the Do's and Don't of a Control Plan in more detail.
- WG Webinar Series Part 3 will focus on shared transportation and shared housing issues in more detail.





Audience Poll:

Have you completed a COVID-19 assessment and control plan?



Audience Poll:

Is the CDC ag employer checklist for creating a COVID-19 assessment and control Plan valuable to you?

Agricultural Employer Checklist for Creating a COVID-19 Assessment and Control Plan

To prevent and slow the spread of COVID-19, agricultural employers can use this checklist to create a COVID-19 assessment and control plan for applying specific preparation, prevention, and management measures. This checklist has been developed based on the [Agriculture Workers and Employers Interim Guidance from CDC and the U.S. Department of Labor](#).

This checklist has five sections:

- **Section 1:** Assessment
- **Section 2:** Control Plan based on the Hierarchy of Controls
 - » Screening and Monitoring Workers
 - » Managing Sick Workers
 - » Addressing Return to Work after Worker Exposure to COVID-19
 - » Engineering Controls
 - » Cleaning, Disinfection, and Sanitation
 - » Administrative Controls
 - » Personal Protective Equipment (PPE)
- **Section 3:** Special Considerations for Shared Housing
- **Section 4:** Special Considerations for Shared Transportation

Heather Riden UC Davis

Introduction

Western Center for Ag Health & Safety

- NIOSH-funded regional ag center
- 25-year history of conducting research and outreach in the west
- Contributed to the development of the CDC interim guidance for agriculture



aghealth.ucdavis.edu

COVID-19

Spread and Symptoms

- COVID-19 spreads from person-to-person through respiratory droplets
- Inhalation and surfaces
- People can be contagious even if they are pre-symptomatic or asymptomatic
- CDC currently identifies the following as possible symptoms of COVID-19:
 - Fever or chills; cough; shortness of breath or difficulty breathing; fatigue; muscle or body aches; headache; new loss of taste or smell; sore throat; congestion or runny nose; nausea or vomiting; or diarrhea.
- Symptoms typically appear in 2–14 days
- Some people never show symptoms



COVID-19 Risk in AG

Essential Work During a Pandemic

- Proximity to others
- Duration of contact
- Existing equipment and facilities
- Established fields, orchards
- Indoor activities (e.g. shop, packing facilities)
- Shared transportation to/from work
- Shared, often crowded, housing



Assessment You know your operation.

- Identify areas of potential risk.
- Identify strategies to reduce risk.
- Create and implement a plan.
- Promote communication and training.
- Regularly review your plan.

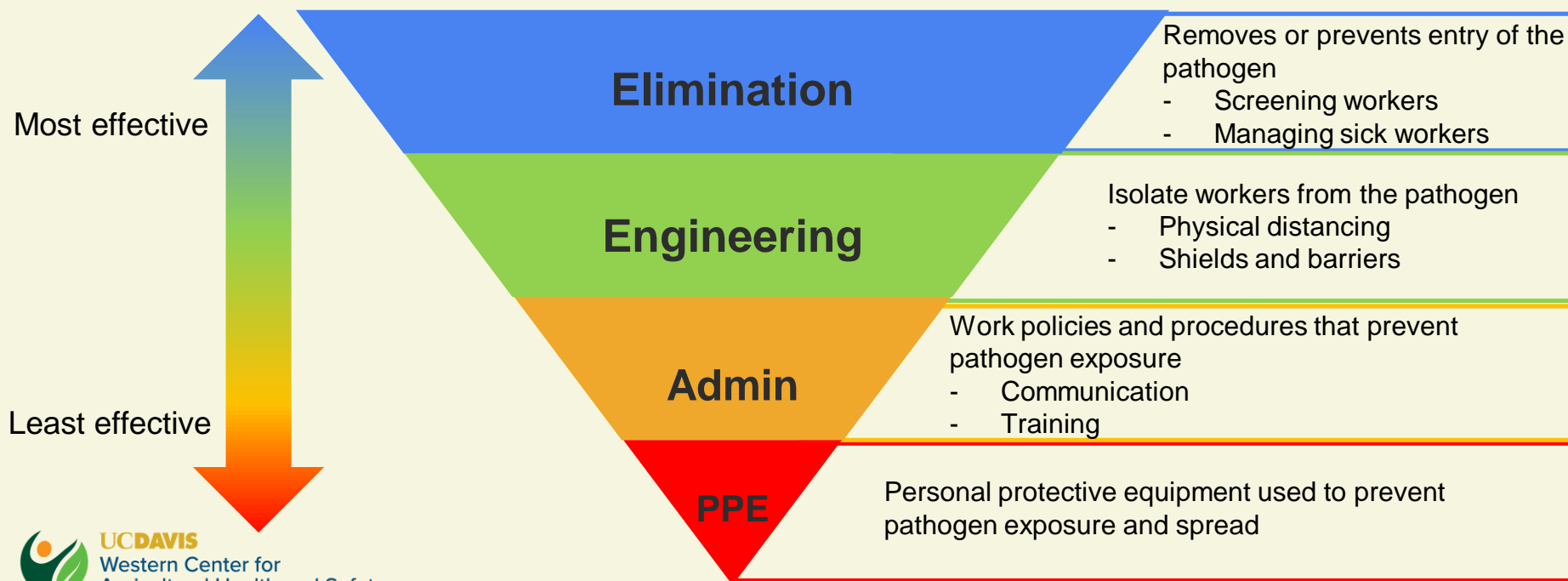
Agricultural Employer Checklist Section 1: Assessment				
Item	Completed	Ongoing	Not Started	Not Applicable
Consider the characteristics of your region, worksite, space, and job tasks that may impact your assessment and control of COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Monitor federal, state, and local public health communications about COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensure workers have access to current information.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Check local public health information and the CDC COVID-19 website daily, or as needed depending on local conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Designate a workplace coordinator responsible for COVID-19 assessment and control planning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensure all workers know how to contact the coordinator.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensure coordinator communicates in workers' preferred languages.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensure coordinator provides materials in preferred languages and at the appropriate literacy level.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide workers with information about where to get COVID-19 testing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regularly conduct work site assessments to identify COVID-19 risks and prevention strategies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





Control Plan

Hierarchy of Controls



Resources For Growers



Coronavirus/COVID-19 Agricultural Employer Training Guide*

Definition of COVID-19; How it Spreads; Symptoms

1. Introduce the topic

Say: Today we are going to talk about the new coronavirus, also called COVID-19, how it spreads, symptoms, how you can stay safe, and how we will keep you safe at work.

2. Discuss how the virus spreads

Say: COVID-19 is a virus that mainly affects the lungs and spreads from person to person. When someone with the virus breathes, talks, coughs, or sneezes, droplets with the virus can be breathed in by people nearby (within 6 feet).

Droplets can also land on surfaces like tables, handles, or tools. If you touch a surface and then touch your mouth, nose, or eyes before washing your hands, the virus can enter your body.

3. Discuss the symptoms of the virus

Say: The most common symptoms of the virus are fever, cough, and/or shortness of breath/difficulty breathing.

Say: Symptoms may occur 2-14 days after you've been close to someone who has the virus or touched a surface that had the virus on it and touched your face with unwashed hands. Some people may never show symptoms.

Say: If you have any of these symptoms or have been around someone who is sick:

- Call your healthcare provider first for instructions, before you go to the clinic, doctor's office, or hospital. Call emergency services (9-1-1) if you have difficulty breathing. Consider providing numbers for local health centers or share this link as a resource: findahealthcenter.hrsa.gov
- Do not come into work. If you start to feel symptoms while working, tell your supervisor immediately.
- Isolate yourself from other people as much as possible.
- Thoroughly clean and sanitize all surfaces in your home.

4. Review

Ask: Now to review, can you name some ways that the virus spreads? *Wait for responses.*

Possible responses:

- When someone with the virus: breathes, talks, coughs, sneezes
- When droplets land on a surface and I touch the surface and then my face without washing my hands.

Ask: What should you do if you have symptoms? *Wait for responses.*

Possible responses:

- Call your healthcare provider, do not come to work, isolate yourself, clean and sanitize

Say: Scientists are learning more everyday about how COVID-19 spreads. As information changes, we will update you.



UC DAVIS
Western Center for
Agricultural Health and Safety

For more information: aghealth.ucdavis.edu/covid19
Printed on: 4/16/2020. The coronavirus crisis is evolving quickly.
Visit cdc.gov and caloia.gov for updates and current recommendations.

1 of 3

Respiratory Protection During the COVID-19 Pandemic

Best Practices for the Agricultural Community

UPDATED 5/1/20

The COVID-19 (Coronavirus) pandemic has led to a high demand for all types of respirators and other personal protective equipment (PPE). Despite the current shortage, farmers and agricultural workers still need respiratory protection for many tasks in agriculture. Consider the following tips for conserving your respirator inventory while supplies are limited.

KEY POINTS

• To conserve respirator supplies, disposable respirators (such as N95s) can be reused by the same person in a limited fashion.

• Reusable respirators (such as half-facepiece respirators) can be reused after proper cleaning and sanitizing.

• Cloth face coverings are not an acceptable replacement for respirators that protect you from workplace respiratory hazards. They only protect people around you from large droplets you exhale that may contain COVID-19.

• Document any changes you make to respiratory protection for you and/or your employees, including changes in types of respirators used and employee training.

• When available, disposable (N95) and reusable respirators provide adequate protection against COVID-19.

CONSERVING RESPIRATOR SUPPLIES: GUIDANCE ON REUSE

Two-Strap Disposable Respirator: N95, N100, P100 (Filtering Facepiece Respirator)

Reuse of two-strap disposable respirators is not recommended practice, but in a time of limited availability, it may need to be considered. This type of respirator should only be reused within the guidelines below:

- A disposable respirator can be worn more than once, but it cannot be shared with another person.
- Store respirator in a clean, dry place between uses.
- Conduct seal checks each time you put on or adjust the respirator.
- Do not attempt to clean the respirator with disinfectants, wipes, soap and water, or an air compressor.
- Avoid putting on, taking off or adjusting the mask with contaminated hands. Wash your hands before and after adjusting or removal.
- Discontinue use and throw away when it is splashed on, becomes dirty, becomes difficult to breathe, or when a seal cannot be obtained.

If using for COVID-19 protection, tape exhalation valves shut. The valves release unfiltered air, reducing the respirator's effectiveness at preventing the spread of COVID-19.



Reusable Respirators: Half-Facepiece, Full-Facepiece and Powered Air Purifying Respirators (Elastomeric Respirator)

- Clean and sanitize the respirator after each use. This type of respirator can be shared only if it is cleaned and sanitized properly.
- Store respirator in a clean, dry place between uses.
- Clean and sanitize, taking off or adjusting the mask with contaminated hands. Wash your hands before and after adjusting or removal.
- Change P100 filters after 8 hours or 30 days (whichever comes first). If there is a shortage, continue to wear the P100 filter until it becomes dirty or difficult to breathe comfortably.
- Change cartridges according to manufacturer's recommendations. If there is a shortage, change the cartridge when you can smell or taste what you are protecting yourself against.
- To prolong the life of the cartridge, add pre-filters to cartridges that don't have built-in pre-filters.
- Check and replace valves and head cradle as needed to ensure the respirator is in good working order.

For protection against COVID-19, reusable respirators should be worn with P100 P100 filters or pre-filters.



Respirator photo courtesy of CDC

California Department of Industrial Relations
Division of Occupational Safety & Health
Publications Unit



Cal/OSHA COVID-19 Daily Checklist for Agricultural Employers

May 8, 2020

This checklist should be reviewed and completed daily to help agricultural employers prevent the spread of COVID-19 in the workplace. Refer to the Cal/OSHA's Safety and Health Guidance on COVID-19 Infection Prevention for Agricultural Employers and Employees for additional information and guidance.

Procedures to Prevent the Spread of COVID-19

- ☐ Screen employees for COVID-19 symptoms when they arrive at work, observe for symptoms throughout the day and immediately send workers home or to medical care if they have acute respiratory illness symptoms.
- ☐ Ensure adequate cleaning supplies are readily available.
- ☐ Ensure handwashing facilities, including soap and paper towels, are readily available.
- ☐ Frequently check supplies of soap and paper towels.
- ☐ Ensure restrooms are kept clean and sanitary.
- ☐ Ensure handwashing facilities are located at or near restrooms.
- ☐ Ensure additional handwashing facilities and supplies are placed as close to work areas as possible.
- ☐ Ensure employees are encouraged to frequently use washing facilities.
- ☐ Ensure employees are instructed to not share tools or equipment and/or to sanitize between uses.

Procedures to Increase Physical Distancing

- ☐ Use a stick or tape measure to demonstrate six feet of distance (wherever it is practiced whether outdoors, in vehicles or in structures).
- ☐ Adjust work practices, work stations, line speeds and other processes to enable employees to maintain safe physical distancing.
- ☐ Provide additional seating and shade structures to allow employees to be at least six feet apart.
- ☐ Hold meetings and trainings in small groups so workers can maintain six feet of distance between each other.
- ☐ Place drop-boxes or drop-off locations near the road so vehicles do not need to enter the farm.



This document is available at www.dir.ca.gov/COVID19AGDCL
For assistance regarding this subject matter, employers may contact
Cal/OSHA Consultation Services at 1-800-953-9424 or info@cdshs.dir.ca.gov
www.dir.ca.gov/dosh/consultation.html



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Information For Farmworkers

PROTECTING AGRICULTURAL WORKERS FROM COVID-19

What is COVID-19?
COVID-19 is a contagious respiratory illness caused by the new coronavirus.

How does COVID-19 spread?
Close Personal Contact Respiratory Droplets Contaminated Surfaces

Essential Work
Agricultural work is considered essential. Farmworkers help ensure an adequate food supply while many communities are under self-isolation and quarantine.

Common Symptoms

- Fever** (above 100.4 °F/38°C)
- Dry Cough**
- Difficulty Breathing**

Other symptoms include: fatigue and body aches.
Note: Symptoms may vary from person to person.

Who is most likely to become seriously ill from COVID-19?

- Older adults 65+
- People with medical conditions, such as:
 - Heart disease
 - Diabetes
 - Respiratory disease

When do symptoms appear?
Symptoms may appear 2-14 days after being infected. However, you can infect others before you show any symptoms.

Where to get medical care?
Enter information here

You are eligible for free screening and testing regardless of immigration status. COVID-19 testing and treatment are not considered public charge.

Wear a Cloth Face Covering to Protect Others & Reduce the Spread of COVID-19

COVID-19 Carrier (including presymptomatic & asymptomatic)

Not Infected

Risk of Spread to Others

- 6 feet: **LOWEST RISK**
- less than 6 feet: **HIGHER RISK**
- less than 6 feet: **HIGHEST RISK**

Cloth face coverings may PROTECT OTHERS, but DO NOT PROTECT the wearer.

Best Practices

- Wash Hands
- Laundry Daily
- Cough/Sneeze into Elbow
- Must Cover Nose AND Chin
- Avoid Contact With Phone

Source: CDC GREAT PLAINS System for Agricultural Health Ag Health & Safety Alliance UCDavis Western Center for Agricultural Health and Safety

SI LO TOCAS CON LA MANO TOUCH IT?

DESINFÉCTALO Y MANTENTE SANO SANITIZE IT! STAY HEALTHY

Para obtener copias de este póster, llame al 831.724.1301 o visite www.CalStrawberry.com.
For additional copies of this poster, call 831.724.1301 or visit www.CalStrawberry.com.

CALIFORNIA STRAWBERRY COMMISSION
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Success Stories

"We've made modifications to our harvesting equipment. Added partitions between workstations to create barriers between employees."

"Lunch area seating separated. Different types of gloves offered that don't get as hot. Cloth masks that are washable and bandanas given out to all. Writing names on tools so they are not shared."

"Have made all hand washing facilities hands free, so employees do not need to touch surfaces as much. We've added distancing between furrows so employees only use every other furrow."

"Divided crew in two groups and isolated them. Assigned an employee for sanitation of all bathroom and break-room facilities, as well as offices and shops. Provided all employees with their personal disinfectant and hand sanitizer."

"Adding sanitation/handwashing units...and each vehicle is supplied with hand sanitizer, paper towels, soap...and each individual [is] given masks."

Don Schaffner Rutgers



CDC COVID-19 Guidance: How does it apply to the fresh produce industry **workers**?

Topics to Cover

- Screening and monitoring workers: What should you know and do?
- What to do if a worker gets sick or has been exposed to COVID-19?
- Return to work plan





Screening and Monitoring Workers

- Uniform policies, develop in consultation with state and local health and medicine professionals
- Options:
 - Screening prior to entry into the work site or boarding shared transportation.
 - Ask workers in appropriate languages if they have had symptoms
 - Check temperatures at the start of each shift (100.4°F or greater)
- Symptomatic workers should not work



Manage Risk to Screeners

- Training screeners to use temperature monitors
- Using temperature monitors that are accurate (e.g. extreme hot/cold weather temperatures)
- Protecting screener using social distancing, barrier or partition controls, and PPE
 - PPE alone is less effective
 - PPE use requires training

Signs and Symptoms

- Fever, cough, shortness of breath or
- Two-or-more of the following
 - Chills, repeated shaking with chills, muscle pain, headache, sore throat, or new loss of taste or smell





Worker is Sick or Exposed to COVID-19

- Separate and quarantine immediately
- Avoid contact with animals
- Provide information and medical attention
- Those managing sick employees need PPE
- Contact tracing, inform those who have been in sustained close contact
 - Work with state, tribal, local, and territorial (STLT) health officials
- Clean and disinfect work area, equipment, common areas

Have a Return to Work Plan

- Follow CDC's Critical Infrastructure Guidance for workers who have had a COVID-19 exposure but remain free of symptoms
- Manage continuation/return to work in a way that protects health of workers and the public
- When workers return, employers should follow the CDC interim guidance for "Discontinuation of Isolation for Persons with COVID-19 Not in Healthcare Settings"
- Consult with occupational health provider and state and local health officials to develop the most appropriate plan



WG members' stories: Implementing COVID-19 protocols

- Ryan Talley, Talley Farms
- Joe Del Bosque, Del Bosque Farms



Q&A Session

- Moderator: Sonia Salas, Western Growers
- Panelists:
 - ❖ Heather Riden - Agricultural Health and Safety Program Director for the Department of Public Health Sciences and the Western Center for Agricultural Health and Safety
 - ❖ Dr. Don Schaffner - Dr. Donald W. Schaffner is Extension Specialist in Food Science and Distinguished Professor at Rutgers University
 - ❖ Dr. Edward Kasner - Clinical Assistant Professor, Outreach Director, PNASH Center
 - ❖ Dr. Gerard A. Cangelosi – Adjunct Professor, Epidemiology and Global Health



Thank you!

Please complete our Survey at the end of the webinar!

Keep a look out for your invitation to register
for Part Two in this Webinar Series:

Assessment and Control Plans: Do's and Don'ts

On Tuesday, June 30, at 9:00 AM PDT