

COVID-19 Safety Protocols

For your safety and the safety of others, please thoroughly review and implement the following protocols. For more information, please review the CDC website:

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

This document will be adapted and new measures implemented following any new guidance by the CDC.

Before Work

Take your temperature before work. Do not come into work if you have an elevated temperature. If you are feeling unwell, call in sick and notify your crew lead. Err on the side of caution.

Commuting: No carpooling to work unless you are co-living with that individual. Each crew member, if driving to work, must arrive to work in their own vehicle. Do not take mass transit to work (we wish to limit your exposure and the exposure to others). Solo driving, walking or bicycling only.

Bring additional water – both to stay hydrated and as wash water throughout the day. Individual liquid soap will be issued to each crew member to keep in their personal toolkit. This will help to eliminate the need to touch common surfaces and gather in common areas (jobbox and wash station).

As part of our Business Re-entry approval – each crew member will be issued an official permit. It will need to be kept on your person at work and on the way to work. Project Managers and Crew leads will distribute these permits to crew members as needed before they re-enter the workforce.

Workday

Crew leads will provide thorough notes and maps (if necessary) detailing work day tasks and instructions, prior to the workday. These notes will be entered into the calendar event for the day and may be accompanied by additional text messages/phone calls – to provide maps and/or further detail instructions. This will help eliminate the need to gather for orientation.

The calendar event will list all crew members and customer interactions for contact tracing, including customer contact info and time of interaction. Do not speak with a client unless absolutely necessary. Call them on the phone if needed.

Crew leads or crew members bringing any communal tools for the day's work tasks will spray down and clean the object and/or commonly touched surfaces (ie tool handles, triggers, lids, locks,) with a bleach solution before and after use.

All employees will come prepared to work with their personal/individual issued toolkit (respirator, facemask, gloves, handsaw, planting bag, clippers, water, soap, etc) and will carry it with them onto the work site and throughout the day. Please refrain from any back and forth to a vehicle or common space throughout the day.

Limit the daily use of jobboxes as much as possible. When use is necessary, a crew lead will load and unload tools at the beginning and end of the day and be in charge of wiping down/sanitizing tools and common surfaces. Limit communal gathering, take turns picking up tools unloaded from the jobbox – keeping social distancing greater than 15'. Crew members will be limited to individuals familiar and

trained to a task – to minimize the need for training in close quarters. Individuals are expected to work and break on an “island.” Individual crew members are to work at a distance of 15’ apart or greater. Take lunch and break in place, do not gather.

PPE: Personal Protective Equipment

Have your own face mask, or ask for one. Store it in a handkerchief or paper bag and re-use. Consider different types of masks that better manage sweat and breathing, that still protect you and others.

Eye protection is always required, and additionally important to reduce COVID-19 transmission.

Bring your personal issued respirator for small engine exhaust. Your respirator will provide some protection, but know that as you exhale your respiration is not filtered. Do not break social distancing or other guidelines just because you are wearing a respirator.

If mulching, note that spores from woodchip piles can cause congestion, as can soil disturbance such as manual uprooting of ivy. Spores and airborne particulates from blowers or small engines can contribute to respiratory distress and potentially confound a COVID infection. This can be acutely dangerous; therefore, mulching or small-engine operation requires an N95 mask or respirator. Note that gasoline or diesel exposure, burned or unburned, is considered by the World Health Organization to be more toxic than glyphosate herbicide exposure. A tightly fitting mask or respirator with robust cartridges is required for fuel or herbicide spray exposures.

Be proactive – if you see a fellow crew member not following these protocols, bring it to their attention. If crew members are ignoring protocols – notify your crew lead or project manager. If you see any need for additional protocols – notify your Crew Lead and Project Manager. Any inconvenience due to these added protocols is far more convenient than being unemployed. Look out for one another both in and outside of the workplace.