

BERRY FARM EMPLOYER COVID-19 GUIDELINES

1. IF you or your workers have tested positive to COVID-19 or in close proximity to someone with confirmed COVID-19, need to stay home for 14 days or until diagnosis of COVID-19 has been ruled out by health authorities.
2. Reassure your employees that the **number one priority** is to keep fellow staff and customers healthy. Make clear to workers: **DO NOT COME TO WORK** IF showing COVID-19 symptoms or have been in contact with anyone found positive for COVID-19.
3. Inform employees that if they have to stay home due to COVID-19 or have to be quarantine due to COVID-19 there are income loss programs in place to help them. See info below:
 - If you have stopped working because of COVID-19 the Canada Emergency Response Benefit (CERB) may provide you with temporary income support (www.canada.ca/en/services/benefits/ei/cerb-application.html):
 - i. Workers 15 years and older residing in Canada are eligible.
 - ii. Earned at least \$5000 in 2019.
 - iii. Have not voluntarily quit their job.
4. ALL WORKERS MUST FOLLOW THE RECOMMENDED METHODS OF REDUCING TRANSMISSION:
 - a. wash your hands with soap and water for at least 20 seconds
 - b. use sanitizer when soap and water unavailable
 - c. cough/ sneeze into bend in arm
 - d. wash hands after blowing nose with tissue, dispose tissue in lined waste basket
 - e. avoid touching face.
 - f. avoid touching surfaces people touch often.
 - g. use personal protective equipment as directed.
5. Maintain physical distancing (2m / 6 feet) from your employees, farm visitors and customers. Take work breaks and lunch breaks in separate spaces.
6. Limit any contacts closer than 2 meters (6 feet) to the shortest time possible.

7. Potentially stagger start and end times for all employees to assist with physical distancing.
8. Keep crew sizes for various duties smaller than you would normally.
9. Develop an emergency plan if a worker or a supervisor become sick. Potential checklist (modified from <https://www.fcc-fac.ca/en/knowledge/creating-an-if-i-get-sick-farm-action-plan.html>):
 - a. List of main farm contacts (i.e. agronomists, suppliers, workers)
 - b. List of workers/ family members that can take over work duties
 - c. Emergency contacts for you and your workers
 - d. Detailed list of when certain activities need to occur
 - e. Location of equipment manuals and label equipment keys
 - f. Procedures to record what pesticides/ fertilizers/ irrigation have been applied to various fields and where to input these field notes
 - g. Procedures on how to apply fertilizer and determining application rate.
 - h. Procedures to mix chemicals, protective equipment needed, how to calibrate sprayer, how to calculate rate, etc.
 - i. Label power switches, irrigation valves and door keys.