



ADVISORY FOR ADDITIONAL AGRICULTURAL WORKER PROTECTION DURING COVID-19 CRISIS ON THE CENTRAL COAST OF CALIFORNIA

Adhering to already-stringent policies related to worker health, safety and hygiene.

Employee Hygiene

- Employees should wash/sanitize their hands with soap and water for at least 20 seconds multiple times daily, including before and after work, breaks, eating, and use of toilet facilities.
 - If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol.
 - Employees should avoid touching their eyes, nose, and mouth with unwashed hands.
 - Have soap or disinfectant, potable water, and single-use disposable towels available at worksites and throughout facilities.
- Employees should keep a minimum distance of 6 feet from coworkers when possible; this includes during breaks. (social distancing).
- Employees should avoid sharing personal items with coworkers (i.e., food, dishes, cups, gloves, engaging in activities such as playing cards, etc.).
- Employees should cover coughs and sneezes. Train them in the following CDC protocol:
 - Cover their mouth and nose with a tissue or use the inside of their elbow.
 - Throw used tissues in the trash.
 - Immediately wash their hands according to the CDC hand washing protocol above.
- Reduce meetings and group gathering to essential communication only and limit such meetings to no more than 10 people if possible.
- Limit personal contact and grouping within the facility and worksites and limit the number of people using common facilities at any one time.
- Follow CDC guidelines on health and hygiene as they evolve.

Ill Employees

- Require workers **not** to come to work if they are ill.
- Employees at work that develop symptoms of being ill should be sent home immediately.
- Observe work crews when they arrive to work.
 - If ill, tell them to contact a medical provider or physician by phone before going to the medical office, clinic, or emergency room. Another option is to contact a teledoctor.
- If an employee tests positive for COVID-19, there is some immediate information that should be collected and actions taken to protect other employees and customers and ensure transparent communication both internally and externally.

- These steps include the employee's work location, work hours, general and specific work duties, if the employee has traveled to multiple worksites recently with timing, and the last day the employee was at work. Identify who has had contact with the employee.
- If you cannot verify that the ill employee's attending physician has contacted the public health department, and health authorities have not contacted you, call the health department immediately.
 - Do not disclose the employee name unless asked to by the Health Department.
- Health authorities will provide recommendations regarding the next steps in terms of identifying employees and further protective measures.
- This employee should follow the direction and guidance of the relevant health department or health professional regarding specific isolation and quarantine requirements.
- Quarantine or isolate H2 guest workers to protect employees and to minimize the risk of transmission to others.

Perform Routine Environmental Cleaning in High Traffic Areas

- Sanitize workspaces throughout the day.
- Clean and disinfect frequently touched surfaces and spaces according to [CDC disinfecting protocol](#), including:
 - Administrative, shipping/processing facilities, and any other enclosed areas where people work multiple times throughout the day.
 - Frequently touched areas including door handles, bathroom areas, lunchroom tables and chairs, kitchen areas, shared space and facilities, time clock areas, shared computers, tools, and any vehicles used at the facility (i.e., forklift or golf cart steering wheels) and more.
 - Utilize off-hours times to complete aggressive sanitation of frequently touched surfaces and spaces daily.
- Ensure that all bathrooms (portable and in place) are adequately stocked and serviced at regular intervals and disinfected as appropriate.
- Be considerate of social distancing recommendations when transporting employees and regularly sanitize worker transportation buses. Make multiple trips as necessary.

Training & Changes to Processes

- Train employees to follow these standard operating procedures while the Monterey County "Shelter in Place" or California "Stay at Home" orders are in effect
- Provide training on COVID-19 prevention using resources available from the CDC, CDPH, and local health departments.
 - Include training on appropriate hand washing and hygiene practices and sanitation processes.
 - Any materials should be available in English and Spanish.
 - Implement a practice of ongoing training and daily follow-up.
- Encourage spacing of 6 feet between individuals while harvesting and processing. When not possible, provide appropriate personal protective equipment.
 - Implement social distancing recommendations when transporting employees, making multiple trips as necessary.
- Be responsive to the individual needs of each employee.
 - The state has specifically indicated populations at risk to be those over the age of 65, residents and farmworkers with underlying health issues, residential care patients, and all those who care for these individuals are uniquely at risk.
 - Understand which of your employees this guidance applies to, consider whether there are alternative work options or if their current job can be modified to ensure precautions are in place.
 - Be responsive to state guidance and respectful of their decisions related to that guidance.
- Encourage activities such as pre-assembly of cartons and pre-bagging when possible.
- Identify key processes and products and immediately cross-train employees in backup positions to be prepared when people must stay home.

Limit Non-Essential Visits and Travel

- Limit visitors to those necessary for the operation.

- To limit exposure of employees, emphasize on-line ordering for any direct to consumer sales with outside pick-up or delivery options.
- Visitors must be approved before arriving, and employees should keep social distancing (6 feet) away from any visitor.
- Encourage employees to be safe outside of work and follow the Monterey County “Shelter in Place” and State “Stay at Home” order when not at work as well as all CDC recommendations.
- Eliminate all non-essential and non-related services, including entertainment activities.

Employer-Provided Employee Housing

- Conduct training detailing site-specific and personal protective measures to safeguard against contraction and transmission of COVID-19.
 - This includes training upon arrival for all employees (and guest workers).
 - Training should be based on public health guidance from the CDC, OSHA, state, and local public health authorities, as is specific to COVID-19
- Train employees to respect social distancing practices (6 feet), as is feasible for the site-specific area, including, but not be limited to living quarters.
 - In addition to this training, incorporate observation as is appropriate, protective, respectful, and necessary in order to create a safe living environment.
 - Assign and communicate a common point of contact for employee questions, requests, and needs.
 - Establish an actively monitored, emergency reporting system.
- Implement site-specific risk assessments and tailor protective practices to address risks.
 - Risks may dictate type and frequency of implementation of protective measures, such as cleaning and sanitization for high-contact areas and surfaces.

References

Center for Disease Control

- <https://www.cdc.gov/coronavirus/2019-ncov/php/risk-assessment.html>
- <https://www.cdc.gov/coronavirus/2019-ncov/downloads/public-health-management-decision-making.pdf>
- https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fspecific-groups%2Fguidance-business-response.html
- <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#spreads>

State of California

- <https://covid19.ca.gov/>

Monterey County Public Health

- <https://www.co.monterey.ca.us/government/departments-a-h/health/>

San Benito County Public Health

- <https://hhsa.cosb.us/publichealth/>

Santa Clara County Public Health

- <https://www.sccgov.org/sites/phd/Pages/phd.aspx>

Santa Cruz County Public Health

- <https://www.santacruzhealth.org/>

Occupational Safety and Health Administration (OSHA)

- <https://www.osha.gov/SLTC/covid-19/controlprevention.html>

California Strawberry Commission

- <https://www.calstrawberry.com/en.us/Coronavirus>
- <https://www.calstrawberry.com/en.us/Food-Safety/Tools-for-Food-Safety>

Communication Resources

- COVID-19 Prevention Poster (English):
<https://www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/COVID-19/COVID19-ProtectYourselfandOthers.pdf>

- COVID-19 Prevention Poster (Spanish):
<https://www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/Covid19-Poster-SPANISH.pdf>
- COVID-19 Alert Poster (English):
https://www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/Coronavirus_Alert_English.pdf
- COVID-19 Alert Poster (Spanish):
https://www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/Spanish_Coronavirus_poster.pdf