

EMERGENCY OPERATIONS CENTRE

COVID-19 POLICY & PROCEDURES

VILLAGE OF PORT CLEMENTS

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Introduction

This document has been created to pro-actively plan for Emergency Center Operations staff and volunteer's safety, in response to COVID-19.

As of June 3, 2020, residents and visitors do not have regular access to municipal facilities and properties.

The plan considers measures to be taken to access facilities for EOC operations.

The purpose of this document is to outline control measures to minimize or eliminate the potential transmission of COVID 19 and other communicable diseases.

A combination of measures will be used to minimize the potential of exposure, at the EOC, to protect against the pathogen known as COVID-19.

All EOC staff and volunteers will be aware, sign off and have access to this document and any updates.

The purpose of this Exposure Control Plan for COVID-19 include:

1. To ensure all EOC staff and volunteers reduce the risk of infection through the transmission of COVID-19.
2. To follow the direction of the Provincial Health Officer and BC Health Minister (Public Health) on the measures for infection control based on current COVID-19 related information available.
3. To ensure all EOC staff and volunteers take reasonable care and cooperate with the municipality to ensure the health and safety of themselves, other staff and the public.

COVID-19

COVID-19 is an illness caused by a coronavirus. Human coronaviruses are common and are typically associated with mild illnesses, such as the common cold. In March 2020, the World Health Organization (WHO) declared COVID-19 a pandemic.

Symptoms

Symptoms may take up to 14 days to appear after exposure to COVID-19. Most estimates of the incubation period for COVID-19 range from 1-14 days, most commonly around five days. Staff and the public are encouraged to use the BC COVID-19 self-assessment <https://bc.thrive.health/>

Symptoms of COVID-19 may include:

- Fever
- Cough
- Difficulty breathing
- Sore throat
- Sneezing
- Loss of taste

Spread

Coronaviruses are not known to spread through ventilation systems or through water. Coronaviruses commonly spread from an infected person through:

- Respiratory droplets when coughing or sneezing
- Close and lingering personal contact, such as touching or shaking hands
- Touching something with the virus on it, then touching eyes, nose, or mouth before washing hands

Prevention

The best way to prevent the spread of infections is to:

- Wash hands often
- Avoid touching eyes, nose, or mouth
- Maintain a two (2) metre physical distance from others
- Cover mouth and nose with arm when coughing or to sneeze
- Clean and disinfect frequently touched objects and surfaces, such as doorknobs, phones, and electronic devices.
- Stay home if sick to avoid spreading illness to others

Purpose

The municipality is committed to providing a safe work environment. In accordance with the Workers Compensation Act Occupational Health and Safety Regulation 6.34, this plan outlines measures to ensure the safety of all EOC Staff and volunteers when there is an increased risk of exposure to COVID 19.

For advice and more information, refer to the WorkSafeBC Exposure Control Planning Guidelines and Public Health Agency Workplace and Risk-Informed Decision-Making Guidelines for COVID-19

Responsibilities

All EOC staff and volunteers must follow the procedures or instructions outlined in or referred to in this plan as this will minimize the risk and reduce exposure and transmission. As required by WorkSafeBC, this plan supports measures to eliminate or minimize risk of exposure to EOC staff and volunteers. The control measures and procedures prescribed in this plan are in place not only for our EOC staff and volunteers, but also for the community.

Employer

The municipality will:

- Ensure that a copy of this document is implemented, maintained and available to EOC staff and volunteers.
- Select, implement, and use site-specific control measures.
- Ensure that all of the resources (information, authorization administrative changes, technology, training, human resources) and materials (personal protective equipment, equipment, cleaning and disinfecting products and systems) required to implement and maintain the plan are reasonably made available, as practical, when required.
- Ensure that EOC staff and volunteers are informed about the content of this plan.

- Conduct a periodic review of the plan's effectiveness. This includes a review of available control technologies to ensure that these are selected and used when practical.
- Will keep EOC Staff and volunteers informed on updates for cleaning and safety measures.

EOC Staff and Volunteers

All on-site EOC staff and volunteers will:

- Follow established safe work procedures and instructions provided by the employer or supervisor.
- Appropriately use and maintain any required PPE as instructed and trained.
- Report any unsafe conditions or acts to your supervisor.
- Practice good respiratory etiquette and hand hygiene.
- If you think you might have COVID-19, or if someone in your household is showing symptoms, use the BC self-assessment tool <https://bc.thrive.health>
- Follow the advice given by 8-1-1 and/or medical professionals. Do not come to work when you are sick, or if you have been told to self-isolate. Contact your supervisor and follow municipal policy for sick leave.
- If you develop even mild symptoms while at your workplace, separate yourself from others and go home, avoiding use of shared transportation if possible.
- Notify your supervisor immediately of confirmed illness, such as COVID-19, and other reportable illnesses.

Risk Control Measures

Control measures are planned interventions that eliminate or minimize risk of exposure. This plan prescribes precautionary measures and safe work procedures. Precautionary measures apply for all job duties. Safe work procedures apply to job-specific control measures and documented procedures.

For COVID-19, it is expected that precautionary measures of physical distancing, wearing a mask and hand washing will have the most significant impact on exposure risk. These controls are implemented and outlined in safe work procedures.

The municipality prescribes the following controls to be considered for implementation (in order of preference) for safe work procedures for the job duties.

A. ENGINEERING CONTROLS:

- Droplet shield barriers or a mask when working in a group setting.
- Drop-box access.
- Hallway and space blocks.
- Locks and preventative entry on spaces where exposure controls cannot be maintained.

B. ADMINISTRATIVE CONTROLS:

- Site-specific facility/property procedures.
- Room capacity limits (*site specific, based on two (2) metre distancing recommendations*).
- Floor lines/markers (*2 metre markers*).
- Hand washing/sneeze etiquette signage.
- Physical distancing signage.
- Limited site access signage.

- Self-monitor (*as per 8-1-1 or medical professional guidance*).
- Self-isolate (*as per 8-1-1 or medical professional guidance*).
- Sick days (*follow usual practice for reporting*).
- Working remotely (*with supervisor approval if job duties can be maintained remotely*).

C. PERSONAL PROTECTION

- Airway Protection – surgical mask or face shield
- Disposable gloves and handwashing, sanitizing should be used when handling items from the public, mail, documents or parcels.
- Eye protection – goggles or face shield when working within 2 meters.
- Daily change of work clothes is beneficial to limit the spread of infection.

Education and Training

EOC staff and volunteers will receive information on the following:

- The risk of exposure to COVID-19 and the signs and symptoms of the disease.
- Safe work procedures to be followed, including hand washing and cough/sneeze etiquette.
- How to report an exposure to or symptoms of the COVID-19 virus.

Record Keeping

The EOC will keep records of instruction and training provided to workers regarding the COVID-19, as well as first aid records and reports of exposure.

Periodic Review

This Exposure Control Plan will be reviewed at least annually or following a pandemic. The plan will be updated, as new and updated information is made available.

Precautionary Measures

All staff and volunteers should ensure that they understand and comply with the infection prevention policies and practices that are in place in their workplaces.

Physical Distancing

Definition

This means making changes in your everyday routines to minimize close contact with others including:

- Avoiding crowded places and non-essential gatherings.
- Avoiding common greetings, such as handshakes and hugs.
- Limiting contact with people at higher risk (e.g. older adults and those in poor health).
- Increase distance between desks, tables, and workstations.
- Keeping a distance of at least two (2) arm lengths (approximately 2 metres) from others, as much as possible.
- Limit any contacts closer than two (2) metres to the shortest time possible while wearing a mask.
- Reduce activities that require proximity or contact with people, such as team meetings.

General

- Greet with a wave instead of a handshake.
- Stay home as much as possible, including for meals and entertainment.
- Shop during off-peak hours.
- Take precautions with transportation.
- Conduct virtual meetings.
- Use technology to keep in touch with friends and family.
- If possible, use food delivery services or online shopping.

All EOC Staff & Volunteers

- Follow task specific safe work procedures outlined in this plan.
- Practice regular hand washing (shut tap off with new paper towel) and physical distancing.
- Do not reuse wipes, towels etcetera. 1 use policy.
- Separate yourself from others and go home as soon as you have any symptoms.

Handwashing

Hand washing is required:

- Before leaving home, on arrival at work, periodically during work and after leaving work.
- After using the toilet.
- Before and after breaks.
- Before eating any food, including snacks.
- Before and after touching face (nose, eyes, or mouth).
- Shut tap off with paper towel and throw away. Use new towel to open doors.
- After cleaning tasks.
- After removing gloves.
- After handling garbage.
- After opening doors
- DO NOT REUSE CLOTHS OR WIPES.

How to wash hands:

1. Wet hands with warm running water.
2. Apply a small amount of liquid soap (antibacterial soap is not required).
3. Rub hands together for at least 20 seconds (sing the ABC's). Rub palms, backs of hands, between fingers and under nails/creating a lather.
4. Rinse off all soap with running water.
5. Dry hands with a clean, disposable towel.
6. Discard the used towel in the waste container.
7. Shut tap off with new paper towel.

Alternatives:

- Use waterless antiseptic agents. For COVID-19 a 70% alcohol agent is required (Please note, not as effective as washing hands with soap and water. Waterless antiseptic agents are to be used as a last line of defence only).
- If hands are soiled with gross (visible) contamination, they must first be washed with soap and water. The hand-sanitizer may then be used to further reduce the microorganism load on the skin.
- If you are unable to perform hand washing as above due to injury or medical skin conditions, please advise your supervisor.

Cleaning

General

- Clean and disinfect your work area and any shared high-touch surfaces before and at the end of your shift and periodically thru the day (a reasonable time for cleaning is every three (3) hours.
 - Door handles and edges.
 - Bathroom faucets.
 - Front desk counter.
 - Shared tables.
- Focus cleaning efforts on locations where you have worked and areas you have touched (as opposed to the entire facility or property). This will help focus cleaning efforts.
- Clean high-touch electronic devices (i.e., keyboards, tablets, smartboards) with disinfectant wipes before and after use.

Cleaning Equipment

- Regular, enhanced, and as needed cleaning will be performed by custodial staff.
- Other EOC staff/volunteers may also clean areas as needed to maintain a clean environment. Cleaning supplies are provided.
- Do not bring cleaners from home.
- Do not bring municipal cleaners' home to clean.
- If cleaning is required, EOC staff/volunteer should notify Supervisor.
- The Supervisor will request cleaning, per their protocol with janitorial contractor(s).

EOC Staff and Volunteers are responsible for cleaning their tools/equipment and desk/workstation throughout the workday. This will ensure limiting the risk of infection amongst our staff/volunteers.

- Cleaning shall be conducted at a minimum before work, after work and every 3 hours during your shift.
- Allocate enough time to do a thorough cleaning of surfaces of tools/equipment and desk/table touched during the workday.
- These surfaces/items include but are not limited to spray bottles, keyboards, mouse and monitor within the desk/workstation.

- All sets of keys that are used by EOC staff and volunteers and keys loaned out must also be cleaned prior to shift/lending out and upon end of shift/return of keys.
- If any tools/equipment cannot be cleaned, please contact your supervisor for further direction.
- Limit sharing of any tools/equipment with other staff while on shift.
- Daily change of work clothes is beneficial to limit the spread of infection.

Cleaning of High Touch Surfaces

If staff require cleaning for their personal desk/workstation/area, they may require a spray bottle of the disinfectant solution and paper towel from their Supervisor.

Enhanced Environmental Cleaning

Janitorial Contractor(s) will engage in enhanced environmental cleaning.

Symptomatic EOC Staff/Volunteers

EOC Staff/Volunteer who have symptoms

- If you are sick, stay home and report sickness to your supervisor.
- If you start to develop symptoms while at work, let your supervisor know via email or phone and go home if you can safely do so.
- Request medical assistance on site if required.

Self contain the unwell EOC Staff or Volunteer

As a precautionary measure, anyone showing up who are showing symptoms of illness upon arrival at the EOC or becomes ill during their presence at the EOC must be promptly separated from other members of the staff/volunteers in an isolation/quarantine space (ex. First aid room, personal office).

- Symptoms of COVID-19 are like the flu, which include but not limited to:
 - Fever.
 - Cough.
 - Difficulty breathing.
 - Sore throat.
 - Sneezing.
- Call home to arrange pick up of the ill individual.
- Only one EOC staff/volunteer should monitor and provide care for the individual while they wait to go home.
- Continue to practice good hand hygiene and respiratory hygiene such as coughing or sneezing into the creases of elbows and throwing tissues out immediately after use.
- Monitoring staff should avoid touching their eyes, nose, and mouth with unwashed hands. Individuals who are being monitored should be provided tissues and encouraged not to touch their face.
- Monitoring staff should maintain physical distance when possible. If staff needs to be within two (2) metres of the individual they are monitoring, use a face mask/shield, disposable gloves, and goggles.

- Face masks and disposable gloves should not be reused. Goggles should be washed with soap.
- Do a thorough cleaning of the space once the individual has been picked up and ensure that everyone who may have had contact with them washes their hands thoroughly.
- People who are at higher risk of serious illness from COVID-19 should not care for a person with COVID-19. These include elderly persons, those with chronic medical conditions (e.g., heart disease, diabetes) or compromised immune systems.

Mental Health

- Workers in the workplace may also be affected by the anxiety and uncertainty created by the COVID-19 situation.
- It is important to remember that mental health is just as important as physical health, and to take measures to support mental well-being.
- Resources that can assist with maintaining mental health in the workplace during this time include:
 - Mental Health and Psychosocial Considerations During COVID-19 Outbreak.
 - Coronavirus: Managing Stress & Anxiety.

Supporting the Public

Provide Reassurance and Good Listening

Residents and the Public in general, hear a lot of talk about what is being done in the community through indirect and potentially misinformed sources.

Sharing correct information on what safety and health practices are in place can reassure residents and ensure their participation in procedures. Make sure the information is suitable for age level (particularly younger residents)

Maintain familiar activities and routines, as possible, as it can reinforce the sense of security and normalcy during these unprecedented times. At the same time, build physical distancing strategies into your activities. Lead by example.

Physical Distancing

Understandably, physical distancing is challenging in a public setting, particularly with members of public who do not respect physical distancing or other safety observations. It is important that we do what we can to encourage and assist the public in understanding the importance of minimizing the frequency of physical contact with one another and limiting contact points. Lead by example.

Office Site Protocols

The following protocols will ensure controlled access and movements

Entering/Exiting

- Limit entrance access. Notify supervisor on arrival time and door being used.
- Designated entrance and exit are the outside entrance for the senior room.
- Signage on designated entrances and exits to provide instructions and public health information.

- Clear scheduling for EOC staff/volunteers.
- Sign in/out sheet for all EOC staff and volunteers.
- Hand sanitizer at point of entry and exit.
- Mask to be worn while entering the building.

Seniors Room in the Multiplex Building

- EOC Staff/Volunteers, as a precaution, there will be a limit of no more than 3 in the Seniors room, to ensure physical distancing of two (2) metres or more. If two (2) metre distancing is not possible, then masks are to be worn.
- Furniture should be spread out to reduce close contact when staff/Volunteers are sitting.

Washrooms

- Janitors will clean washroom faucets, surfaces, and doors handles regularly.
- Washrooms should be designated to allow for alternated cleaning.
- EOC is on the appropriate marked washroom.

Fire/Emergencies

- In the event of a fire alarm or other emergency. Social distancing is to be maintained along with mask. Meet in the soccer field. Supervisor will let you know when it is safe to go back in.
- Follow all regular emergency procedures outlined in the school emergency management plan.

Safe Work Procedures

Roles

All Staff

Follow responsibilities listed on pages 2-3 of this document

- Review protocols for facility and property site procedures.
- Check protocol book daily for updates, new information and additional guidance.
- Abide by all signage and instructions when working at a municipal facility.
- Wash hands (as prescribed) on arrival, departure, and throughout the day.
- Do not touch your face (eyes, nose, and mouth) with unwashed hands.
- If group work occurs maintain physical distancing (2 metres).
- If group work cannot be achieved while maintaining physical distancing (2 metres), contact your supervisor immediately for further instructions.
- Do not come to work when you are sick, or if you have been told to self-isolate. Contact your supervisor and follow usual municipal policy sick leaves.
- Physical attendance will be limited to those required to be on-site to perform their roles/functions.
- Use remote communication methods like TEAMS, emails, text, and conference calls to communicate.
- Coffee and lunch breaks — drink/eat away from others if in a shared space and maintain physical distancing (2 metres). Do not share food or utensils.

- In-person meetings should be short, in a large space or an outside open space where staff can maintain physical distancing (2 metres) from each other. If meeting is held in a room, physical distancing (2 metres) must be maintained.
- Designate a two (2) metre area in front of all work areas.
- Wash hands or sanitize after handling publicly handled documents.
- Public is to communicate by phone or email instead of visiting the EOC.
- Staff and Volunteers are to leave files in the EOC for the EOCD to pick up. Please message the EOCD to let them know to pick up. The outdoor drop-box can be used to drop off documents after EOC hours.
- Rearrange desks/chairs to achieve physical distancing.
- Limit staff/volunteer in the EOC to 3 and maintain two (2) metre distancing in space.
- Establish communication methods with staff/volunteers that maintains physical distancing (e.g. email, phone, or video conferencing).
- Apply tape on the floor, spacing of two (2) metres away from the work areas.
- Maintain a two (2) metre physical distance while working.
- Watch for potential signs of illness with other staff/Volunteers.
- If maintaining two (2) metre physical distancing while working is not possible then talk to your supervisor.

Working from Your Home

In support of the Provincial Health Officers' advice, and during this period of pandemic, EOC Staff and volunteers may be approved to work-from-home to assist in physical distancing or if self-isolating.

EOC Staff /Volunteers must recognize their responsibility to maintain a safe and secure work location and that the conditions of their employment contract and the policies of the district extend to their work- from-home situation.

Process:

1. EOC-Director and supervisors should review the following with other EOC Staff/volunteers who may be temporarily working-from-home during the COVID-19 Pandemic period. EOC staff/volunteers that feel they cannot establish a safe work environment in their home must report this situation to their supervisor prior to accepting a work-from-home schedule. If working from home is not safe, alternative arrangements will be explored on a case by case basis, including arrangements to work safely at the worksite.

The following are the minimum safety conditions required with respect to OH&S Regulations when employees are working from home:

Supervision

- The supervisor will have direct and regular contact with the employee/Volunteer and provide work direction and safety instruction as appropriate.
- The employee/volunteer agrees to provide a phone/cell phone number at the work location which will be used to contact the supervisor.

- The employee/volunteer must confirm with the supervisor that a process for summoning assistance is present in the home.
- The supervisor's contact information will be provided to the employee and vice versa.
- The employee will provide the location (address) to the supervisor. The supervisor may, but is not required to, request a photograph of the work location within the home in place of a site inspection.
- The employee will report to the supervisor any work-related injury, accident, or incident and do so on the same day as the incident (following usual incident reporting procedures).
- The employee will seek immediate medical attention for any work-related injuries (if required).
- First aid is not required in a work location of one (1), but a means to summon assistance is.

Working From Your Home Procedures

A schedule for working from your home, if approved, will be arranged, and confirmed by the employee with the supervisor.

For low risk work and work locations, such as computer, phone, and office-style work from home, the work from home process is as follows:

- Records must be kept. Supervisors to fill out task registration form and position log. Those working under a supervisor will need to fill in a task registration and give to their supervisor once a week.
- Supervisors will set up regular meetings minimum 1 time per week.

Failure to check-in:

- Recommended that supervisors/employees/volunteer set a reminder on their phone for scheduled check ins.
- If the EOC staff/volunteer fails to check-in, the EOC Director, supervisor or designate will try all available means of communication to contact the employee directly.
- If this is unsuccessful, the EOC Director, supervisor or designate will contact the EOC staff/volunteers emergency contact (as on record with the employer).
- If this is not successful, the EOC Director, supervisor or designate will report the situation to police for inquiry.

Ergonomics & Lighting

- The home work location and furniture will not create physical strain on the employee when working their regular work schedule from home.
- Home work locations must not provide strain or risk to the worker. Work locations that are not clearly ergonomically appropriate for extended periods of computer and office work must be avoided. Please review the WorkSafe document- How to Make your Computer Work Station Fit You.

- Lighting is to be adequate to permit work to proceed without strain or risk to trips or falls.

Tripping hazards

- Tripping hazards will be cleared by the EOC Staff/Volunteer from the work area and all access areas.

Electrical hazards

- The EOC Staff/Volunteer is to confirm that electrical hazards are not created in establishing a home /work location.
- Matching electrical plugs to compatible electrical outlets is the responsibility of the EOC Staff/Volunteer.
- The EOC Staff/Volunteer agrees to “lock out”/de-energize any electrical devices, appliances, or other powered work tools before conducting any physical or electronic service on the devices.

Security & FIPPA

- The work location must be such that it does not place the EOC Staff/Volunteer at risk of violence or domestic violence. If it does, this risk must be identified and resolved, or shared with the supervisor.
- The computer, information, and computer programs utilized by EOC Staff/Volunteer working-from-home will be kept secure at all time, including from other persons in the home. Both district privacy rules and FIPPA legislation applies to work-from-home.
- Work documents will not be saved on personal computers, even if EOC Staff/Volunteer personal computer programs are utilized (i.e. Microsoft word, excel, etc.). EOC Staff/Volunteer will be provided a USB drive where they can save work-related documents to.

Emergency procedures

- The EOC Staff/Volunteer will have a ready exit from the home/work location should an emergency occur and agrees to transfer the municipality’s emergency procedures to their home
- The EOC Staff/Volunteer will post emergency contacts near their home phone.
- The EOC Staff/Volunteer will update their emergency contact information with the municipality as soon as they begin working from home.

Disease Control

The EOC Staff/Volunteer will follow the same prevention and control measures used in the office/worksite in their home to prevent transmission of COVID019:

- Ensure that they have ready access to hand-washing facilities and supplies in the home and wash their hands frequently and properly (soap and water for a minimum 20 seconds).
- Avoid touching their face with unwashed hands.

- Maintain a two (2) metre physical distance from others outside of the home environment.
- Keep surfaces in the work location clean and disinfect high-touch surfaces regularly.

Inspection

- The EOC Staff/Volunteer confirms that they are aware of the Supervisors expectations regarding working from home.
- The EOC Staff/Volunteer confirmation and agree to the listed expectations regarding working from home, when completed, represents an accurate description and inspection of the home work area and that any outstanding health or safety hazards have been resolved in advance of working from home or discussed with the supervisor.

Incident Reporting & Investigations

- Investigations into workplace accidents/incidents will follow the municipality's standard process as closely as practical.
- All parties agree that EOC-Director, supervisors and its representatives will not enter the home without the EOC Staff/Volunteer permission, to investigate accidents reported in the home/ work location.
- The EOC-Director and the Village of Port Clements will not be responsible for any non-work-related injuries or illnesses that may occur at home. Compensation will be limited to the approved work-from-home times only and will be limited to the designated work-from-home location within the EOC Staff/Volunteer home.

Costs

- Employees are expected to maintain their home and related costs including items such as homeowner or tenant insurance, heat and hydro.
- EOC Staff/Volunteer are responsible for any costs linked to home renovations required to have a home office as it is understood that the EOC and Village of Port Clements will not request that the EOC Staff/Volunteer renovate their home to enable a home office space.
- EOC Staff/Volunteer are responsible for maintenance of their own furniture and equipment.
- It is understood that EOC Staff/Volunteer will not be directed or requested to purchase additional equipment, devices, or software to work from home for the EOC Staff/Volunteers operational needs. If the EOC-Director/Supervisors operational needs require equipment, devices or software above what the employee already owns and has access to, then the employer will provide them for the duration of the employee's working from home.
- EOC staff/volunteers cannot remove equipment (tables/chairs etc.) from work sites to be used at their home location.

Tips for Working-from-Home

- As an EOC staff/ volunteer working-from-home you may not have to commute to work daily but it is still important to keep to a 'workday ritual'.
- Have a specific location where you work. This may be a room, or just a corner of a room but it is always the place where you do your work.
- Begin and finish at the same time every day that you are working at home. Have a beginning and end of day ritual. A simple example is opening and closing your laptop.
- As you would for working in the office, set a schedule and stick to it. Make a 'to do' list and check your accomplishments at the end of the day.
- Set and stick to deadlines.
- Maintain contact with your supervisor and maintain your work relationships by making telephone calls/teleconferences or video calls/video conferences rather than relying exclusively on email or other technology.
- Keep your supervisor informed of your progress and any difficulties encountered. This contact includes conveying the need for overtime to complete projects.
- Determine which interruptions are okay and which are not. Tell your friends and family what the ground rules are. Household members need to understand that you are working and are not to disturb you unnecessarily.
- Be honest with yourself. Working from home is not a substitute for sick days, child, or elder care. Too much compromise or a lack of clarity on the part of the employee or employer can lead to problems. e.g. if you are sick, take a sick day instead of trying to work through it.

WSBC OH&S Regulation Guideline 3.2 Refusal of Unsafe Work

The municipality's EOC Exposure Control Plan for COVID-19 is intended to minimize or eliminate the potential for transmission of the COVID virus at municipal work sites, thereby mitigating any undue hazards. Nonetheless, according to WSBC's Occupational Health and Safety Guideline G3.12, workers in BC have the right to refuse work if they believe it presents an "undue hazard." In those circumstances, the municipality will investigate and consider each refusal on a case-by-case basis. Supervisors will act as needed and as appropriate to address the concerns.