



## Protecting BC farmers and farm workers during the COVID-19 pandemic

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Industrial camps or work camps are places where people are employed and accommodated on site – such as camps supporting agriculture, forestry, mining, canneries, oil and gas. Farm businesses who house employees on site have similar features and needs.

This document outlines recommendations for all farms to meet the orders, notices, and guidance issued by British Columbia's Provincial Health Officer and additional **MANDATORY** requirements for farms employing Temporary Foreign Workers (TFWs) and domestic workers. The mandatory requirements apply to workers in B.C. under the Seasonal Agriculture Program (SAWP) and the Agriculture Stream (AgStream) programs. Detailed information, checklists and tools to help complete the requirements are found in the linked documents.

TFWs are visitors to Canada who are away from their families and may be unfamiliar with Canadian safety and health care systems. This document will help employers understand the additional requirements for protecting the health of TFWs, including ensuring that those workers are aware of how to seek help if they are ill or unwell.

The advice in this document complements the document prepared by the British Columbia Centre for Disease Control (BCCDC) and the Ministry of Health's, *COVID-19: [Interim Communicable Disease Control Guidelines for Industrial Camps](#)*. You are to take practical steps to maintain your operation during the current COVID-19 pandemic. The British Columbia Centre for Disease Control is the best source for COVID-19 health information.

Industry has developed COVID-19 guidance available through [AgSafe BC](#). This resource is tailored to B.C. farms but has not been reviewed by the Provincial Health Officer. If any differences are found, business must defer to complying with the Provincial Health Officer and the information prepared by BCCDC.

This document will be updated periodically as new information becomes available.

Please continue to check for new information and refer to the following links to public health resources in the event that any embedded link is broken and does not work:

- BC Centre for Disease Control: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>.
- BC Government COVID-19 (Novel Coronavirus): <https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>
- Government of Canada: <https://www.canada.ca/en/immigration-refugees-citizenship/services/coronavirus-special-measures.html>



## Section 1: WHAT YOU NEED TO KNOW ABOUT COVID-19

COVID-19 has been declared a global pandemic. Coronavirus is transmitted via larger liquid droplets when a person coughs or sneezes. The virus can enter through these droplets through the eyes, nose or throat if you are in close contact.

The virus is not known to be airborne (e.g. transmitted through the particles floating in the air) and it is not something that comes in through the skin.

It can be spread by touch if a person has used their hands to cover their mouth or nose when they cough. That's why we recommend you cough or sneeze into your arm and wash your hands regularly. Just like in other businesses, farms are expected to implement the guidance and orders of the Provincial Health Officer. There are two key areas that can help break the chain of transmission.

### **All Employees and Employers Must Increase Handwashing, Practice Good Hygiene and Cleaning**

Limiting potential transmission of COVID 19 requires all employers and employees to practice increased handwashing and implement improvements to overall hygiene and increased cleaning.

### **Practice Physical Distancing**

Physical distancing of at least 2 meters (m) should be maintained, where possible, at all times. Farmers should take practical steps to ensure physical distancing is maintained.

For additional information about COVID-19 go to this link [ABOUT COVID-19](#)

For non-medical information about COVID-19 you can also call 1-888-COVID19 (1-888-268-4319), 7:30am-8pm, 7 days a week.



## Section 2: STEPS THAT FARMS MUST FOLLOW TO ADDRESS COVID-19

### 1. Conduct Workplace Risk Assessment for COVID-19

It is recommended that all farms complete a workplace risk assessment for the COVID-19 pandemic. The Federal Government has prepared the [Risk-informed decision-making guidelines for workplaces and businesses during the COVID-19 pandemic](#) resource as a guide. **This is MANDATORY for farms employing TFWs (this includes TFWs that were in Canada prior to the pandemic).**

It is also recommended that all farms review and implement a COVID-19 exposure control plan to reduce the spread of the virus. **This is MANDATORY for farms employing TFWs.**

Industry has developed COVID-19 guidance available through [AgSafe BC](#). This information has not been reviewed by the Provincial Health Officer and if any differences are found, business must defer to complying with the Provincial Health Officer and the information prepared by BCCDC.

### 2. Employee Education

On the first day of work all employees should participate in a COVID-19 training and education session provided by the employer. After initial training, employers should at least weekly, remind employees about COVID-19 physical distancing, hygiene and reporting illness. Reminder training can be implemented weekly to reinforce the COVID-19 physical distancing, hygiene and reporting illness.

Training should include safety measures and protocols, physical distancing, proper hygiene practices, and monitoring and reporting illness.

Training and education will be available in both English and the language best suited for the employees (e.g., Punjabi, Spanish). Training will be offered by video or in-person and may include additional written materials. If training is done in person, ensure that people gather in small groups of 5 to 10, and that physical distancing of 2 metres between members can be maintained.

Post signs to reinforce training that illustrates how employees and occupants can protect themselves and others at the facility. Consider posting signs at entrances and in bathrooms.

Links to posters for printing and posting:

- Hand hygiene poster <https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/reports-publications/covid-19-handwashing-poster.pdf>
- COVID-19 Symptoms poster <https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/reports-publications/covid-19-signage-for-health-care-facility-entrances.pdf>.



### **3. All Employees and Employers Must Practice good hygiene and cleaning**

Limiting potential transmission of COVID 19 requires all employers and employees to practice increased hygiene and increased cleaning. Additional information for employers to implement with employees include:

- Employees must be educated on measures to prevent infection and transmission. Employers must display these good practices while with employees, including diligent hand washing with plain soap and water or use of hand sanitizer with a minimum 60% alcohol.
- Post signs that illustrate:
  - Cover your mouth and nose with a disposable tissue or the crease of your elbow when you sneeze or cough.
  - Dispose of used tissues immediately.
  - Avoid touching your face, eyes, nose or mouth with unwashed hands.
- As part of the daily safety briefing, employees will be reminded of measures to prevent infection and transmission. Posters and printed reminders must be displayed in conspicuous places.

### **4. Guidance for Increased Hygiene**

Frequent handwashing and avoidance of face touching can prevent infection transmission.

Employers should support hygiene by reminding workers to cough and sneeze into elbows, avoid touching one's face, and dispose of used tissues immediately, to avoid contaminating their hands. Wash hands with plain soap and warm running water or use hand sanitizer with a minimum 60% alcohol. Employers must provide a suitable number of handwashing stations for the size of the work site and post signage that identifies their location or provide hand sanitizer with a minimum 60% alcohol. Antimicrobial soap is not required for COVID-19.

#### **Handwashing**

- Handwashing stations with soap and water must be made available to employees in the field, as well as immediately outside and inside all buildings that employees are working in or eating food.
- Handwashing stations may be either permanent or portable where there is a lack of pressurized water (see Appendix A: Hand-washing Stations). Wash stations should be checked, cleaned, and restocked with supplies three times a shift.
- Soap and water hand-washing stations can be supplemented with waterless hand sanitizers with a minimum 60% alcohol where appropriate. For example, where supplies are available, each employee can be provided with hand sanitizer for personal use that is replaced prior to each shift.
- Handwashing periodically throughout the day and especially before and after break times or when tools are switched must be encouraged as much as possible.
- Hand washing instructions and reminders will be posted in both English and the language appropriate for the employees at all handwashing stations.



## 5. Guidance for increased cleaning

All common areas and surfaces should be cleaned at the start and end of each day. Examples of common areas and surfaces include washrooms, shared offices, common tables, desks, light switches, and door handles. Regular household cleaners are effective against COVID-19, following the instructions on the label.

### **Clean Common Areas:**

- Common areas and surfaces should be cleaned at the end of each day. Examples include washrooms, shared offices, common tables, desks, light switches, and door handles.
- Employees must not share items such as eating utensils, towels, glasses.
- [BCCDC COVID-19 Prevention poster](#)
- [BCCDC Hand hygiene poster](#)
- Industry developed information at [AgSafe BC: Enhanced Cleaning and Disinfection \(note that if a discrepancy if found please follow BCCDC guidance\)](#)

## 6. Practice Physical Distancing

Physical distancing of at least 2 meters (m) should be maintained, where possible, at all times. Farmers should take practical steps to ensure physical distancing is maintained in the following areas:

- While being transported from home to the farm or between farm locations;
- While working (out in fields or inside buildings like greenhouses, barns and packing sheds);
- During breaks or while in communal spaces, or at any other time where workers may gather;
- Specifically, for TFWs, in their accommodations and during communal meals times refer to additional requirements for TFWs later in this document in SECTION 4: ADDITIONAL GUIDANCE FOR FARMS EMPLOYING TFW'S; and
- In situations where maintaining physical distance of 2m is difficult, minimize workers' time in that situation or provide a physical barrier.

## 7. Guidance for Employee Transportation – Hygiene and Physical Distancing

Specific guidance on ways to manage transportation is provided below.

### **Cleaning vehicles**

It is recommended to regularly clean and disinfect frequently touched surfaces in the vehicles. Drivers should focus on disinfecting key contact points in their vehicles using an alcohol-based cleaner or disinfecting wipes/spray and paper towel; if these are unavailable, use soap and water.

Key contact points are:

- Door handles (inside and out)
- Window buttons
- Steering wheel and controls
- Wiper and turn signal handle



- Shifter
- Dash controls + buttons
- Ventilation grilles and knobs
- Rear-view mirror
- Armrests
- Grab handles, seat adjusters
- Seat belt buckles

When more than one worker is traveling, physical distancing practices apply. Shared travel with more than one person should be minimized. Employers may use the following options:

#### **Buses & vans**

- Load and offload passengers by the rear doors if possible or establish a rule that the driver is last-on, first-off of the bus.
- Allow for enough time for passengers to disembark from vehicles to allow for adequate distancing and prevent crowding.
- Create spacing between riders such as staggering where people sit (e.g. aisle to window, alternating per row).
- Consider installing physical barriers that can minimize spread of droplets.
- Consider having the bus wiped down (e.g. seat backs and other commonly touched areas) before and after trips, and at the start and end of each work-day.
- Handwashing facilities or sanitizer must be made available before and after the bus ride.

#### **Truck & car**

- Where possible limit a single driver in a conventional truck (i.e., single cab),
- A driver and one passenger may travel together in vehicles with two rows of seating. The passenger should sit in the back seat on the opposite side as the driver.
- The only exception to this is family members, or a work unit of no more than 5 employees.
- Hands should be washed thoroughly before and after the truck ride and common surfaces should be wiped down before and at the end of each trip.

### **8. Guidance for Employees While Working (e.g., Fields, Barns, Packing Sheds) – Physical Distancing and Hygiene**

- Where possible, employees should be assigned to individual workstations or an area of the field that provides 2 metres of separation from other individuals.
- Where 2 metres separation is not possible, a physical barrier may be constructed, and worker should always ensure that hands are washed with plain soap and warm running water or a hand sanitizer with a minimum 60% ethyl alcohol before and after work activity.
- In situations where employees are required to work together in close proximity to complete tasks, the employer may designate employees to small working groups. These groups must not be more than 5 employees and the same people should stay together for the duration of the



project. The employer must keep a record of which individuals are working in groups, and these work groups should be maintained in the same residence.

#### **9. Guidance for employees during breaks or while in Communal spaces (e.g., Fields, Barns) – Physical Distancing and Hygiene**

- Start/stop times, breaks should be staggered where possible to minimize employees congregating.
- Employers should reduce in-person meetings, other gatherings and hold site meetings in open spaces or outside.
- It is recommended that worker gatherings of any size be structured so that those present can maintain a physical distance of 2 metres from each other.
- Wash your hands: before and after breaks, and before preparing or eating food.
- If you are sick, do not prepare or handle food for others. Do not share food, plates, cups or utensils.
- Encourage employees to practise respiratory etiquette:
  - Cough or sneeze into elbow sleeve.
  - Dispose tissues in garbage cans.
  - Wash hands with plain soap and water for at least 20-30 seconds or use an alcohol-based sanitizer.
  - Avoid touching one's face.
- Achieving this will require a variety of actions to decrease crowding and social interaction, such as staggering mealtimes and opening additional dining areas.
- Employees must practice [physical distancing as directed by the BC CDC while on breaks](#).

#### **10. Guidance for situations where maintaining physical distance of 2m is difficult – Physical Distancing and Hygiene**

Food production is an essential service and, in some situations, it is not possible to maintain production while respecting the 2m separation. In preparation for COVID-19 please do not buy personal protection equipment unless it is needed as part of the job (e.g. certified pesticide applications). The following guidance provides employers methods to achieve physical distancing when it is difficult to do so:

- An impervious barrier (“Physical barrier”) can be installed between workstations (people). The barrier must be something that prevents one person’s cough or sneeze from contacting another person. The barrier must be made of a non-porous material that can be effectively disinfected. Regular household cleaning products are effective against COVID-19. Follow the instructions on the product label.
- Barriers will be site specific and must be installed in such a way as to minimize risk of cross contamination (an example of this are the Plexiglass barriers that some retailers have installed to protect cashiers in retail stores).



- If physical barriers cannot be erected on a work site, workers may wear a clean cloth covering the nose and mouth (e.g. a bandana) to minimize spread of droplets onto common work surfaces especially in instances where there is continuous close quarter work tasks (e.g., two or more people in an indoor or confined space).

#### **Face Masks – additional cautionary information from BCCDC**

Employers should be aware the [BCCDC states](#) that:

- It may be less effective to wear a mask in the community when a person is not sick themselves.
- Masks may give a person a false sense of security and are likely to increase the number of times a person will touch their own face (e.g., to adjust the mask).
- Any mask, no matter how efficient at filtration or how good the seal, will have minimal effect if it is not used together with other preventive measures, such as frequent hand washing and physical distancing.
- The use of a homemade mask should only be considered by members of the public who are symptomatic or caring for someone who is symptomatic as an interim measure if commercial masks are not available.
- If you decide to use and make a mask under these circumstances, here is some information to improve the effectiveness of homemade masks:
  - Some materials are better than others. Use clean and stretchy 100% cotton t-shirts or pillowcases.
  - Ensure the mask fits tightly around the nose and mouth; material that allows droplets to pass through will not work.
  - The mask should be comfortable, or you won't want to wear it consistently.
  - If the mask makes it a lot harder to breathe, then the seal will not be as good, and the mask will be less effective.
  - Clean or change the mask often.

#### **11. Guidance on Handling Tools and Equipment – Physical Distancing and Hygiene**

- Where possible, each employee should be supplied with their own tools to be used throughout the duration of their employment (e.g., picking bucket).
- Employees must receive training on cleaning tools and must be offered assistance to ensure compliance and understanding of handwashing and hygiene.
- Where it is not possible to provide personal tools, the shared tools and equipment must be wiped down and cleaned with a disinfecting agent such as disposable wipes or a diluted bleach solution between uses by different employees. Rubber gloves should be worn while handling bleach solutions and the area should be well ventilated.
- Employees who use personal protective equipment (PPE) and are properly trained in its use (e.g. employees certified and trained to use PPE because of their normal work role) should not share PPE with other employees. Employers must establish a labeling system to help with organization of this equipment.





- Employees who wear leather gloves as hand protection during work may share tools and equipment without disinfecting the tools between each user and must continue to clean and wash hands to break the chain of infection. Leather gloves may have droplets on them and could transmit infection to another worker. Assign and label leather gloves to ensure each pair remains with one employee.
- In situations where employees are required to work together in close proximity to complete tasks, the employer may designate employees to small working groups
- These employees may be organized into small working groups of no more than five employees that may share tools. The small working groups will have the same employees throughout the duration of employment. For this scenario, shared tools will be cleaned and disinfected at the end of each shift.
- The small groups of five employees should stay together for the duration of the project. The employer must keep a record of which individuals are working in small groups. The work groups should also be maintained in the same residence as small groups.

## **12. Guidance COVID-19 and On-Farm Accommodation**

The following COVID-19 protocols must be followed in the housing of TFWs (For TFWs not in an isolation period, or under specific direction from the Public Health Office, and those TFWs in Canada prior to March 18, 2020 not exhibiting symptoms). This guidance also applies to any on-farm accommodation that may be housing any employee:

Physical distancing general guidance:

- It is recommended that gatherings of any size be structured so that those present can maintain a distance of 2 metres from each other.
- Achieving this will require a variety of actions to decrease crowding and social interaction, such as staggering mealtimes, opening additional dining areas, and cancelling group activities.
- Reduce in-person meetings and other gatherings and hold site meetings in open spaces or outside.
- Shared accommodations should be arranged in such a fashion that beds are at least 2m apart and head-to-toe. Use temporary barriers between beds, such as curtains, to prevent droplet spread while sleeping.
- None of the residents in an accommodation can be ill or meet a criterion that requires isolation requirements. Any employees that are ill or require isolation must be immediately moved into separate facilities, otherwise all employees in the residence would have to be placed in isolation.
- Employees will each have their own set of eating utensils (cup, plate, bowl, fork and knife). labelled for their own use and not to be shared between workers.
- Employees may be designated to small living groups of 5 or less, that may share accommodations and facilities through the duration of their employment. Essentially simulating



a small household environment. These living groups can be carried through to form small work task groups.

### **General Living Space-Cleaning protocols**

Cleaning protocols will be created and posted throughout all TFW facilities, in both English and the language that is fluent for the TFW. Use links for posters found at the beginning of this document.

- Employees are required to disinfect shared areas (kitchen & bathroom counters, handles and control switches) after each use.
- Cleaning products will be readily available, monitored daily and restocked daily as required.
- High touch surfaces such as counters, handles, control switches will be cleaned a minimum of twice per day with regular household cleaning products, disposable wipes or a diluted bleach solution. Follow the directions on the product label.

### **13. Employer and Employee Health Self assessment**

Employees must be instructed on how to complete self assessment tools to monitor for symptoms of COVID-19.

- Employees must complete the self assessment tool <https://bc.thrive.health/> at the start and end of each shift.
- Employees who upon completion of the self assessment tool determine they may have signs or symptoms of COVID-19 will remove themselves from the work environment and immediately report to the employer, while ensuring physical distancing of 2m (e.g., reporting by phone).
- Employees should be made aware of how to seek help and steps to take in the event that they are ill or unwell so as to support report of symptoms and timely access to any required assistance. For more information visit BCCDC's website: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19/employers-businesses>

Further details can be found on BCCDC website: <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>

A self-assessment tool is available online at: <https://bc.thrive.health/>

### **14. Monitoring employees for illness**

The following information is for any TFW who has completed their federal 14 day quarantine on entry to Canada, or were in Canada prior to March 18, 2020, and for domestic employees. Employers should continue to encourage all employees to call 8-1-1 if they are experiencing symptoms.

Consider developing or updating a common work-place policy regarding what to do when your employees are ill, and monitor your staff regularly for COVID-19 like symptoms:



- If an employee has common cold or influenza like illness or symptoms compatible with COVID-19 they must self-isolate at home for a minimum of 10 days from symptom onset AND ensure their symptom, including fever, have completely resolved.
- If an employee has common cold or influenza like illness or symptoms compatible with COVID-19 (fever, cough, shortness of breath) and are hospitalized, or the employee is identified by public health as a person who is part of a cluster or outbreak, arrangements will be made for a COVID-19 test:
  - If an employee tests positive for COVID-19, they must self-isolate at home for a minimum of 10 days from symptom onset AND ensure their symptoms, including fever, have completely resolved.
  - If an employee tests negative for COVID-19, they must self-isolate at home until their common cold or influenza like symptoms have completely resolved.

### 15. Employee self-isolation

If an employee becomes ill with COVID-19 like symptoms, self-isolation measures should be put into place.

- Detailed instructions for self-isolation can be found on the BC CDC website: [Self-Isolation](#)
- For employees that have come in contact with someone with COVID-19 see detailed instructions [Self-Isolation for people without symptoms](#).
- During self-isolation employees must be required to self-monitor. The BC CDC [How to Self-monitor](#) poster should be made available to employees.

### 16. Monitoring close contacts of COVID-19 cases

For employees that have come into **close contact** with someone with confirmed COVID-19 on the advice of local public health officer, advise them to call HealthLink BC at 8-1-1 to determine any necessary next steps.

Employers must ensure that the following employees do not come to work and are isolated. In some cases specific orders may need to be followed. Those orders will be identified through a case-by-case system that starts with calling 8-1-1:

- Workers who are ill, whether or not the illness has been confirmed as COVID-19.
- Workers with COVID-19-like symptoms such as sore throat, fever, sneezing, or coughing must self-isolate for **14 days**.
- Workers who share a residence with a person who has been exposed to COVID-19.

See detailed instructions [Self-Isolation for people without symptoms](#).



**17. An important note about First Nations and First Nations Health Centres**

- Employers who are travelling to or established near a First Nations community, must connect with regional health authorities to be advised of any current precautions being taken in the region.
- It is not recommended that individuals employed at farm businesses seek medical care from a local First Nations health center. There are inadequate resources to sustain an influx of external cases.
- If an employee who is symptomatic wishes to return to their home on a First Nation, the First Nation health center should be notified to determine that sufficient resources are in place to support isolation of the individual on arrival.



## SECTION 3: GUIDANCE FOR FARMS DURING TFW 14 DAY QUARANTINE (NEW FEDERAL REQUIREMENTS)

This section deals with employers and TFWs that arrive in Canada as part of the [exemption announced on March 27, 2020](#).

The [Federal Government](#) will be the lead on all requirements, and employers are responsible for understanding their own obligations and staying up to date with any new federal requirements.

It is recommended that employers ensure they are fully up to date on any changing requirements or details related to bringing in any new TFWs, and make operational plans as needed.

The Federal Government has provided required:

- [Guidance for Employers of Temporary Foreign Workers Regarding COVID-19](#).
- [Frequently asked questions: Changes to the Temporary Foreign Workers program regarding COVID-19](#)
- [Joint letter](#) from the Honourable Patty Hajdu, Minister of Health, and the Honourable Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion, outlining the Government of Canada's expectations of employers seeking to bring in temporary foreign workers to Canada

Employers who are bringing in new TFWs should consider making plans to include:

- If possible, employers must arrange, prior to 14 day quarantine, to have pay deposited directly into the TFWs' bank account and that the TFWs have a way to transfer funds home without leaving the isolation site.
- If direct deposit and online banking cannot be arranged, alternate processes must be established to ensure TFWs have access to funds without needing to leave the farm.
- As stated in the Federal Guidance document, during quarantine, TFWs will be required to self monitor. The BC CDC [How to Self-monitor](#) poster should be made available to TFWs, and all direction from the Federal Government should be followed.
- Employers should put into place systems to ensure TFWs are able to purchase food and personal supplies without leaving the accommodations (e.g. there are telephones or internet available).
- Provide the ability to connect with others in society remotely though phone or the internet.
- Workers should each have their own set of eating utensils (cups, plate, bowl, fork and knife etc.) labelled for their own use. These eating utensils are not to be shared between workers.



## SECTION 4: ADDITIONAL GUIDANCE FOR FARMS EMPLOYING TFW'S

TFWs are visitors to Canada, who are away from their families and may be unfamiliar with Canadian safety and health care systems. Employers must ensure that TFWs understand all the additional requirements and be aware of how to seek help if they are ill or unwell to support reporting and ensure they get any assistance they may need.

### 1. TFWs in the Community

- Traveling to a grocery store or other necessary public establishment should be limited to one TFW per group who will also buy food and essentials for other TFWs.
- Reminders to regularly wash hands, practice coughing etiquette, maintain physical distancing in the community and avoid congregating in social settings or community settings should be posted in the living space.

### 2. TFW Accommodation

Employers are responsible for providing housing for TFWs. In addition to the requirements outlined in the [B.C. TEMPORARY FOREIGN AGRICULTURE WORKER HOUSING INSPECTION HOUSING GUIDE Effective Date: September 26, 2019 \(version 20.2.\)](#) employers must plan and prepare for the need to make housing provisions for three situations:

- During isolation periods
  - During the first 14 days when TFWs enter Canada (follow Federal [Guidance for Employers of Temporary Foreign Workers Regarding COVID-19](#)), and
  - For TFWs that have come in contact with someone with COVID-19 as identified by a Public Health Officer.
- Ill TFWs
  - If a TFW develops any symptoms linked to COVID-19 or is confirmed COVID-19 positive.
- General housing conditions
  - Applicable when neither of the previous two conditions apply
  - For post-isolation, where TFWs are not diagnosed and in isolation, housing will be under 'normal' circumstances.
  - The normal housing requires certain COVID-19 protocols.

#### Housing Ill TFWs

When an TFW becomes ill but are not hospitalized, living accommodations must be provided that allow for complete isolation from all other persons (other employees, employers, members of the public). See BC CDC's detailed [Guide to Self-Isolation for people who have symptoms](#)

Detailed instructions for Self Isolation can be found on the BC CDC website: [Self-Isolation](#).

Other orders may be made depending on an individual employer and TFW situation, these will be on a case-by-case basis and employers will need to follow any other guidance provided at that time.



It is important to immediately use the online self-assessment tool or call HealthLink BC at 8-1-1 to determine any necessary next steps.

The following information is for TFWs who have completed their 14 day federal quarantine on entry to Canada or were in Canada prior to March 18, 2020. Employers should continue to encourage TFWs to call 8-1-1 the following information provides an outline of expectations of self-isolation based on what a TFW may be experiencing:

COVID-19 like symptoms:

- If a TFW has common cold or influenza like illness or symptoms compatible with COVID-19 they must self-isolate at home for a minimum of 10 days from symptom onset AND ensure their symptoms, including fever, have completely resolved.
- If a TFW has common cold or influenza like illness or symptoms compatible with COVID-19 (fever, cough, shortness of breath) and are hospitalized, or the employee is identified by public health as a person who is part of a cluster or outbreak, arrangements will be made for a COVID-19 test:
  - If the TFW tests positive for COVID-19, they must self-isolate at home for a minimum of 10 days from symptom onset AND ensure their symptoms, including fever, have completely resolved.
  - If the TFW tests negative for COVID-19, they must self-isolate at home until their common cold or influenza like symptoms have completely resolved.

#### **Housing TFWs who have had contact with someone diagnosed with COVID-19**

TFWs that have come in contact with someone with confirmed COVID-19 must use the online self-assessment tool or call HealthLink BC at 8-1-1 to determine any necessary next steps. In order to encourage information sharing, employers and employees are encouraged to contact the affected employee's Consulate so their home country is aware.

See detailed instructions [Self-Isolation for people without symptoms](#).

During self-isolation TFWs must be required to self-monitor. The BC CDC [How to Self-monitor](#) poster should be made available to TFWs.

Close Contacts of COVID-19 cases further guidance:

- If a TFW is identified by public health as a 'close contact' of a COVID-19 case, they must self-isolate for 14 days to ensure the full incubation period has passed.

#### **Employers of TFWs are responsible for:**

- Identifying in advance, isolation facilities (e.g. motel, separate residential apartment or building). Washroom and food access must always be available, as well as the ability to connect with others in society remotely through the phone or the internet.
- Arranging and paying any additional costs with the additional accommodations.



- Safely moving the TFW to the alternate housing (if required).
- Ensuring that the TFW has all the personal supplies needed during the illness period.
- Ensure that food is safely provided for the TFW.
- Providing the ability to connect with others in society remotely through phone or the internet.

**TFWs are responsible for:**

- Following recommendations outlined by the BCCDC and, where applicable, requirements provided by the Public Health Officer.



Appendix A – Suggested Handwashing Station

