



**COMMUNICABLE
DISEASES
PROCEDURE**

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Communicable Diseases Procedure

PURPOSE

Bayview Wellington Homes recognizes its responsibility to minimize potential exposure of its workers to any communicable disease, whilst ensuring the continuity of business operations.

The workplace and job sites will be monitored on an as-needed basis for chemical, biological and physical agents to ensure we are maintaining a safe work environment.

During times of outbreak, epidemic, and pandemic of any communicable disease, additional precautions will be implemented as per these procedures.

In an effort to contain and minimize the spread of the disease and to ensure your safety and that of your fellow workers; whenever the circumstance dictate, these procedures will be implemented with IMMEDIATE EFFECT, since the health and well-being of our entire community — including each of you — is our priority

SCOPE

This policy applies to all **employees, contractors, sub-contractors, and visitors** of **Bayview Wellington Homes** at all our worksites.

DEFINITIONS

Communicable Diseases:

Communicable diseases are those defined by the Health Protection and Promotion Act, Ontario Regulation 558/91; *Communicable diseases are illnesses caused by infectious pathogens including viruses, bacteria, fungi, protozoa, prions, and parasites.*

Outbreak:

A sudden increase in occurrences of a disease in a particular time and place

Epidemic:

An outbreak of disease that spreads quickly and affects many individuals at the same time.

Pandemic:

An outbreak of a disease that occurs over a wide geographic area and affects an exceptionally high proportion of the population.

Coronavirus:

Coronaviruses (CoV) are a large family of viruses that are common and are typically associated with illnesses similar to the common cold. A **novel coronavirus** (nCoV) is a new strain that has not been previously identified in humans. And is therefore difficult to treat in infected individuals.

RESPONSIBILITIES

Management Responsibilities:

Under Section 25(2) (h), of the Occupational Health and Safety Act, **Bayview Wellington Homes**, as the employer must; *take every precaution reasonable in the circumstances for the protection of a worker.*

The Management of **Bayview Wellington Homes** will:

- stay abreast of guidance from federal, provincial, local, and/or territorial health agencies, and incorporate those recommendations and into our workplace.

<https://www.ontario.ca/page/construction-site-health-and-safety-during-covid-19>

- implement this policy in its entirety, by ensuring that Supervisors are adequately trained and equipped.
- provide the necessary hygienic supplies to supervisors and employees
- effectively and expediently communicate company procedures to be implemented, during periods of outbreak.

Supervisor Responsibilities:

It is the responsibility Supervisors to:

- ensure that they are adequately trained and acquainted with this policy to ensure full implementation and compliance.
- ensure that their subordinates are aware of, and properly trained on these procedures.
- reduce face-to-face meetings to a minimum and hold site meetings in open spaces or outside;
- post signage to inform and update workers of any new developments
- post signage identifying where hand-washing stations are located;
- send anyone with symptoms home and require them to maintain 14 days of isolation.
- designate a location to serve as the isolation area until potentially sick or potentially infectious people can be removed from the worksite.
- track and maintain a comprehensive list of workers (and co-workers) on site and update it **daily**; as contact tracing may become necessary
- provide public health unit information on where employees worked as well as the contact information of any other employee who may have been exposed, if requested.
- Expediently implement these procedures as per Management instructions

Employee Responsibilities:

- Employees are expected to adhere to, and work in compliance with this policy and the procedures herein.
- Under Section 28(1)(d) of the Act, employees have an obligation to report to his employer the existence any hazard they are aware of, and as such, employees are required to report any violations of these procedures to your supervisor.
- Any employee found to be deliberately in contravention of these procedures, will be immediate removed from the jobsite and followed by possible dismissal or report to police or health authorities. It is imperative that everyone takes this seriously as the health and safety of everyone on the site and their families can be put in jeopardy.

The Right to Refuse:

Under Section 25, of The Act, every worker has to the “Right to Refuse” unsafe work. During times of pandemic, employees have the freedom to exercise this right, if they feel unsafe at work.

Employees exercising this right shall adhere to the procedures outlined, and the guidelines established by the Occupational Health and Safety Act.

Worker Enquiries

Any concerns or questions regarding these procedures should be directed to any or all of the following:

- Your supervisor or foreman
- The joint health and safety committee
- Your health and safety representative
- Your local public health or Telehealth Ontario

PROCEDURES

In order to maintain the safety of the worksite, all employees are responsible to **immediately** report all **potential** and **actual** hazards which you are aware of, that pose a potential threat¹ to health or safety.

This includes, but is not limited to biological and chemical exposures on all job **Bayview Wellington Homes** worksites.

When implementing measures for control and containment of communicable diseases, consideration must also be given to non-occupational risk factors at home, in community settings, and individual workers' risk factors as well;

- older age;
- presence of chronic medical conditions, including
- immunocompromising conditions;
- pregnancy

In instances where the hazard cannot be eliminated from the jobsite, appropriate engineering, administrative, and control at the worker-level measures must be implemented.

Public Health Guidelines:

Employees are strongly advised to follow local **Public Health Agency Guidelines & Communiqué**, for control and testing protocols as directed by said agency, during times of pandemic.

The Ministry advises that persons experiencing any adverse symptoms as a result of any of the communicable diseases listed on Appendix A contact Telehealth Ontario at 1-866-797-0000 or your local public health unit.

Communication Methods:

During times of outbreak/epidemic/pandemic, the following methods of communication shall be employed to keep workers informed:

- Posters and Notices will be posted throughout jobsite
- Safety Meetings will be held with employees
- These procedures shall be reviewed with all employees
- These procedures will be posted up on notice boards and be made available to all employees
- Electronic means shall be used to communicate as much as possible, in lieu of face to face contact (company website, phone calls, texts etc.)
- Updates from Public Health Officials shall be communicated to workers as much as possible.

Infection Control & Prevention Measures

All employees are expected to cooperate in taking steps to reduce the transmission of communicable diseases in the workplace. These measures are intended to contain the spread of the infectious/communicable diseases by keeping sick or potentially sick people

¹ See Appendix A – Communicable Disease Reporting Chart

away from the jobsite, so that it will remain safer for those who must continue to report to work

Visitors & Customers:

All non-essential visitors shall refrain from visiting any **Bayview Wellington Homes** worksite.

Effective immediately, all unnecessary person-to-person contact is prohibited, this includes but is not limited to:

- Coffee trucks
- Food trucks
- Mobile Canteens
- Hot Dog Vendors

*** Employees are encouraged to plan accordingly**

Any visitors or customers allowed on the worksite shall adhere to all social distancing protocols.

Deliveries:

- Employees receiving packages are instructed to observe all Social Distancing protocols as outlined in these procedures. Allow non-urgent deliveries to sit for the recommended period before touching.
- Disinfect items that have been handled by others as much as possible. ALWAYS wash hands after handling these items.

Sick Employees:

Many times, with the best of intentions, employees report to work even though they feel ill. During times of pandemic, **it is critical that employees not report to work while they are experiencing respiratory symptoms such as fever, cough, shortness of breath, sore throat, runny or stuffy nose, body aches, headache, chills or fatigue, or any other such symptoms as indicated by the existing Government Agency.**

During times when communicable diseases pose a threat to the health and well-being of employees as well as that of the entire community; employees who report to work ill will be sent home in accordance with these health guidelines.

Self-Assessment Tool:

If you think you have symptoms of the virus or have been in close contact with someone who has it, visit ontario.ca and use the self-assessment tool to help determine how to seek further care

<https://covid-19.ontario.ca/self-assessment/#q0>

Respiratory Etiquette:

- Viruses can spread from person-to-person, and are generally thought to spread by respiratory droplets when people are in close contact.
- All employees are strongly advised to practice **respiratory etiquette**;
 - Cover your face with tissues whenever you cough or sneeze, and discard used tissues in the trash, and wash your hands immediately thereafter.
 - In the absence of tissues, best practice is to do so using the inside crook of your elbows.

Physical Distancing at the Worksite:

In order to ensure that workers are keeping the recommended physical distance of two (2) meters from each other, whilst at work, the following measures shall be put in place:

- Re-scheduling of workers:
 - The number of workers at a work area of a jobsite at any given time shall be limited to ensure workers can keep the required 2 meters apart
 - Trades schedules shall be staggered so that there is only ONE trade at any given time at the work area of a jobsite
- Scheduling the use of man operated machinery: hoists, cranes, elevating work platforms etc.
- Assess accordingly each ride on hoist and elevator; keep a minimum distance of 2 meters at all times
- Staggered breaks and lunch

Work Hours & Scheduling:

- Extended work hours may be implemented if necessary, to facilitate physical distancing at the jobsite
- Staggered Shift Scheduling, with different start times to be implemented, as necessary

Physical Distancing:

Social distancing means taking steps to limit the number of people you come into close contact with. This will help to limit the spread any contagion in the community.

Social distancing includes, but is not limited to:

- Spending time in settings where people can maintain a 2-metre (6 feet) distance from each other (e.g. site trailer, job site, indoors and outdoors etc.)
- Limit the amount of person to person contact you have (2-3 persons at the same time²)
- Limit one trade in the Bayview Wellington Homes Trailer at a time- “occupied sign” to be posted on trailer door, when trade is in trailer. No trade to enter if occupied sign is visible. (Note. Lock door if trade is in the trailer)
- Avoid common greeting methods (handshakes, kissing, cheek to cheek greetings etc.)
- Avoiding visits to long-term care homes, retirement homes, supportive housing, hospices and other congregate care settings unless the visit is absolutely essential
- Avoiding non-essential trips in the community

² Subject to change as per Health Official guidelines

- Keeping the windows down if you have to go into the community for an essential trip via taxi or rideshare
- Holding virtual meetings whenever possible.
- Use telephone and video conferencing instead of face-to-face meetings as much as possible during times of outbreak
- Limiting or cancelling group gatherings, both professionally and socially.

Self-Isolation:

A critical step in protecting workers, customers, visitors, and others at a worksite is prompt identification and isolation of sick and **potentially infectious** individuals as well.

Any employee exhibiting signs of any communicable disease/viral infections should;

- Immediately inform your supervisor
- promptly separate (isolate) yourself from others, with the purpose of preventing the spread of the virus, including those within your home.
- Stay in the designated isolation area (as directed by your supervisor), until you can safely leave the jobsite.

Even if you do not have symptoms, it is recommended to self-isolate for **the time frame indicated**³ if:

- (1) You have travelled (or anyone in close contact to you has travelled) outside of the country **within the time frame indicated** (*see footnote*) by Health Canada
- (2) You live with, provided care for, or spent extensive time with any of the following: -
 - anyone who has tested positive for the virus
 - anyone is suspected to have the virus
 - anyone who has respiratory symptoms (fever, cough, or shortness of breath), or any other symptoms as indicated by public health agencies?

While in self-isolation, do not go to work, or any other public places. Consult your public health unit to find out when it is safe to leave your home.

If you are ill, and are under self-isolation at home - you should be separated from others in your household to the greatest extent possible.

Meetings:

Essential meetings are to be held within all the parameters of *Social Distancing* outlined previously in these procedures.

Social Events:

All non-essential meetings, lunches and social events and functions will be cancelled when it is the recommendation of the public health agency to do so.

Working from Home (if applicable):

- While not all positions are conducive to this arrangement, those positions with primary job duties that can be effectively performed remotely will be given consideration.
- Office employees - talk to your supervisor, manager about the possibility of working from home where possible

³ Time Frame is generally two (2) weeks – unless otherwise indicated by the Ministry of Health

Proper Hand Washing:

Ensure that you are washing your hands frequently and properly⁴, during times of outbreak. Wash your hands frequently with warm, soapy water for at least **20 seconds**.

Wash your hands:

- when they are visibly dirty
- **and after:** -
 - sneezing, coughing, blowing your nose
 - using washroom
 - handling garbage
 - handling raw foods
 - outdoor activities
- before and after:
 - preparing and eating food
 - touching a cut or open sore
 - touching eyes, nose or mouth

*if hand washing is not immediately available – use alcohol-based hand sanitizer.

Avoiding Transference:

To avoid transferring the virus, it is important for all individuals, (*whether symptomatic or not*) to adhere to these guidelines:

- Avoid using other workers' work tools and equipment, when possible.
- Do Not take breaks, and lunch breaks within close proximity of other workers
- Avoid using other workers' phones, desks, offices, when possible.
- Avoid touching your face, eyes, nose and mouth – so as not to inadvertently ingest any infectious agent.
- Use disposable cutlery and cups to avoid using reusable dishes, whenever possible
- Use disinfectant spray and/or wipes wherever possible; Be especially mindful of transference from touching, door handles, refrigerator handles, toilets, taps, office equipment keyboards, keypads etc.
- Use hand sanitizer when hand washing is not an option
- Avoid sharing food and beverages with anyone

Car Pooling:

- IMMEDIATELY refrain from carpooling. Carpooling is no longer permitted for workers.
- Workers using company vehicles will not allow more than **THREE⁵ (3) persons** at any given time in the vehicle. Changes to this amount will be communicated to workers on an ongoing basis.

Safe Work Practices During Times of Outbreak

The following safe work practices shall be incorporated by all employees as a matter of daily routine during times of outbreak/epidemic/pandemic. These additional Contamination and Prevention Measures will be mandated, and all employees are expected to adhere to them.

⁴ See– Proper Hand Washing Technique Poster

⁵ Subject to change as per Public Health Guidelines

Reporting Cases in the Workplace:

If someone in your work area is exhibiting signs and symptoms⁶ of the virus. The following steps should be taken:

- Immediately distance yourself from the sick worker
- Immediately self-isolate (be alone) and avoid close contact with any other worker or person
- Contact your supervisor IMMEDIATELY
- Make note of the following:
 - Time of occurrence
 - Exact Place/Location at the jobsite
 - Any other potential workers that came in contact with the affected worker
- Supervisor will discuss next steps with you, towards self-Isolation previously outlined, time frame etc.

Identified Infections in the Workplace:

- Supervisor shall designate a location away from workers/ customers/ visitors, with closable doors (if possible) to serve as the isolation area until potentially sick or potentially infectious people can be removed from the worksite.
- Ensure that all workers know and have access to the area
- Restrict the number of personnel entering the isolation area
- Immediately direct the sick employee to this area – instruct the employee to stay there, until removal from the worksite.
- Supervisor to trace contacts of infected worker using daily employee list
- All employees in direct contact with infected worker – shall be instructed to self-isolate, and shall not be allowed on the worksite for the time recommended by the governing health agency.
- Supervisors to follow all Public Health directives for the reporting and managing of identified positive cases in the workplace.
- ALL employees will cooperate fully with measures put in place
- Worksite shall be sanitized thoroughly prior to any work recommencing, using methods prescribed by the Health Agency

Cuts and Open Sores:

- Staff will ensure that any cuts or open sores on their skin are appropriately covered when working on a job site.
- The use of general-purpose disposable gloves is recommended for this purpose.

Wearing Gloves:

- Staff will wear the appropriate type of glove that affords them with the correct level of protection when there is any risk of coming into contact with raw sewage, other biological material or chemicals.
- The type of glove used will vary depending on the hazard and as deemed appropriate by the risk assessment.

⁶ As indicated by the Governing Health Agency

- Disposable gloves should not be used more than once. Gloves should be changed frequently. They should be thrown out in a plastic garbage bag. Hands should be washed before and after wearing gloves.

Respiratory Equipment:

- Where the likelihood of a worker being exposed to airborne pathogens, chemical or biological agent has been established, the use of respiratory equipment may become necessary.
- In these rare cases, workers will be provided with the appropriate respirator which has been selected based on the hazards identified.
- Workers required to wear a respirator will be appropriately fit tested and trained on the proper use, care and storage of the respirator. Records of fit testing will be kept in the company's administrative Health and Safety files.

Hand Washing Facilities:

- Staff will wash their hands thoroughly with soap and hot water after they have had contact with biological and chemical agents. It is important to wash hands after going to the bathroom, before eating and after work each day.
- Jobsites are provided with the appropriate facilities in accordance with the construction project regulations.

Care of Garbage:

- Extreme caution should be used when disposing of garbage and other waste that may contain infected materials.
- Infected material waste should be double bagged for disposal in a biohazard container.

PPE

Under section 28 of the Act, workers have a duty to use the PPE required by law, as well as by the employer.

At all times, All employees are expected, to comply with the PPE Policy as outlined in our company Occupational Health and Safety Program and Procedures, as well as any additional PPE requested by **Bayview Wellington Homes** , during time of outbreak.

It is important to remember that PPE only provides protection. It reduces the risk, but does not eliminate the hazard. In addition to wearing proper PPE, it is imperative that all workers follow the preceding prescribed measures, to limit the spread of viral contagious agents, especially during times of epidemic:

COVID-19 Symptoms and Treatment:

The following are excerpts from the Ministry of Health concerning Covid-19:

Symptoms and Treatment:

Symptoms range from mild – like the flu and other common respiratory infections – to severe, and can include:

- **fever**
- **cough**
- **difficulty breathing**

Complications can include serious conditions, like pneumonia or kidney failure, and in some cases, death. There are no specific treatments for coronaviruses, and there is no vaccine that protects against coronaviruses. Most people with common human coronavirus illnesses will recover on their own.

You should:

- drink plenty of fluids
- get rest and sleep as much as possible
- try a humidifier or a hot shower to help with a sore throat or cough

The Ministry of Labour advises that persons experiencing symptoms of the 2019 novel coronavirus Contact Telehealth Ontario at **1-866-797-0000** or your local public health unit. **Do not call 911 unless it is an emergency.**

How to Protect yourself:

Take these everyday steps to reduce exposure to the virus and protect your health:

- wash your hands often with soap and water or alcohol-based hand sanitizer
- sneeze and cough into your sleeve
- avoid touching your eyes, nose or mouth
- avoid contact with people who are sick
- stay home if you are sick

Evaluation and Updates

The standards outlined in this procedure will be evaluated and updated in accordance with Ministry of Health guidelines.

All the necessary steps will be taken to ensure that all employees are working in compliance with these policies and that the appropriate steps are taken to ensure full implementation.

Updates will be communicated expediently to workers, as they become available to **Bayview Wellington Homes**

Employees are encouraged to stay abreast of developments and recommendations of the local Health Agency, as these will change continuously.

References:

Occupational Health and Safety Act, Workplace Safety and Insurance Act, Public Health Services Ottawa, Toronto Public Health Unit, Infrastructure Health and Safety Association (IHSA)

Appendix A: Communicable Disease Reporting

Toronto Public Health - Communicable Disease Surveillance Unit

277 Victoria Street, 10th Floor, Toronto, ON M5B 1W2

Phone: 416-392-7411 – Fax: 416-392-0047

After hours: 3-1-1 or 416-392-CITY (2489) for callers from outside of Toronto

Timely reporting of communicable diseases is essential for their control.

If you suspect or have laboratory confirmation of any of the following specified diseases of public health significance or their etiologic agents (as per Ontario Reg 135/18 and amendments under the Health Protection and Promotion Act) please report them to the local Medical Officer of Health.

Diseases marked * should be reported **immediately** to the Medical Officer of Health by telephone (24 hours a day, 7 days a week) or fax (Mon-Fri, 8:30 am – 4:30 pm only). Other diseases can be reported the next working day by fax, phone, or mail.

Acquired Immunodeficiency Syndrome (AIDS)	Food poisoning, all causes	* Meningococcal disease, invasive
Acute Flaccid Paralysis	* Gastroenteritis, outbreaks in institutions and public hospitals	Mumps
Amebiasis	Giardiasis (symptomatic cases only)	Ophthalmia neonatorum
* Anthrax	Gonorrhea	Paralytic Shellfish Poisoning
Blastomycosis	* Group A Streptococcal disease, invasive	Paratyphoid Fever
* Botulism	Group B Streptococcal disease, neonatal	Pertussis (Whooping Cough)
* Brucellosis	* Haemophilus influenzae disease, all types, invasive	* Plague
Campylobacter enteritis	* Hantavirus Pulmonary Syndrome	Pneumococcal disease, invasive
Carbapenemase-producing Enterobacteriaceae (CPE)	* Hemorrhagic fevers, including:	* Poliomyelitis, acute
Chancroid	1. * Ebola virus disease	Psittacosis/Omithosis
Chickenpox (Varicella)	2. * Marburg virus disease	* Q Fever
Chlamydia trachomatis infections	3. * Other viral causes	* Rabies
* Cholera	* Hepatitis, viral	* Respiratory infection outbreaks in institutions and public hospitals
* Clostridium difficile associated disease (CDAD) outbreaks in public hospitals	1. * Hepatitis A	* Rubella
* Coronavirus, novel including SARS, MERS and COVID-19	2. Hepatitis B	Rubella, congenital syndrome
* Creutzfeldt-Jakob Disease, all types	3. Hepatitis C	Salmonellosis
Cryptosporidiosis	Influenza	* Shigellosis
Cyclosporiasis	* Lassa Fever	* Smallpox
* Diphtheria	Legionellosis	Syphilis
Echinococcus multilocularis infection	Leprosy	Tetanus
Encephalitis, including:	Listeriosis	Trichinosis
1. Primary, viral	Lyme disease	Tuberculosis
2. Post-infectious	* Measles	Tularemia
3. Vaccine-related	* Meningitis, acute	Typhoid Fever
4. Subacute sclerosing panencephalitis	1. * Bacterial	* Verotoxin-producing E. coli infection, including Haemolytic Uraemic Syndrome (HUS)
5. Unspecified	2. Viral	West Nile Virus illness
	3. Other	Yersiniosis

Appendix B: Proper Hand Washing Technique Poster

Practice Proper Handwashing Technique



1. Wet Hands



2. Use Liquid Soap



3. Lather, rub and count to 20



4. Rinse



5. Towel or air dry hands



6. Turn off taps with towel, toilet paper or your sleeve

Attention!!



Are you experiencing any of the following symptoms?

- ✓ **Cough?**
- ✓ **Fever?**
- ✓ **Shortness of Breath?**

Have you (or anyone in close contact to you) travelled outside of Canada in the last 14 days?

Please **SELF ISOLATE** and contact your Health Care Provider or call Telehealth Ontario at **1-866-797-000**



Appendix D: Trades and Sub-trades Jobsite Health Screening Communicable Diseases

Effective IMMEDIATELY, prior to commencing work; all Trades and Sub-trades are required to complete and submit the following documentation to Bayview Wellington Homes **SITE OFFICE** for all workers assigned to our jobsites:

1. Workers Site List (one per site)

2. Worker Questionnaire (one for EACH employee indicated on Doc #1)

Completed documentation shall be submitted to Bayview Wellington Homes Site super at the site office, prior to commencement of work.

- Trades and Sub-trades who do not provide this information in this format, will not be granted access to the job site.
- All Bayview Wellington Homes Site Supervisors have the authority to deny access to the jobsite in the absence of the required documents.
- It is the Trades and Sub-trades responsibility to **complete** the Health Screening documentation.
- It is the Trades and Sub-trades responsibility to **submit** the Health Screening documents to Bayview Wellington Homes Site super.
- Trades and Sub-trades to ensure that Document #2 is completed either by the Owner or an appointed Supervisor.
- Any additions or changes to the Workers Site List, shall be immediately communicated to the site super accompanied by document #2 (Worker Questionnaire).
- All personal health information will be held in strict confidence by Bayview Wellington Homes.
- Bayview Wellington Homes has a Isolation room, which is located at Lot #52 Barrow (Model Home).
- Handwashing station is located a Construction Trailer.
- Bayview Wellington Homes Trailer maybe Limit one trade at a time- "occupied sign" to be posted on trailer door, when trade is in trailer. No trade to enter if occupied sign is visible. (Note. Lock door if trade is in the trailer)

**Appendix D (ii): Individual Worker Health Screening Questionnaire
(To be conducted by Owner or supervisor)**



Name of Trade/Sub-Trade Company

Worker Name: _____
 Name of Site: _____
 Location/Lot #/Unit #: _____
 Screening Completed By: _____
 Date of Screening: _____

1. Are you (**NOW or within the past 14 days**) experiencing any of the following?
 - Fever **more than** 38°C /100.4°F YES NO
 - Onset or worsening of existing cough YES NO
 - Shortness of breath or difficulty breathing YES NO
 - Sore throat YES NO
 - Runny nose or nasal congestion YES NO

2. Have you recently returned from international travel, and have not yet completed the **mandated** 14-day isolation period? YES NO

3. Have you been asked to self-isolate by a health care professional? YES NO

4. **Have you experienced any of the following?**
 - Close contact with a confirmed case YES NO
 - Close contact with someone who is being tested YES NO

5. **Are you currently?**
 - Living with someone who has returned from international travel within the last 14 days? YES NO
 - Living with someone been asked to self- isolate YES NO
 - Living with someone who has exhibited COVID-19 related symptoms YES NO

If a **YES** was checked to any of the above, please ask worker to self-isolate for the recommended period of time in accordance with current Health Advisories, and **thereafter** complete another health screening questionnaire.

Do Not Send Worker to Any Bayview Wellington Homes' Worksite, Until Such Time That Said Worker Has Been Cleared to Return to Work by A Healthcare Professional.