



RECOMMENDED COVID-19 PROTOCOL FOR BREWING EMPLOYEES

DATE OF ISSUE: MARCH 31, 2020

INTRODUCTION

Beer Canada understands that successfully managing the COVID-19 situation is a top priority for Canadian brewing companies, employees and brewery visitors. We have developed this document to help provide a consistent approach in responding to a situation where an employee is symptomatic, reports positive for COVID-19 and/or where an employee/facility visitor is exposed (in close contact) to an employee who is positive for COVID-19.

This information is based on the best available advice from public health officials, including the Public Health Agency of Canada and from industry sources. It should be considered general guidance, however, and is subject to adjustments based on local conditions and local public health authority advice, and as new information comes forward.

EMPLOYEE NOT TESTED BUT IS SYMPTOMATIC

If the employee has not been tested but is symptomatic, encourage the employee to contact their local health department and physician to determine next steps. The Public Health Agency of Canada also provides advice and links to provincial/territorial [COVID-19 Symptom Self-Assessment Tools](#).

Employees should notify their supervisor and stay home if they are sick. Employees who have symptoms of COVID-19 should stay home and not come to work. The Public Health Agency of Canada strongly urges anyone who has symptoms - including a fever, cough, sneezing, sore throat, or difficulty breathing to self-isolate for 14 days.

EMPLOYEE REPORTS A POSITIVE COVID-19 INFECTION

The following procedure is to be followed when an employee reports a positive COVID-19 infection and was at the workplace within the previous 14 days. Note that under no circumstances will the name of the affected individual be disclosed to other employees.

DETERMINATION OF SCOPE OF INCIDENT

1. The employee will notify the site supervisor or manager who will then organize an orderly and safe shutdown of the site/operation so that further investigation can take place. Note that some essential personnel may need to remain on site.
 - a. If the employee is at work, send them home immediately
 - b. If the employee is at home, do not permit them to come to work

2. While the following investigation takes place, HR or an appropriately designated employee will contact the local public health authority to report the situation and determine next steps.
3. Investigation to follow:
 - a. Identify as close as possible when employee began exhibiting symptoms
 - b. Confirm whether the person exhibited symptoms while at work
 - c. Determine “close, prolonged personal contacts” of ill person, as defined by¹
 - i. “touching or shaking hands”
 - ii. Having personal contact of less than 2 metres or six feet from other workers
 - iii. Shared workstations within the shift
4. Employees who have had close contact will be notified as soon as possible for self-isolation for 14 days from the last exposure with the diagnosed employee. Self-isolation means (according to the Public Health Agency of Canada):
 - a. Staying at home and monitoring yourself for symptoms, even if mild, for 14 days
 - b. Avoiding contact with other people to help prevent the spread of disease in your home and in your community in the event you become symptomatic
5. Contact and inform relevant facility visitors who may have been in close contact.
6. Unless advised by local authorities, other individuals in the facility should not be considered high risk for infection, do not require special treatment, and may continue working as normal (after surfaces are cleaned and disinfected).

NEXT STEPS FOLLOWING A CONFIRMED COVID-19 CASE

1. Based on direction from the local public health authority, cleaning and sanitation of the work site will take place.
2. Wherever available and appropriate, the company will engage the services of an external professional cleaning and sanitation service provider.
3. Where not available, the following cleaning and disinfecting process as outlined below will take place.

CLEANING AND DISINFECTION OF WORK SITE

1. Clean and disinfect all common areas such as bathrooms, lunchrooms, change rooms, shared electronic and production equipment.

1 *COVID-19 is most commonly spread from an infected person through: respiratory droplets generated when they cough or sneeze, close, prolonged personal contact, such as touching or shaking hands, touching something with the virus on it, then touching your mouth, nose or eyes before washing your hands. Current evidence suggests person-to-person spread is efficient when there is close contact. Source: [Government of Canada, COVID-19 Prevention and Risks, Accessed March 26, 2020.](#)

2. Performing a thorough cleaning
 - a. Wear disposable gloves and protective apron or suit
 - b. Clean surfaces using soap and water, including high touch surfaces (tables, doorknobs, handles, toilets, faucets, sinks, etc.)
 - c. Disinfect hard surfaces. Health Canada provides a list of hard surface disinfectant products that meet Health Canada's requirements for emerging viral pathogens. These authorized disinfectants may be used against the SARS Cov-2, which causes COVID-19. Check the product label guidelines for if and where these disinfectant products are safe and recommended for use in food manufacturing areas or food establishments. Source: [Health Canada, List of Hard-Surface Disinfectants](#)
 - d. Wash hands thoroughly after carefully removing and disposing of protective clothing and gloves

RESTORING ACCESS TO THE SITE AND RESUMING OPERATIONS

1. Once cleaning and sanitization of the work areas is completed brewers will consult the local public health authority to confirm clearance to resume operations.
2. It is important to note that employees must report a positive diagnosis of COVID-19 for the company to take steps to protect all employees.
3. Any instance of an employee testing positive for COVID-19 should be treated as a medical treatment incident requiring a full incident investigation report, to be completed by designated employee(s) and/or team responsible.

FOOD SAFETY AND CANADA'S FOOD SUPPLY

1. The Canadian Food Inspection Agency (CFIA) has strong measures in place to ensure the safety of Canada's food supply. The CFIA indicates that there is currently no evidence that food is a likely source or route of transmission of COVID-19.
2. There is no known risk of coronaviruses entering Canada on parcels or packages coming from affected regions. The risk of spread from products shipped over a period of days or weeks at room temperature is very low.

Source: [CFIA, Latest CIFA Information for Consumers, Food Safety and COVID-19, March 25, 2020](#)

RISK-INFORMED DECISION-MAKING GUIDELINES FOR WORKPLACES AND BUSINESSES DURING THE COVID-19 PANDEMIC

The Public Health Agency of Canada provides a framework risk-informed decision making about public health actions for workplaces/businesses during the COVID-19 pandemic. Employers and business owners can use this document to consider risks associated with their workplace/business and the implementation of risk mitigation strategies.

Source: [Public Health Agency of Canada, Risk Assessment Framework](#)