



## **UPDATE to COVID-19 Policies and Coronavirus Exposure Jobsite Action Plan**

**Updated April 7, 2020**

**BEAR Construction** takes the health and safety of our employees, clients, industry peers and the general public very seriously. Pursuant to Governor Pritzker's Stay At Home Order (the Order) issued on March 20, as well as further clarifications issued by the City of Chicago Building Commissioner as recently as April 3, most construction activities are being deemed essential and allowed to continue within the City of Chicago and the State of Illinois. Until such time that further governmental mandates or specific clients or events dictate otherwise, **BEAR's** intention is to continue working to satisfy contractual obligations and project deadlines, while following the sanitation and social distancing principles suggested by the CDC to the highest extent possible.

Announcements the week of March 30 from the CDC have offered additional clarifications on the wearing of face masks in public places and workplaces, as well. <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover.html> The CDC has now advised that the wearing of even simple cloth masks lessens the transfer of respiratory droplets between individuals. **BEAR Construction** is urging all of our construction employees follow such guidelines to offer additional courtesy and protection to their coworkers, and we are strongly encouraging all of our trade partners to follow this protocol on our jobsites.

We are also aware that some companies and many individuals may want to stay at home until the Order is lifted, for any number of reasons. **BEAR** fully respects those decisions and they will in no way impact future employment or contracts with our company. In these very difficult times, each individual has the right to make whatever decision they deem best to suit their personal situation without fear of reprisal or future loss of work.

**BEAR's** leadership continues to monitor the situation and will update our policies as events unfold and further information becomes available.

### **PREVENTION:**

**BEAR Construction** is taking the following steps to maintain the safest work environment possible on each jobsite.

- 1) All workers are encouraged to visit the Center for Disease Control (CDC) website [cdc.gov/COVID19](https://www.cdc.gov/COVID19) for information on COVID-19.
- 2) Frequent updates on COVID policies, including jobsite Tool Box Talks.
- 3) Employ the use of cloth facemasks as suggested by the CDC ([see above](#)). Masks may be homemade or store bought.
- 4) Posting **BEAR's** COVID-19 signage on each jobsite spelling out symptoms, protocols, CDC information and **BEAR's** policies and procedures.



- 5) Maintaining and strengthening **BEAR Construction** jobsite cleanliness policies, including access to sinks and/or hand washing stations, and access to hand sanitizer whenever possible.
- 6) Subcontractors and tradespersons are being asked to manage the wellness of their workforce and must communicate their action plans to **BEAR Construction**.
- 7) Subcontractors are asked to provide their own sanitation supplies, similar to any other Personal Protective Equipment (PPE) on any jobsite. **BEAR** will provide access to handwashing stations on any project(s) where there is no access to a sink. **BEAR** will do everything possible to maintain a safe environment, but it falls on each company and individual to provide for their own personal safety.
- 8) All tradespersons must sign-in with **BEAR Construction** Superintendent at the beginning of their work stay and confirm that they are asymptomatic, and that they will notify **BEAR Construction** immediately if they become symptomatic at any time for the duration of their stay on that site.
- 9) Promote frequent and thorough handwashing and use of hand sanitizer.
- 10) Send home any worker showing symptoms of illness.
- 11) Encourage respiratory etiquette, i.e., covering coughing or sneezing into a tissue or into your elbow, not into the air or your hand.
- 12) Avoid touching your eyes, nose, mouth and face.
- 13) Encourage workers to minimize the sharing of hand tools. When required, those tools should be cleaned with disinfecting wipes before each use.
- 14) Disinfect frequently touched surfaces and spaces on a daily basis. Work with partner buildings to verify their cleaning protocol for common areas (Freight cars, restrooms, etc).
- 15) Practice social distancing as defined by the CDC (6 foot perimeter, minimum).
- 16) Avoid group meetings. Hold video or conference calls. If face to face meetings are required, do so following CDC guidelines (10 or less persons, social distancing). This shall include work breaks and lunch periods, as well.
- 17) Limit access to freight elevators and other confined spaces to within CDC guidelines to the greatest extent possible.
- 18) Limit break-time and lunch-time gatherings to within CDC recommendations.
- 19) Car-pooling of coworkers should be discouraged during this event.

## **EXPOSURE PROTOCOLS**

### **Symptomatic Worker:**

- Immediately have worker removed to seek medical advice with as minimal contact possible with any other workers.
- Notify **BEAR's** General Superintendent (John Brennan) and Project Manager. John Brennan will notify **BEAR's** leadership.
- Sanitize all tools and areas of work visited by the symptomatic worker.
- Follow up with worker to verify any medical advice, testing, etc. that they receive
- Take further action as mandated or suggested by medical advice.



**Confirmed COVID-19 Infected Worker:**

- Notify John Brennan and Project Manager. John Brennan will notify **BEAR's** leadership.
- Secure and close down the jobsite for a minimum 72 hour period.
- Sanitize all common areas, shared tools. Take further cleaning steps or extend jobsite quarantine period as suggested by the CDC or other government or medical sources.
- Inform appropriate client contact (property manager, client representative, etc.).
- Review contract and take necessary steps to notify client formally of potential contract delay.
- Cooperate with any protocols implemented by client contact to the extent possible.
- Inform trade partners and co-workers of the confirmed infection.
- Verify confirmed worker's exposure to others, including co-workers and fellow trade partners. Possible exposed co-workers should self-monitor for symptoms and self-quarantine according to CDC guidelines and/or current medical recommendations. As follows:  
<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>
- *Employees who appear to have symptoms (i.e., fever, cough, or shortness of breath) upon arrival at work or who become sick during the day should immediately be separated from other employees, customers, and visitors and sent home.*
- *If an employee is confirmed to have COVID-19 infection, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). **The fellow employees should then self-monitor for symptoms (i.e., fever, cough, or shortness of breath).***

**In all cases, the utmost care must be used to balance general safety with personal protections afforded by the ADA and HIPAA privacy laws. To protect worker identity, but promote co-worker safety, only the infected employee's Title/Position and approximate whereabouts will be used to notify others who may have been exposed to the infected worker.**

These protocols may be updated or amended as further information becomes available.

**BEAR Construction** values everyone's health and safety, and thanks you for your cooperation.

Stay well,

**BEAR Executive Team**