

## COVID-19 Mitigation Plan for Construction Sites

In order to safeguard the health of our employees, our partners and the community at large, Therrien Waddell is implementing the following COVID-19 prevention measures at its construction sites. TW superintendents are authorized to monitor, encourage, and enforce all measures at their discretion to ensure the continuance of work and the safest work site possible. While TW will provide oversight and PPE for its personnel, each subcontractor, vendor, and individual present on or visiting the work site shall bear the responsibility to self-monitor and provide protection measures for themselves and their personnel.

1. **Increase Personal Protective Equipment (PPE)** – All workers on Therrien Waddell sites must wear CDC approved face covering and wear gloves.

CDC face covering guidance can be found at:

<https://www.cdc.gov/coronavirus/2019-ncov/downloads/DIY-cloth-face-covering-instructions.pdf>

2. **Frequent Hand Washing & Sanitization** – Job sites may be equipped with hand wash and/or sanitizer stations, or hand sanitizer containers, as appropriate. Subcontractors, vendors and others on-site are responsible for providing their personnel with personal hygiene and sanitization materials such as hand. All workers will be reminded to regularly wash their hands and avoid touching their face.
3. **Respiratory Etiquette** – All on-site personnel must practice good respiratory hygiene and etiquette by covering coughs and sneezes. To the extent possible, personnel should maintain as much distance as possible from others on site when they have the urge to sneeze or cough.
4. **Social Distancing** – All workers should maintain a minimum of six (6) feet of distance from other personnel. Superintendents will remind on-site personnel to practice social distancing as work duties permit. Social distancing should be treated as any other safety requirement and should be enforced for all personnel.
5. **Manage Worker Interaction** – Supervisors and foremen on site should enforce the following guidelines for all on-site personnel:
  - Limit in person meetings and practice social distance of a minimum of 6 feet
  - Stagger shifts, if possible.
  - Stagger breaks and lunch.
  - Limit number of workers in any given area.
  - Plan the use of stair, lifts, elevators & access points
  - No congregating before or after work shifts
  - No multi-person commuting or riding in crew trucks without separation
  - No eating lunch or breaks sitting or standing next to each other
  - No sharing of food, beverages, iPads, cell phones or digital devices
  - No sharing of any PPE
  - No use of equipment or tools without prior disinfecting
  - No illnesses hidden on the job because you can't miss work
  - No pushback, ridicule or complaining about others embracing social distancing or the wearing of masks on the job
6. **Limit sharing of tools and equipment** – Disinfect with sanitizing wipe after each use.
7. **Increase the quantity of sanitary facilities on jobsites, where applicable and possible.**
8. **Disinfect and clean work spaces** – All workers should practice good housekeeping and make an effort to sanitize high-contact touch points, including tools, equipment door handles, railings, vehicles, phones, keys, etc. Superintendents may assign laborers or others to assist with disinfection duties.

9. **Regular wellness monitoring** – Individuals who display symptoms of COVID-19 (including fever, cough, sore throat) will be asked to go home and contact a doctor. Should symptoms similar to COVID-19 be related to a pre-existing condition or other cause, verification in writing from a health care provider will be required prior to returning to the site.
10. **High-Risk Screening** – Therrien Waddell reserves the right to use question-based screening to identify personnel who are at high risk for COVID-19 and deny access to site to individuals who are deemed high risk based on their responses to the following questions:
  - Have you or a person with whom you have been in close contact been diagnosed with COVID-19 within the last 14 days?
  - Have you returned from a region designated by the CDC as “high risk” within the last 14 days?
  - Have you experienced any cold or flu symptoms (including fever, cough, runny nose, sore throat, respiratory illness, difficulty breathing) in the last 14 days?
11. **Temperature Checks** – All personnel shall consent to be screened for a fever using an infrared, no-contact thermometer by Therrien Waddell’s superintendent. Personnel displaying a temperature of 100.0 Fahrenheit or above will be denied entrance to the site and counseled to seek guidance from their health care provider. Assuming the cause is not from COVID-19, such personnel may not return to the site until they have been symptom free without the aid of medication for a minimum of 72 hours, and not less than 7 days from the initial on-set of symptoms.
12. **Safety Compliance** – Therrien Waddell’s superintendent has the authority to remove personnel from a site for violations of the above-described safety measures or other safety violations. Offenders may be sent home for the remainder of the workday for a first offence and permanently barred from the site for any subsequent offences.

## Remedial Measures if any Personnel On-Site Test Positive

If a Therrien Waddell employee or any individual on-site tests positive for COVID-19, TW will implement the following protocol:

1. **Project teams will be alerted** that a positive COVID-19 test occurred for an individual on the job site so they can determine if there may be any risk of infection to others.
2. **Temporary Site Closure & Disinfection** – Any site that has a case of COVID-19 will be temporarily closed for a minimum of 24 hours and up to 72 hours, or longer as circumstances dictate. Therrien Waddell will stay in close communication with all stakeholders to advise them of when the site will re-open.
3. **Professional cleaning and disinfection** – a professional cleaning company will be engaged to sanitize and clean the job site.
4. **Personnel in Close Contact** – others who may have been infected by contact with the individual(s) who are positive for COVID-19 will be required to remain away from the work site and self-quarantine for 14 days.
5. **Recommended** – the Employer of the individual(s) who are positive for COVID-19 should contact a local health official to conduct an in-depth conversation with their employee(s) to offer support, determine when the symptoms started and with whom they may have had close contact.
6. **Return to Work for Personnel with COVID-19** – Personnel who are presumed or confirmed to have COVID-19 may not return to work until they have received clearance in writing from a medical professional and have been symptom-free without the aid of medication for at least 72 hours and at least 7 days after the initial on-set of symptoms.