



COVID-19 Guidance: AGRICULTURAL WORKFORCE TRAINING

All training should be provided in the native language of workers. The Centers for Disease Control and Prevention has guidance and signs available in multiple languages.

Definition of COVID-19; How it Spreads; Symptoms

1. Introduce the topic

Say: Today we are going to talk about the new coronavirus, also called COVID-19, how it spreads, symptoms, how you can stay safe, and how we will keep you safe at work.

2. Discuss how the virus spreads

Say: COVID-19 is a virus that mainly affects the lungs and spreads from person to person. When someone with the virus breathes, talks, coughs, or sneezes, droplets with the virus can be breathed in by people nearby (within 6 feet or 2 meters). Droplets can also land on surfaces like tables, handles, or tools. If you touch a surface and then touch your mouth, nose, or eyes before washing your hands, the virus can enter your body.

3. Discuss the symptoms of the virus

Say: COVID-19 can look and feel like the flu. The most common symptoms of the virus are fever, cough, and/or shortness of breath/difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, nausea or vomiting diarrhea.

Say: Symptoms may occur 2-14 days after you've been close to someone who has the virus or touched a surface that had the virus on it and touched your face with unwashed hands. Some people may never show symptoms.

Say: If you have any of these symptoms or have been around someone who is sick:

- Call your healthcare provider first for instructions, before you go to the clinic, doctor's office, or hospital. Call emergency services (9-1-1) if you have difficulty breathing. Consider providing numbers for local health centers or share this link as a resource: <https://health.maryland.gov/mdpcp/Pages/Coronavirus.aspx>
- Do not come into work. If you start to feel symptoms while working, tell your supervisor immediately.
- Isolate yourself from other people as much as possible.
- Thoroughly clean and sanitize all surfaces in your bunk, living area and/or home.

4. Review

Ask: Now to review, can you name some ways that the virus spreads? Wait for responses.

Possible responses:

- When someone with the virus: breathes, talks, coughs, sneezes
- When droplets land on a surface and I touch the surface and then my face without washing my hands.

Ask: What should you do if you have symptoms? Wait for responses.

Possible responses:

- Call your healthcare provider, do not come to work, isolate yourself, clean and sanitize

Say: Scientists are learning more everyday about how COVID-19 spreads. As information changes, we will update you.

General Prevention; Workplace Prevention

1. Introduce the topic

Say: Now we are going to talk about how to prevent COVID-19 and how we will reduce your risk at work, and also reduce the risk to your family, friends, and co-workers.

2. Discuss personal prevention methods

Say: The best way to prevent getting sick is to avoid being exposed to the virus.

Some ways you can stay safe are:

- Wash your hands often with soap and water for 20 seconds (or the time it takes you to sing "Happy Birthday" or "Las mañanitas" twice). Wash in between your fingers and on the backs of your hands. Soap and water are best, but if they are not available, use hand sanitizer and rub hands until dry.
- Avoid touching your eyes, nose, and mouth.
- Avoid close contact. Stay at least 6 feet/2 meters away from others when possible: This includes locker areas, break areas, rest rooms areas, areas where product is sorted/boxed up or palletized.

- Cover your mouth with a tissue when you cough or sneeze, then immediately throw the tissue away and wash your hands. Or cough or sneeze into your elbow and wash your hands immediately.
- Wear a cloth face covering when you are in public or in close contact with other people to help protect those around you. If you have a cloth face covering, wash it daily. The face covering reduces the risk, but it is not a substitute for physical distancing.
- If you are using a disposable face covering/mask, throw it away after you are done using it or when it becomes wet or soiled. Wash your hands immediately.
- Clean and disinfect surfaces that are touched often

Ask: What are some ways you can protect yourself? Wait for responses.

Possible responses:

- Wash hands often
- Avoid close contact, stay 6 ft away from each other
- Cover your mouth and nose with a cloth face covering when around others
- Cover coughs and sneezes
- Clean and disinfect surfaces

Say: You should follow these steps at your bunk, living area or home and at work. Remember, some people infected with the virus will not have symptoms.

3. Discuss workplace prevention methods

Say: At our workplace, we value your work and your health and we will help you to avoid exposure to the virus by:

- Checking to see if you have symptoms when you arrive at work and throughout the day. If you have any symptoms, tell your supervisor immediately.
- Cleaning and disinfecting surfaces that are touched often, such as shared tools, water spigots, bathroom handles, and handwashing stations (e.g., water containers, steering wheels, shared tools, shared workstations, door handles, seat belts, insides of toilet facilities)
- Adjusting our work practices as much as possible to allow for 6 feet/2 meters of space between workers. Consider using a tape measure to show a 6-foot distance and give examples of physical distancing practices for your workplace, such as reducing crew size, staggering break times, alternating rows.
- Supplying clean water and soap to help you wash your hands when you arrive at work, before you leave work, before and after using the bathroom, before and after meal breaks, and whenever you come into close contact or share tools with others. Consider pointing to new wash stations.
- Providing worker camps and bunkhouses with sufficient and appropriate cleaner and sanitizer to prevent the spread of COVID-19.
- Encouraging you to maintain 6 feet of space from each other during work breaks and avoid contact such as handshakes or hugs.

Ask: What do you think are the challenges to do this, and how can we solve them? Wait for responses. Be prepared to discuss new workplace safety ideas suggested by workers.

Say: If you are at work and develop symptoms:

- Tell a supervisor immediately.
- You won't get into trouble for being sick, but we have to send you to your bunkhouse, living area or home because being close to your coworkers could make them sick.
- If it is an emergency, we will contact medical services and arrange transportation for you.
- You may be eligible for benefits through the Families First Coronavirus Response Act (FFCRA) or other leave and unemployment benefits. Review resources on employer paid sick leave and other benefits available for work time lost due to illness or quarantine. DOL requires employers to post the notice about employee rights related to FFCRA at the worksite. Let your employees know where they can find the notice. Other resources to review: <https://www.dllr.state.md.us/>

Say: Are there any questions?

Ask: Do you have worker housing, bath houses or bunk areas on your farm? Wait for responses. Be prepared to discuss recommendations and best practices for worker housing safety ideas.

Say: Do you have concerns that your workers may not be able to social distance or have access to enhanced hygiene and sanitary practices due to current housing that is available?

- Protocols are in place to prevent employees from congregating at entrances, rest room, bath house or indoor dining areas.
- Signage is posted throughout the housing and bathhouse area reminding all employees to maintain a minimum six-foot distance from one another, as is practicable.
- All sinks are provided with soap, and paper towels, or an approved drying device. Hot and Cold running water being provided is preferable. Waste containers are appropriately provided

Say: Are there any questions?

Say: If you are sick and/or test positive for COVID-19, you must provide contact information (your full name and phone number) so that health care providers can follow up with you about how you are feeling and to give approval for you to return to work?

- Work sites must keep a written list of full names and accessible phone numbers of employees.

COVID-19 Guidance:

AGRICULTURAL WORKFORCE TRAINING (CONTINUED)

- The purpose of this information is critical for required health care provider follow-up, contract tracing and back to work approval.
- Protocols are in place during illness, quarantine or isolation that allows health care providers to monitor workers or close contacts of workers.

Say: Are there any questions? Do you all have phones or a way to received calls or emails?

Additional Resources:

NC State

<https://covid19.ces.ncsu.edu/2020/03/covid-19-resources-for-farmers-and-farmworkers-migrant-seasonal-and-h2a/>

CIELO

<https://mycielo.org/covid-19-videos-in-indigenous-languages/>

CDC

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

<https://espanol.cdc.gov/enes/coronavirus/2019-ncov/index.html>

<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-agricultural-workers.html>

CDC Resources for Multiple Languages

https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/communication-toolkit.html?deliveryName=USCDC_2067-DM30162

CDC Agricultural Employer Assessment and Control Checklist

<https://www.cdc.gov/coronavirus/2019-ncov/community/pdf/Agricultural-Employer-checklist.pdf>

Cornell University

<https://smallfarms.cornell.edu/resources/farm-resilience/>

North Carolina Dept of Health & Human Services

<https://covid19.ncdhhs.gov/information/business/workers-farms-and-meat-plants>

