

## **COVID-19 And Construction Sites**

*When working from home isn't an option.*

As we know, there is a lot of information to navigate and we are doing our best to provide as much relevant information as possible, including links to additional information that you may find beneficial. Although some information is province specific, it still may contain guidelines beneficial to your company.

### **COVID-19 Resources**

The [\*Canadian Construction Association\*](#) has compiled links to various topics on COVID-19, including links to provincial information. [Click here](#) for more information.

The [\*BC Construction Safety Alliance\*](#) has put together some guidelines specific to following safe work practices on the job site. [Click here](#) to download the guideline.

### ***The Basics - Precautionary Measures to consider on the construction site***

#### **Policies**

It's important your company implements policies for your workplace and job sites during the COVID-19 pandemic. Considerations include sick leave for employees or when they need to care for others.

#### **Personal Hygiene**

It is critical when working on job sites, or visiting sites while performing maintenance to maintain personal hygiene. This includes frequent hand washing, avoiding touching your face, following cough etiquette and maintaining and cleaning your PPE.

#### **Social Distancing**

Keeping a minimum distance of 2 meters and decreasing the amount of employees in a work area

#### **Sanitation**

Employers are required to provide adequate washing facilities as well as keep these facilities clean and sanitized.

#### **Separation**

Employers must follow required health and safety protocols if a worker falls sick with COVID-19

## Legal Guidelines for Employers

Weirfoulds Law recently held a webinar to discuss the safeguards companies can implement to keep their workers safe. They also provided some legal updates on the impacts of COVID-19 on the work site.

### ***What should you do if a worker is refusing to work because of COVID-19?***

- An employer has an obligation to take reasonable care to protect the health and safety of employees.
- Where an employee has reason to believe that there is a dangerous condition in the workplace, or that their duties present a danger to their health and safety, the employee may be able to refuse to attend work or perform certain duties.

### ***What should you do if a worker is diagnosed with COVID-19?***

- The worker should not be permitted to return to the work place until clear from COVID-19.
- The current advice from health authorities is that all employees who worked “closely” with the infected employee should also be removed from the workplace for at least 14 days.
- Employers should err on the side of caution.
- Employers should also take reasonable measures to protect the confidentiality, to the extent possible, to protect the identity of any employee who contracts COVID-19.

For more topics on dealing with COVID-19 and the impact on your business and keeping workers safe, visit the [Weirfoulds Law website](#).

*The information and comments herein are for the general information of the reader and are not intended as advice or opinion to be relied upon in relation to any particular circumstances. For particular application of the law to specific situations, the reader should seek professional advice. The information was updated on March 23, 2020.*