

BC Hydro COVID-19 Protocol

Site C Clean Energy Project

April 28, 2021

Revision 2

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Version History

Date	Version	Revisions
June 25, 2020	1	Updates in response to Northern Health comments and updates on the implementation of measures.
April 28, 2021	2	Updates in response to the Industrial Camps Order update (Apr 13, 2021) and the Industrial Projects Within the Northern Health Authority Region Order (Apr 13, 2021)

This Protocol is prepared in accordance with the Order of the Provincial Health Officer – Industrial Camps, dated April 13, 2021 (the Industrial Camps Order) and the Order of the Provincial Health Officer – Industrial Projects Within the Northern Health Authority Region, dated April 13, 2021 (the Workforce Monitoring Order) and the Protecting Industrial Camp Workers, Contractors, and Employers Working in the Agricultural, Forestry, and Natural Resource Sectors During the COVID-19 Pandemic dated July 28, 2020 (the Camp Guidelines). A regular monthly internal review of the Protocol is scheduled to ensure it is updated to reflect further guidance or improvements.

1.0 Project Overview

1.1 Project Description

BC Hydro's Site C Clean Energy Project (the Project) will be the third dam and hydroelectric generating station on the Peace River in northeast B.C. The Project is split between dam site work such as construction of the generating station and spillways and off-dam site work including transmission line construction and realignment of sections of Highway 29. The dam site is located approximately 7km southwest from the City of Fort St. John. There is a hospital operated by the Northern Health Authority (Northern Health) in Fort St. John. There is also an airport in Fort St. John which is serviced by charter and commercial flights.

The Work on the dam site is completed through multiple Prime Contractors, with BC Hydro as the owner and prime for a couple of the workfronts including the security perimeter and gates. Each Prime Contractor is responsible for their workers, work sites and activities and manages several sub-contractors. All workers whose housing is on the dam site live in the worker accommodation on the North Bank operated by ATCO Two Rivers Camp Services (ATCO). Other workers live at home in nearby communities or stay in temporary accommodation and commute to the dam site, or other Project work sites such as the transmission line, reservoir clearing or Highway 29.

BC Hydro has a contract with Halfway River International SOS (ISOS) to provide primary health care at an on-site Medical Clinic ('Clinic'). The Clinic is staffed with experienced medical personnel and advanced care medical equipment.

The main BC Hydro construction office is located just across a road from the worker accommodation. BC Hydro has 11 satellite offices, 7 on the dam site. The two largest Prime Contractors use their own shuttles to transport workers to and from their worksite. BC Hydro workers typically walk to the main construction office or have light duty trucks assigned to them to move around the site.

1.2 Key COVID-19 Contacts for Orders

1. The BC Hydro COVID-19 Senior Coordinator (BC Hydro Senior Coordinator) is the Project's key contact for Northern Health regarding implementation of the Industrial Camps Order with the following delegations:

- a. The Clinic nurse practitioner has been delegated the responsibility by the BC Hydro Senior Coordinator to submit the daily line list to Northern Health in accordance with section A.14 (a-d) of the Industrial Camps Order. The template line list provided by Northern Health will be used.
2. The BC Hydro Project Manager (Project Manager) is the Project's key contact for Northern Health and the PHO for the Workforce Monitoring Order and is responsible for overseeing the implementation of the Workforce Monitoring Order and the Industrial Camps Order with respect to the Project. The Project Manager ensures the following information is provided to the Northern Health medical health officer by 5:00 pm every Tuesday:
 - a. The number of workers who are housed in an industrial camp, by camp site.
 - b. The number of workers with a primary residence elsewhere who have lived in a local community for less than three months.
 - c. The number of workers whose primary residence is in a local community, or who have lived in a local community for more than three months.
 - d. The total number of workers.
3. The Clinic immediately notifies and communicates with Northern Health regarding cases, clusters or outbreaks.

1.3 Project Worker Accommodation

The worker accommodation capacity is 2200 single occupancy rooms. The camp provides meal services, communications systems, high-speed internet and laundry along with other amenities. Since March, the camp has been operated below its capacity to assist with compliance with COVID-19 measures. Between March and December 2020, the camp had an average monthly occupancy of 54%.

Site C employers, including BC Hydro are responsible for work shift schedules for their workers. BC Hydro and ATCO's COVID-19 measures are designed to be effective independent of shift schedules.

ATCO will arrange for, at minimum, an annual inspection by a health officer, or a Provincial infection prevention and control officer, to review the Protocol, inspect the camp, vehicles used to transport workers, vehicles used by workers for work, and vehicles used by workers to transport themselves to and from the worksite or between worksites, in order to determine:

- 1) if the camp and vehicles will support the prevention and control of transmission of COVID-19, and
- 2) if the employer has the ability to implement the Protocol in a manner that will prevent the risk of transmission of COVID-19 among workers and to other persons who may come in contact with workers.

As ATCO does not provide or oversee transportation for all workers at the Project, Senior Coordinators for contractors that provide transportation for their or their sub-contractors workers will arrange for similar inspections annually at minimum.

ATCO prepared a *COVID Infection & Control Protocol for Worker Accommodation Area (WAA) and BC Hydro Offices (BCHO)* (ATCO Protocol) in accordance with the Industrial Camps Order. BC Hydro has reviewed the document and considers it appropriate to protect workers staying at the worker accommodation from risks associated with COVID-19. ATCO will update the document to reflect any substantive changes in guidance or operation of the facility. The full ATCO Protocol is available upon request by any designated reviewer or inspector. A summary of the measures is included in Table 1.

Table 1 - Summary of ATCO COVID-19 Control Measures

Procedure/Area	Measures in Place
Thermal Temperature Scanners	<ul style="list-style-type: none"> Hands free daily temperature readings for workers Implemented at facility exit points
Check in/out of accommodation	<ul style="list-style-type: none"> Online check in/check out system Physical distancing markers on floor Protective barrier at front desk Physically distant seating
Use of Common Areas	<ul style="list-style-type: none"> Gym partially open with supervision, physical distancing protocols and enhanced cleaning Lounge open with supervision, physical distancing protocols and enhanced cleaning TV room open with supervision, physical distancing protocols and enhanced cleaning
Closure of Some Common Areas	<ul style="list-style-type: none"> Recreation rooms/areas Theatre
Cleaning & Sanitation	<ul style="list-style-type: none"> Enhanced cleaning of all high touch point areas in facilities Disinfectant of self-isolation rooms upon becoming vacant
Signage & Education	<ul style="list-style-type: none"> Signage throughout facilities regarding hand washing, sanitation & hygiene practices, physical distancing reminders Direct engagement with workers to remind them to comply with signage, as needed
Self-Isolation	<ul style="list-style-type: none"> Establishment of a minimum 30 room self- isolation dormitory with expansion dorms as needed Protocols in place for safe meal delivery, linen exchange, refuse disposal Protocol in place to transport workers from security gate to isolation dorm without traveling through facility
Dining & Meal Service	<ul style="list-style-type: none"> Breakfast and dinner reservations to maintain physical distancing Additional mug up room space to increase capacity Take-away meal options Mandatory handwashing before entering dining room Touchless sanitizer stations throughout Physically distant seating arrangements Enforcement of maximum of 50 individuals in dining area

	<ul style="list-style-type: none"> • Removal of all self-service stations
Marshalling Points (bus loading)	<ul style="list-style-type: none"> • Physical distancing queue barriers

1.4 Project Health Clinic

All Project workers have access to the Clinic located in the worker accommodation. The Clinic supports a healthy workforce and reduces incremental demand from the Project construction workforce on local health care services. The Clinic can direct workers to additional levels of care in the provincial health system if required.

Currently, the Clinic manages all respiratory cases in accordance with Provincial Health Officer, Ministry of Health and Northern Health guidance as well as the *International SOS Local Procedure for Isolation of (Suspected) Infectious Patients – Outbreak/Pandemic*. The procedure is available upon request by any designated reviewer or inspector.

The Clinic provides Project workers with access to primary and preventative health care and work-related injury evaluation and treatment services. The Clinic is open seven days a week, 24 hours a day. An advanced care paramedic is on-duty 24 hours a day. A nurse practitioner and when warranted by demand, a registered nurse is on-duty during the day and on-call at night. Additional staff are added as needed to manage increases in COVID-19 related isolations. The Clinic staff are supported by an off-site Medical Director licensed to practice in British Columbia. They are also supported by an administrative staff member on-site and other off-site company resources.

The Clinic is equipped with appropriate PPE for the health care that is provided by the staff including gowns, gloves, procedural/surgical mask and eye protection when providing care to suspected or confirmed COVID-19 cases. N95 respirators are also available if required for specific procedures.

The Clinic performs COVID-19 testing as indicated by provincial guidelines. The number of tests taken, and results of those tests are confidential unless workers consent to disclose tests and results as described in section 3.5 either through the Clinic or directly to their employer. The Clinic will not disclose any COVID-19 test results to the worker’s employer or BC Hydro without the consent of the worker. The Clinic staff also perform daily checks on any workers in isolation to monitor their health.

1.5 Case, Cluster or Outbreak Notification of Northern Health

The Clinic immediately notifies and communicates with Northern Health regarding cases, clusters or outbreaks.

The information provided to Northern Health by the Clinic includes:

- The measures being taken to control the spread of COVID-19 among workers;

- the condition of any worker exposed to, or with a confirmed or suspected case of COVID-19,
- the result of the test of any worker for COVID-19, and
- any other information, including personal information, relevant to the prevention and control of COVID-19 among workers and in surrounding communities, or as requested by the medical health officer or physician.

The Clinic also provides relevant information to the BC Hydro Senior Coordinator to identify and execute any necessary response measures in collaboration with the employer's Senior Coordinator and supported by the Project Manager. The BC Hydro Senior Coordinator and as needed, the Project Manager and employer's Senior Coordinator will join calls with the Clinic and Northern Health to discuss management and response measures to clusters or outbreaks. The BC Hydro Senior Coordinator will work with the medical health officer, Clinic and other Senior Coordinators to determine any further measures that may need to be put in place to reduce the risk of transmission of COVID-19 and put in place any measures recommended by the medical health officer. All Senior Coordinators escalate issues to their respective senior leadership for additional support as needed.

1.6 Site C Coordinator Assignment and Delegation

BC Hydro established Coordinators under the Industrial Camps Order to prevent the transmission of COVID-19 at the Project, without burdening provincial health officers and employers with inefficient administrative overhead with many points of contact. The BC Hydro Senior Coordinator and the Clinic nurse practitioner are the key points of contact for the Northern Health Authority.

The BC Hydro Senior Coordinator works with the Senior Coordinators for each Prime Contractor including Peace River Hydro Partners (PRHP), Aecon-Flatiron-Dragados-EBC Partnership (AFDE), Voith and ATCO. These Senior Coordinators collaborate to align the employers' protocols to ensure full compliance across the Project and coordinate the response to any positive cases as applicable.

Senior Coordinators are accountable for the key roles described in Table 2 and will retain or delegate duties as appropriate to Assistant Coordinators who are more directly responsible for and accessible to workers. All delegations will be in writing so that Assistant Coordinators have a clear understanding of their responsibilities and lines of communication.

To assist with contact tracing, Senior Coordinators are ensuring the following information is available for health authorities on their request for a minimum of 30 days.

- The BC Hydro Senior Coordinator is responsible for liaising with other employer's Senior Coordinators to ensure that health authorities can quickly receive the following information about a worker or workers:
 - camp accommodation records,
 - work site assignments,

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- worker pod assignments and
- transportation modes.
- The BC Hydro Senior Coordinator is responsible for ensuring that dam site perimeter gate log records are available from the perimeter security contractor.
- The ATCO Senior Coordinator is responsible for ensuring that a list of workers staying in the worker accommodation can be provided for any day(s) requested with their contact information.
- Senior Coordinators are responsible for ensuring that updated contact information is available for workers linked to their work site assignment, worker pod assignments and transportation modes.
- Senior Coordinators are responsible for ensuring all sub-contractors comply with this protocol and provincial requirements for industrial camps.

Table 2: Coordinator Duties and Delegation

Coordinator Duties	Assignment
Act as a liaison between the employer and the health officer or Provincial infection prevention and control officer;	Senior Coordinator
Oversee the implementation of the Protocol;	Senior Coordinator
Ensure that processes are in place to: <ul style="list-style-type: none"> ● To support workers in carrying out a daily health check and confirming with the Senior Coordinator that the worker has passed the health check; ● Ensure if the co-ordinator is not satisfied that a worker has carried out and passed the daily health check, not permit the worker to be present at the worksite. ● Inform a health officer or Provincial infection prevention and control officer if any worker exhibits symptoms of COVID-19 that require testing and to assist the worker in seeking health care, if necessary. ● To monitor the manner in which workers are transported between their accommodation and the worksite, and between worksites, in order to ensure that workers are transported in a manner that limits the risk of transmission of COVID-19 between the workers and between workers and the driver; ● Monitor the compliance of workers and drivers with the requirements imposed upon them by this Industrial Camps Order; ● To inform the health officer or the Provincial infection prevention and control officer, of any failure to implement the Protocol on the part of the employer. 	Senior Coordinator
Approve workers leaving the site for non-work purposes in accordance with section 3.6.	Senior Coordinators or delegates
Train Assistant Coordinators how to monitor for potential COVID-19 symptoms and implement the COVID-19 prevention measures delegated to them.	Senior Coordinators
Implement and oversee training for workers so they are aware of policies and responsibilities to prevent COVID-19 transmission on-site	Senior Coordinators

1.7 Project COVID-19 Monitoring

The BC Hydro Senior Coordinator reviews the following Site C information weekly during the ramp-up to identify any potential issues quickly:

1. Metrics from pre-access screening to detect if an appreciably higher percentage of workers are being identified as needing to enter isolation.
2. Metrics from the Clinic to identify if an appreciably higher percentage of workers are being identified as needing to enter isolation, particularly those from a specific contractor or workfront.
3. Metrics from contractors to identify if an appreciably higher percentage of workers are being identified as needing to enter isolation.
4. Verification reports by BC Hydro safety staff for compliance with provincial guidelines on workfronts and the worker accommodation.
5. Any information disclosed from positive COVID-19 cases which may occur among the workforce.

The BC Hydro Senior Coordinator will consult with the other Senior Coordinators, the Clinic and Northern Health as needed during this process to promptly address any issues that may arise.

1.8 Project COVID-19 Communications

1. Whenever a new COVID-19 case is identified, the Project's website is updated, BC Hydro sends notifications via email to the senior elected officials and staff of local communities and first nations.
2. BC Hydro hosts calls approximately every two weeks with senior elected officials and senior staff of local communities and first nations to provide an update on COVID-19 and answer questions. The frequency of the calls is adjusted based on feedback from the participants.
3. BC Hydro maintains a public website (<https://www.sitecproject.com/COVID-19>) which is regularly updated with the following information:
 - a. Numbers of people in camp
 - b. Number of people in isolation at camp
 - c. Number of active COVID-19 cases
 - d. Number of cleared COVID-19 cases
 - e. Total number of cases since March 1, 2020.
 - f. FAQs, links to Provincial Health Officer orders and other information about the COVID-19 measures being implemented for the project.

4. BC Hydro and prime contractors issue site wide notices to workers regarding updates or changes to COVID-19 protocols or practices that have a site wide scope.
5. COVID-19 information is displayed on screens in the worker accommodation by ATCO.

2.0 Objective and Scope

This Protocol describes the policies and measures applicable across the dam site and for multiple employers in section 3.0 and those specific to BC Hydro workers in section 4.0.

Other employers at the dam site have prepared COVID-19 management protocols specific to the unique circumstances of their work activities and sites. However, as the worker accommodation houses workers from different employers, the measures in place at the worker accommodation are the standard for all employers and are described in section 3.0 of this Protocol.

Policies specific to the workers of individual employers are part of each employer's COVID-19 training and information outreach activities and is overseen by the Senior Coordinator. Site C workers are familiar with having variations in policies between employers as Site C has been a multiple Prime Contractor site for over five years with multiple unions on-site and different policies and labour agreements.

3.0 Project Wide Policies

The following policies are applicable across employers at the dam site unless otherwise specified.

3.1 Worker access to health professionals

Workers are requested to call the Clinic at 778-844-0281 from their room, vehicle, office or worksite for an initial phone assessment or to make an appointment to visit the health practitioners for any health care needs including potential COVID-19 symptoms. This allows the health practitioners to take appropriate precautions depending on the worker's symptoms and the nature of the visit. With potential COVID-19 cases, the Clinic tries to limit the need to visit the Clinic and performs as much of the assessment by phone or in the worker's room with appropriate PPE and disinfection of all equipment after use. If urgent in-person intake is required, the patient is evaluated in a COVID-19 prepared exam room which is sanitized after each use.

If a worker is outside the worker accommodation, the Clinic has internal and external entrances to permit access. For workers with COVID-19 symptoms, the Clinic will coordinate with ATCO for the worker to access the isolation dorm along with their belongings. The Clinic will also carry out COVID-19 testing in accordance with provincial guidelines.

While it is recognized that sick notes are not recommended under the *Protecting Industrial Camp Workers, Contractors, and Employers Working in the Agricultural, Forestry and Natural Resource Sectors During the COVID-19 Pandemic* guidelines (July 28, 2020), the Clinic does

provide these types of notes for workers if required by an employer to reduce demands on the local health care system and visits to the community.

3.2 Pre-Travel to Site and Reporting Symptoms

To reduce the risk of an ill worker or visitor coming to the Project, BC Hydro and contractors have implemented the following measures:

- All non-essential site tours, meetings and on-site training are postponed.
- Teleconference options are being used for all meetings as feasible.
- Workers must self-assess daily and if symptomatic at home are instructed to contact their employer, stay home and contact their health professional or 811 or if in the camp, stay in their room and contact the Clinic.
- Workers are not permitted at their worksite if they have COVID-19 symptoms or if they have not completed a daily health check.
- Prior to leaving their home residence for travel to the site, all workers must complete the provincial COVID-19 self-assessment and stay home if directed to isolate.
- Workers are screened again prior to boarding commercial and charter flights.
- On charter flights and at the perimeter gates, the questionnaire asks about COVID-19 symptoms and outstanding test results for workers and members of their immediate household.

3.3 Pre-access Screening at Project Security Gates

BC Hydro is carrying out a pre-access screening program at two of the three security gates where screeners conduct the BC Ministry of Health COVID-19 self-assessment, along with a non-invasive temperature scan. This screening captures both daily commuters and workers arriving to stay at the worker accommodation. The temperature scan is carried out in the worker's vehicle and if necessary, a secondary check with a hospital grade electronic oral thermometer can be carried out privately inside an isolation room in a trailer.

Gate C on the south bank is closed and managed by remote access control. Anyone entering through Gate C is directed to the health screening at Gate A.

Each worker is first assessed by Occupational First Aid (OFA) Level 3 attendants or a trained security guard and a secondary screening by Clinic staff can be carried out if warranted. A BC Hydro representative will notify the worker's employer if they are required to self-isolate. No other details of the assessment will be provided to BC Hydro or their employer.

If a worker is recommended for self-isolation, regardless of if they are self-isolating at home or in the camp, their site card will be temporarily deactivated during their isolation period.

3.4 Response and Isolation of Symptomatic Workers

ATCO and the Clinic have implemented an isolation and quarantine plan to manage any contagious illness, including seasonal influenza, gastrointestinal infections, and COVID-19. There are an additional four dormitories (120 rooms) that could be converted to self-isolation and quarantine, if necessary. COVID-19 cases would be isolated separately from other

contagious cases. Guests who are in self-isolation or quarantine are not permitted in common areas of the lodge.

BC Hydro and ATCO have issued information to workers about what to do if they feel sick, especially with flu-like symptoms while in the worker accommodation. They are instructed to not leave their room but to contact the Clinic at 778.844.0281 for a pre-screening. A trained professional from the Clinic will come to the workers room if further assessment is necessary to determine if they need to be moved to the isolation dorm.

Local workers who are unable to isolate safely at their residence may choose to isolate in the camp.

The isolation dorm and services include:

- in-room meal service with multiple choices, snacks and drinks;
- a “quarantine smoking structure” outside of the furthest dormitory and the Clinic has nicotine patches on hand;
- enhanced personal entertainment options; and
- concierge service for ordering and delivery of entertainment and personal care items.

The employer’s protocols address their employee’s compensation during isolation. BC Hydro has arranged for employers to compensate their workers who are medically advised to isolate in the camp.

If a guest in the camp refuses to follow medical advice or a COVID-19 compliance measure and is endangering staff or workers, the individual may be subject to eviction from the accommodation, possibly also from site. If a worker is in isolation or quarantine due to COVID-19, their eviction would take effect after being cleared.

A health officer will be immediately notified if a worker refuses to remain in isolation by the BC Hydro Senior Coordinator.

Unless otherwise instructed by the health officer or the Provincial infection prevention and control officer, if a worker has seriously breached a COVID-19 compliance measure and is subject to enforcement, but remains in camp, they will remain in isolation while their employer uses established Site C transportation protocols to safely get them home.

3.5 Positive COVID-19 Test Disclosure

BC Hydro is an essential service provider and expects all its employees including those on Site C, to notify their managers if they test positive for COVID-19 so that BC Hydro can track positive cases and take appropriate actions to protect worker health and safety such as enhanced deep cleaning, restricting work or other measures.

BC Hydro has communicated a similar expectation to all Site C contractors for their workers to confidentially disclose to their employer if they have been tested for COVID-19 or received a positive COVID-19 test result. All identifying worker information is kept confidential and only disclosed to the staff or medical professionals required to respond to the positive test. BC Hydro

will also confirm that Northern Health is aware of any positive case that is disclosed to BC Hydro from another health authority area or province so that contact tracing can be implemented, and any necessary direction can be provided to the Project.

Under the Workforce Monitoring Order, “A worker at a Project must provide information, including personal information, requested by a Project Manager in the course of fulfilling the responsibilities of the Project Manager under this [Workforce Monitoring] Order.” The Clinic is utilized when possible to gather personal information from the worker to report to Northern Health and inform any site response measures. The Clinic then limits the information disclosed to BC Hydro and/or the worker’s employer to only that which is critical for an appropriate response to the case.

3.6 Workers Accessing Local Communities

In accordance with Industrial Camps Order, all workers staying in camp are prohibited from leaving site except:

- 1) If they have been at the accommodation for more than 14 days since their initial arrival at or return to camp, have no symptoms of COVID-19 that require testing and have the approval of their Senior Coordinator or delegate or
- 2) If they have been in their accommodation for less than 14 days since their arrival, and must leave:
 - a. in case of medical emergency or
 - b. a critical appointment that cannot be postponed or held electronically.

In the event that a worker leaves a camp during the first two weeks, or during their work rotation if it is less than two weeks, after their arrival or return to the camp after a break, comply with the following conditions:

- a) notify the Senior Coordinator before they leave their accommodation, unless this is not possible due to the nature of the medical emergency.
- b) maintain a distance of two metres from any person with whom they are meeting, unless the person is a health care provider who is providing them with care;
- c) wear a face covering which covers their nose and mouth, whenever in an interior setting or in a vehicle, unless the nature of the medical emergency makes it difficult or impossible for them to do so;
- d) if they develop symptoms of COVID-19 that require testing, other than in the case of a medical emergency for which they are receiving care, put a face covering over their nose and mouth, return immediately to their accommodation at camp, while avoiding contact with other people to the greatest extent possible, and notify the Clinic and their Senior Coordinator of their symptoms.

If a medical health officer is of the opinion that the risk to public health is too great, as a result of the presence of clusters or outbreaks of COVID-19 in a camp, or an elevated rate of transmission of COVID-19 in surrounding communities, and directs that workers not leave their accommodation, when not required at the worksite, or the camp, that additional restriction will be implemented.

BC Hydro has temporarily shut down the operation of the shuttle between the local community of Fort St. John and the worker accommodation.

BC Hydro will monitor the situation in Fort St. John and will review the possibility of restarting the Fort St. John shuttle service with appropriate hygiene, physical distancing and other measures in place once conditions and provincial guidance permit. Any restart of the shuttle service will be discussed with local government representatives and Northern Health in advance.

3.7 Masks

In accordance with BC CDC guidance, masks or face coverings are required everywhere on the Project where a worker is interacting with other workers even when physical distancing is possible. Double-masks and masks made of at least three layers are encouraged for workers. The only exceptions to the policy are when other barriers such as lunch room dividers or cubical walls are present, or a worker is alone in a vehicle.

Despite the face covering requirements above, a person is not required to wear a face covering, if any of the following applies:

- a) the person is unable to put on or remove a face covering without the assistance of another person;
- b) the person is unable to wear a face covering because of
 - i. a psychological, behavioural or health condition, or
 - ii. a physical, cognitive or mental impairment;
- c) the face covering is removed temporarily for the purpose of identifying the person;
- d) the face covering is removed temporarily to communicate with a person with a disability or diverse ability, where visual cues, facial expressions and/or lip reading/movements are important;
- e) the person is receiving health care which requires the person to remove the face covering;
- f) the person is eating or drinking, but if the person is in a vehicle provided by an employer, only if there is two metres between the person, other passengers and the driver, or there are physical barriers between them.

3.8 Vehicle Seating

In accordance with the Industrial Camps Order, all workers including the driver on vehicles between their accommodation and the worksite or the airport must wear masks or face coverings, vehicle ventilation systems are used along with partially open windows to circulate fresh air, stagger passenger boarding and seating to limit contact with the driver or other passengers. Workers must maintain as much distance as feasible in a vehicle regardless of the use of masks.

When feasible, the following additional measures are implemented

- have workers travelling in the same cohorts;

- installing a physical barrier between the driver and the passengers, or marking off a space of two metres between the driver and the passengers to which the passengers do not have access; and
- providing a minimum of two metres between the seats available to passengers.

3.9 Specialists Visiting Site

The nature of the work at Site C requires a small number of specialists to visit the site to perform expert maintenance or safety, quality and regulatory inspections. These specialists visit the dam site infrequently and are usually at site for a few critical hours on each visit, no more than a few days at a time. Some specialists are independent such as those who work for the BC Environmental Assessment Office, and others are employed directly by the project such as safety inspectors for the cranes. Due to the specialised nature of their work and the limited number of individuals available, these specialists may sometimes visit more than one project in the course of a week. To manage the risk with this workforce, BC Hydro is implementing an enhanced process to reduce any risk of COVID-19 transmission. The process includes:

1. Evaluate the work to confirm it is essential to the project and requires a specialist skillset;
2. Contractors to review mandatory Site C COVID-19 measures, including health screening before going to site;
3. Implement any additional measures to reduce contact between such specialists and workers on-site (e.g. where possible perform work off-shift, separate work areas, separate lunch rooms);
4. Ensure BC Hydro is informed if any specialist worker is notified they are a close contact to, or tests positive for, COVID-19 within 7 days of being on-site; and
5. Maintain records of the specialist's movements and contacts while on-site so contact tracing can be carried out quickly if required.

3.10 Vaccinations

After vaccinations were made available to the Project by public health authorities, the Clinic has provided COVID-19 vaccinations to Project workers. In late March to early April 2021, approximately 1,430 workers at site received their first shot with COVISHIELD. Starting in mid-April 2021, the Clinic is resuming providing COVISHIELD vaccinations for age groups as authorized by the provincial health authorities. Workers are also getting vaccinated off-site or at home. BC Hydro, contractors and the Clinic will continue to provide information to workers about access to vaccinations and support workers in accessing vaccinations in coordination with public health authorities.

4.0 BC Hydro Worker Specific Policies

The following information applies specifically to BC Hydro workers on the dam site and staying in the worker accommodation. BC Hydro workers include BC Hydro employees, dependent contractors and consultant staff.

4.1 BC Hydro Coordinator

The BC Hydro Senior Coordinator is Fiona Taylor, Director Safety & Security, Site C. The BC Hydro Senior Coordinator may delegate roles to BC Hydro Assistant Coordinators as needed to meet the intent of the Protocol for each of the coordinator's duties.

4.2 Symptomatic Worker Response

If a worker in any of the BC Hydro construction offices feels sick, they are to remain at their desk or go outside and contact the Clinic as per Section 3.1. After evaluating the worker by phone, the Clinic can advise on next steps.

If needed, the ATCO procedure to allow a worker to transfer to the isolation dorm without going through the worker accommodation can be implemented. If the worker lives within two days drive of the Project, the worker or their employer can contact the Clinic for protocols on how the worker can drive home in a safe and responsible manner to protect themselves and communities. These protocols were developed with feedback from Northern Health.

BC Hydro workers receive their regular compensation while in isolation.

BC Hydro is tracking all employees who present with COVID-19 type symptoms including those working on Site C. All BC Hydro employees are expected to report any COVID-19 like symptoms and, if taken, test results to their manager who will assist them in submitting the information into the BC Hydro COVID-19 tracking system. A step-by-step guide and checklist for managers is available on BC Hydro's internal COVID-19 site for reference by managers and employees along with other supporting information.

4.3 Worksite and Travelling back and forth to the Worker accommodation

BC Hydro workers staying in the worker accommodation work in construction offices of various sizes and occupancy is monitored daily to ensure the number of workers does not exceed the permitted capacity.

ATCO provides the cleaning services for the main construction office in accordance with the *COVID Infection & Control Protocol for Worker Accommodation Area (WAA) and BC Hydro Offices (BCHO)*, similar cleaning protocols are in place for the smaller offices.

Updated versions of all BC Hydro's procedures are available to all employees on the internal BC Hydro safety website here:

<https://hydroshare.bchydro.bc.ca/sites/safehub/documents.aspx?resultType=search&k=covid>.

BC Hydro has implemented the following measures at the main construction office with similar practices at the satellite offices:

- A reduced number of BC Hydro workers in the offices (approximately 30-60% of office capacity) with the remainder working from home or their vehicles.
- Two (2) meter physical distancing maintained at all times in office.

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- Directional arrows installed on the floor in the hallways and walkways for one-way traffic where feasible.
- Extensive signage regarding physical distancing and hand washing is posted throughout the building.
- 90% of meetings are held using teleconference.
- Necessary in-person meetings occur for small groups only (e.g. 3-4) while maintaining distance in a large meeting room.
- Lunch room reduced seating to ensure physical distancing with outdoor picnic tables to make more eating space in good weather.
- Shared kitchen appliances (e.g. microwave, coffee machine) are wiped down before and after each use with cleaning supplies placed next to them.
- Hand sanitizer and cleaning products are available in common areas and on individual desks.

The following vehicle policies also apply to BC Hydro workers:

- Company vehicles are stocked with cleaning supplies.
- Workers clean high touch surfaces before and after each use.
 - Door handles
 - Steering wheel
 - Seat cover (if wipeable), arm rests, glove boxes, dashboard, etc.
 - Seatbelts and buckles
 - Controls such as turn signal, lights, wipers, windows, radio, etc.
- Vehicle travel with multiple workers:
 - All vehicle occupants, regardless of mask use, are considered “close contacts” for the purposes of contact tracing.
 - No person should travel with others if experiencing any COVID-19 related symptoms or if they are currently under isolation or quarantine.
 - Shared vehicle travel should be avoided if possible. Minimize the number of vehicle passengers to the extent possible through planning of work.
 - If shared vehicle travel is required, then all vehicle occupants must wear masks including passengers from the same pod.
 - The driver may be excluded if it impacts the safe operation of the vehicle (e.g., fogged glasses) but efforts to address this issue are expected. This should also be discussed and documented, either on the tailboard (if applicable) or in a notebook.

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- As much as possible only working pod members should travel together, and non-pod members should travel solo.
- Try to keep as much distance as possible between passengers; consider having a second person travel diagonal from the driver in the back seat.
- Turn the vents or air conditioning controls to allow outdoor air to flow in. Do not set the vents to recirculate.
- Open windows partially to allow as much outdoor air as possible into the vehicle.
- Have each person handle their own bags and belongings.
- Be careful of commonly touched shared surfaces such as seatbelt buckles, door handles, visors, knobs and controls. Clean and disinfect these surfaces regularly, before and after travel and between shifts if vehicles are shared on the job.
- Keep tissues and hand sanitizer available in the vehicle. Practice cough and sneezing etiquette and be careful to ensure you have enough ventilation when using hand sanitizer.
- Wash hands or use hand sanitizer as soon as you leave the shared vehicle.

BC Hydro employees follow *BC Hydro's Protective Measures Against COVID-19 During Field Work* which includes procedures for:

- Aircraft COVID-19 Work Requirements – Chartered Helicopter and Fixed Wing Flights
- Approved Masks, Respirators, Face Shields, and Gloves
- Cleaning
 - Office Workspaces, Common Areas, Vehicles and Aircrafts
 - Arc Flash Suit and Face Shields, FR Clothing, Rubber Gloves
 - Insulated Tools
 - All other Tools
 - Resources for Cleaning Work Surfaces and PPE
- Document Handling
 - Paperwork for Customer Isolation Visits
 - Tailboard COVID-19 Protocol
- First Aid
- Hand Hygiene
- Mask Use and Additional PPE
 - Choosing the Appropriate Mask, Respirator, and other Face Covering
 - Mask Use in Pods
 - Mask Use When Travelling

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- Donning Masks, Face Shields, Safety Glasses and Gloves
- Doffing Masks, Face Shields, Safety Glasses and Gloves
- Eyewear – Managing Fogging Up
- Pods
- Regulator Site Visit
- Storm Rooms
 - Room Set-Up
 - Working in a Storm Room
- Worksite COVID-19 Compliance
- Worksite Information Requests at Non-BC Hydro Worksites

The current procedure is available upon request for any designated reviewer or inspector.

Other BC Hydro COVID-19 procedures for workers include:

- Cleaning Measures to Prevent the Spread of COVID-19
- COVID-19 Safety Plan
- Exposure Control Plan for Pandemic Influenza
- Regulator Site Visit During Pandemic
- Working in a Pod

5.0 Process for Revision and Updating of the Protocol

BC Hydro will provide copies of this Protocol to all the Site C Prime Contractors as well as post the Protocol.

BC Hydro will submit and post a revised version of the Protocol in the following circumstances:

1. If new guidance from the province and the provincial health officer warrants updates to the Protocol.
2. If any new COVID-19 related site wide or BC Hydro policies are developed and implemented.

Appendix A. Provincial COVID-19 Guidance Document Links

The following guidance documents and orders are those that are applicable for large resource sector projects with large camps.

Document Title	Date or version	Link
Order of the Provincial Health Officer – Industrial Camps	April 13, 2021	https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/covid-19/covid-19-pho-order-industrial-camps.pdf
Protecting Industrial Camp Workers, Contractors, and Employers Working in the Agricultural, Forestry and Natural Resource Sectors During the COVID-19 Pandemic	July 28, 2020	http://www.bccdc.ca/Health-Info-Site/Documents/COVID_public_guidance/All-sector-work-camps-guidance.pdf
Industrial Projects Within the Northern Health Authority Region	April 13, 2021	https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/covid-19/covid-19-pho-order-industrial-projects.pdf

Appendix B. Worker Requirements in Industrial Camps Order

For ease of reference for the Project workforce, workers obligations from the Industrial Camps Order are listed below.

WORKERS MUST

1. follow the Protocol of their employer to prevent the transmission of COVID-19;
2. follow infection prevention and control practices, including diligent hand hygiene, at all times;
3. to the extent practical, reduce close contact with other persons by maintaining a two metre distance from other people;
4. wear a face covering over the nose and mouth when in indoor common areas, including elevators, lobbies, hallways, stairwells, bathrooms, kitchens, break rooms or meeting rooms, or when in a vehicle with another person for the purpose of work;
5. when in a vehicle with another person for the purpose of transport between a camp and the worksite, or between worksites, whether the vehicle is provided by the employer or is a private vehicle, wear a face covering over the nose and mouth and, if practical, be seated a distance of two metres from every other passenger and from the driver, unless there is a physical barrier between the driver and the passengers, and between the passengers;
6. carry out a daily health check and inform the co-ordinator whether they have passed;
7. if they have not carried out or passed the daily health check, or have not advised the co-ordinator that they have carried out and passed the daily health check, not be present at the worksite;
8. if they exhibit symptoms of COVID-19 that require testing, inform the co-ordinator and self-isolate for 10 days, unless instructed otherwise by a health professional;
9. upon their initial arrival at or return to camp, remain at their accommodation in camp for two weeks when not required at the worksite, or the length of their work rotation if it is less than two weeks, and only leave their accommodation
 - a. for the purpose of meals, if they do not have kitchen facilities available to them in their accommodation;
 - b. in the case of a medical emergency, or
 - c. to attend a critical appointment, if it cannot be postponed or cannot be held electronically.
10. in the event that a worker leaves a camp during the first two weeks, or during their work rotation if it is less than two weeks, after their arrival at or return to the camp after a break, comply with the following conditions:
 - a. notify the co-ordinator before they leave their accommodation unless this is not possible due to the nature of the medical emergency.
 - b. maintain a distance of two metres from any person with whom they are meeting, unless the person is a health care provider who is providing them with care;

- c. wear a face covering which covers their nose and mouth, whenever in an interior setting or in a vehicle, unless the nature of a medical emergency makes it difficult or impossible for them to do so;
 - d. if they develop symptoms of COVID-19 that require testing, other than in the case of a medical emergency for which they are receiving care, put a face covering over their nose and mouth, return immediately to their accommodation at camp, while avoiding contact with other people to the greatest extent possible, and notify the co-ordinator of their symptoms.
11. unless directed otherwise by a medical health officer as provided for in section 12, or they are exhibiting symptoms of COVID-19 that require testing, following the first two weeks after their arrival at a camp, or the end of their work rotation if it is less than two weeks, subject to the approval of the employer a worker may leave the camp, but must comply with the conditions in section 10.
 12. if a medical health officer is of the opinion that the risk to public health is too great, as a result of the presence of clusters or outbreaks of COVID-19 in a camp, or an elevated rate of transmission of COVID-19 in surrounding communities, a medical health officer may direct that workers not leave their accommodation, when not required at the worksite, or the camp.
 13. the provisions of this Part do not prevent a worker, other than a worker residing at a silviculture camp described in Part F section 1 a. from residing in accommodation not provided by an employer, either full-time or on their days off.
 14. A worker must provide information, including personal information, requested by an Employer in the course of fulfilling the responsibilities of the Employer under Part A section 8.

D. DRIVERS MUST

1. wear a face covering over their nose and mouth, when transporting workers.