



Covid Safety Plan and Commitment

The Parkside Brewery is committed to providing a safe and healthy workplace for all our staff and customers. This Safety Plan is based on the Public Health Officer Guidelines and BC Craft Brewers Guild recommendations related to COVID-19.

Highlights:

- We are compliant with all Worksafe and Public Health Orders
- We will not come to work when ill, even with mild symptoms and we will not admit any customers into our space who are exhibiting symptoms
- We follow Public Health direction and that of the BC CDC
- We included input from front line staff, Joint Occupational Health Committee Members, Owners and Managers when developing policy and plans
- All employees are trained and educated on all new policies as they pertain to the COVID-19 Safety Plan and Policies and will adhere to them as a condition of employment
- All employees will adhere to the Provincial Public Health Officer Orders when not at work to protect themselves and their fellow co workers
- All employees will maintain physical distance where possible, and use of PPE will be required when other controls are not possible
- Masks are mandatory for employees and for all customers when not seated at tables
- All employees will practice good physical hygiene including frequent hand washing with soap and water and hand sanitizer, avoid touching our face and practice safe respiratory etiquette
- We will frequently disinfect all high touch surfaces

Risk Assessment:

The virus that causes COVID-19 spreads in several ways. It can spread in droplets when a person coughs or sneezes. It can also spread if you touch a contaminated surface and then touch your face.

The risk of person-to-person transmission increases the closer you come to other people, the more time you spend near them, and the more people you come near.

The risk of surface transmission increases when many people contact the same surface and when those contacts happen over short periods of time.

We have looked at all areas of our business and have implemented controls to reduce the risk of COVID-19 in our Workplace by eliminating the risk where possible or reducing the risk through Engineering and Administrative controls or using PPE.

Personal Hygiene Requirements:

Upon arrival to work all employees must immediately wash their hands and sanitize their cell phone. Where possible, personal belongings will be stored in cars or in locker spaces, cubbies provided (Disinfect locker space before and after each shift.)

Prior to starting their shift, all employees must declare that they are symptom- free.

Employees are required to wash hands frequently at designated handwashing stations (Two sinks behind bar for FOH and metal sink behind bar for BOH and Office).

Employees will not share food/drink, utensils, cigarettes or vaping equipment etc.

Sanitization Requirements and Cleaning Protocols:

We use a detailed check list and schedule to ensure we frequently clean and disinfect identified high touch areas and surfaces such as tables, desks, shared equipment and tool, door handles, chairs, phones, pin pads, sink handles, machinery, office supplies, etc. in all business areas. We have reviewed recommended guidance on cleaning practices and tools and follow these.

Physical Distancing:

All employees will maintain 2 metres from one another and from customers where possible to eliminate the transmission of virus through respiratory droplets.

Information and updates will be disseminated via email, where possible, meetings will be held over the phone or via TEAMS. When in-person meetings are required, proper physical distancing will be used.

Where physical distancing is not possible Plexi barriers and or PPE will be provided.

Tasting Room:

- Assigned "jobs" for each shift (ie. Pouring, till, host, order runner/buser, etc.)
- Limit of 2 people behind the bar
- New break area dedicated to FOH staff and no shared breaks
- Reduced capacity for guests in Tasting Room and Patio as per the PHO with no more than 6 customers per table.
- Proper spacing between tables and or/use of plexi-barriers where not possible
- Reduced capacity in washrooms
- Re-working of flow or guests using visual cues such as kegs, signage and decals
- Keg room will have a limited capacity of 1 person at a time
- FOH will not enter the brewery floor and stick to the fire lane ways to walk through the brewery to access FOH
- Rags and additional inventory will be moved to shelves behind the tap wall to minimize the amount of walking through the brewery needed.
- Items will be stocked at the end of the night to reduce traffic to BOH during the day
- Where physical distancing isn't possible, we have put up plexiglass
- Where plexi isn't available PPE will be used. Each person will use their own designated PPE and dispose of single use PPE appropriately.
- Masks mandatory

Back of House:

- All employees will maintain 2 metres from one another and from customers where possible to eliminate the transmission of virus through respiratory droplets.
- Where this isn't possible such as times on the canning line PPE will be used. Each person will use their own designated PPE and dispose of single use PPE appropriately.
- BOH will not go behind the bar and will have dedicated break area upstairs. No shared breaks

- Masks mandatory

Office:

- Where possible employees will work from home and when not possible, schedules will be coordinated to reduce overlap.
- No more than two people can work in the office at the same time and workstations will be set up to maintain physical distance.
- Extra office supplies will be assigned to each work area to reduce the amount of traffic in the office. If accessing the safe or the supply cupboard must wipe down surfaces.
- Masks Mandatory

Off-Site Sales/Delivery:

- All employees will be aware and practice physical distancing when on site, this includes the keg room and when loading/unloading product
- All employees will practice physical distancing when dropping off product to private residences
- All employees will practice physical distancing when visiting stores and accounts and adhere to any other safety protocols put in place at those locations
- Where physical distancing isn't an option, PPE will be required
- Single use PPE will be used and disposed of properly
- Masks Mandatory

COVID-19 Policies

We have developed the necessary policies to manage our workplace, including policies around who can be at the workplace, how to address an illness that arises at the workplace, and how workers can be kept safe in adjusted working conditions.

Our workplace policies ensure that staff and others showing symptoms of COVID-19 or who have been directed to self-isolate by public health will not come to work.

All staff who has a confirmed or assumed case of COVID-19 will follow the direction of the BC CDC and will self-isolate accordingly.

Capacity is limited in our Tasting Room for customers, and we adhere to Mask Mandates and Vaccine Passport Mandates. We have a Violence Prevention Program in place for our staff and have a zero tolerance for harassment of any kind towards our staff.

If employees are sick, they will not need to report to work and if employees begin to feel sick on shift, they will be sent home; any surfaces that the ill employee has encountered will be disinfected.

All employees have been informed of and trained on all policies and protocols and will seek guidance should they have any questions or concerns. All employees will follow these policies and protocols as an on-going condition of employment to ensure the safety of themselves and their fellow co-workers as well as members of the public.

We will monitor all PHO and WorkSafeBC Requirements and update our plans and communicate them to staff and train staff as required.

