

# Biochemistry re-entry

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## Return to work protocol (v0.1)

8/05/2020 Shoemaker/Pritchard

Western is preparing to get people back on campus. However, the new normal will not be the old normal. We are not at the end of this, just a (very) mild hiatus. Modeling suggests that there is a good likelihood of a second wave this fall, and continual recurrences until a vaccine is developed and implemented.

### Core principles

1. follow all **local public health guidelines**
  - the current **workplace guidance document** is what we will have at the moment
  - stay home if you are sick, or have travelled
    - complete the **return to work questionnaire** at <https://myhr.uwo.ca>
    - this will likely be a daily occurrence
  - social distancing and enhanced hygiene practices
  - clean in and clean out of workspaces
    - dilute H<sub>2</sub>O<sub>2</sub>
  - responsible for own safety and cleaning
  - FM will clean common areas and high touch-points
  - signage on and in labs
  - want to keep it as simple as possible
2. phased return
  - when allowed
  - return will involve multiple self-reporting questionnaires
  - weeks, not days between phases
  - likely about 20% of workforce per phased
  - new normal will be 60% occupancy at most
  - shiftwork is being considered for teaching and research

- each building will be isolated in some way
  - Western is considering building by building screening
  - probably impractical
- 3. remote work continues if possible
- 4. safety of individual is key
  - must accomodate individuals as needed
  - should not rely on PPE as will be scarce and prioritized
  - lab pinch points are key concern
  - identify what is needed to restart now and get it ordered
  - lab by lab protocol
  - co-operation between labs for over and under utilized space
- 5. Each PI will generate a plan for each lab
  - lab-specific plans
  - keeping in mind all of the above
  - physical and temporal distancing
    - safety and mentoring
    - core facilities?
  - aware of all contacts and report if necessary
  - mentorship structuring
  - booking of facilities and equipment
  - PI prioritizes what works for them
  - be aware of, and sensitive to, others feelings and fears
    - there is a power imbalance
  - **example return to lab guidelines** google document
- 6. Guidelines may change in either direction on short notice
  - u-turns for non-compliance
  - u-turn if lab/building/institution becomes an infection focus
  - identified by lab director
  - Chair has responsibility to report

## Needs and clarifications

1. Checklist for each lab
2. General tracking system for individuals with ability to retrospectively inspect
3. Scheduling software (central, distributed?) for shift-working lab personell
4. Guidance on what rules take precedence. Health and safety, fire, and COVID-19 regulations seem to be at odds here. eg.
  - how do we keep open workspaces with good airflow and maintain fire regulation compliance?
  - how do we maintain good supervisory practices and shift work?
  - how do we do one-on-one hands-on training which is crucial for many instruments?
5. Rules for accommodation

This is a nicely reasoned and explained post on the current state of knowlege: **know the risks blog post**