

For maximum prevention, use as many preventive measures as possible, considering the tasks at hand

- 1. Work remotely and reduce contacts:** Strongly encouraged where possible. Use technologies such as teleconferencing. Stagger shifts/teams, minimize contacts, and organize work and breaks/meals to limit the number of workers present at the same time in the same space. **Control the maximum capacity of clients inside buildings** and promote full vaccination for community protection.
- 2. Exclude symptomatic workers and clientele:** Individuals should stay home if they have COVID-19 symptoms and **call info-COVID-19 line: 1-888-662-7482**. Signs for this purpose can be put up.
Worker's claims: Any worker testing positive for COVID-19 and who believes the infection occurred at the workplace should fill out the form for workers' claims. According to a recent decision by the *Tribunal administratif du travail (TAT)*, the employer may be responsible for supporting the worker in this process. **For further information and to obtain the form for worker's claims:** <https://www.cnesst.gouv.qc.ca/en/forms-and-publications/workers-claim>.
- 3. Vaccination:** Although vaccination does not offer 100% blanket protection, being vaccinated with three doses greatly reduces the risk of serious illness and reduces the risk of contagion and transmission.
- 4. Appropriate use of a certified mask¹, at all times in the presence of others, inside buildings and vehicles and outdoors when within two metres:** The certified mask must be properly worn, i.e., fully cover the nose, mouth and chin. Consider a respirator (N95 or other) for stronger bilateral protection (i.e., protects the person who wears it and protects others). A mask must be changed during breaks or every four hours. It should also be changed more frequently if it becomes wet, soiled or damaged. It is important to wear a certified mask even during breaks in the presence of colleagues. Install reminder posters.
Clientele: Wear a certified mask at all times inside buildings. Certified masks should be provided to clientele at the entrance. Install reminder posters.
- 5. Ventilation (mechanical or natural) and HEPA (high-efficiency particulate air) filtration:** Ideally, ventilation should be ensured by a mechanical ventilation system using a MERV 13 or higher filter grade with fresh-air intake. Make sure the ventilation system is working properly. If ventilation does not involve fresh-air intake (only recirculation) or if fresh-air intake is not sufficient (indicated by carbon-dioxide detector: CO₂ concentrations exceeding 800 ppm), it is recommended to use natural ventilation by opening windows for 5 minutes every hour or 10 to 15 minutes four times a day (mid-morning, lunch time, mid-afternoon and after work), and more often if possible. **Portable HEPA-filter units** are another effective way to control levels of airborne virus, as they can eliminate up to 99.97% of aerosol particles. In occupied work environments without mechanical ventilation, a portable HEPA-filter unit should be considered. Note that portable units are commercially available, relatively inexpensive and easy to use.²
Vehicles: To be used by one worker at a time, if possible. Otherwise, use of certified masks (see #4) at all times and natural ventilation (open windows) or mechanical (not recirculated) ventilation.
- 6. Physical distancing of at least two metres:** Keep a distance of at least two metres from others at all times whenever possible. Install reminder posters.
- 7. Respiratory etiquette and hand hygiene:** Cough and sneeze into the crook of the elbow or a disposable tissue, then wash hands. Handwashing for at least 20 seconds: presence of sink with clean temperature-controlled water in each toilet with soap and hand dryer or disposable paper towels. In other locations, use alcohol-based gel and disposable towelettes for visibly soiled hands. Wash hands when arriving at and leaving site, before and after meals and breaks, when putting on and taking off a mask, before and after smoking, and after using restroom. Install reminder posters.
- 8. Cleaning and disinfection³:** Daily (or once per shift) clean work and living areas, including all frequently touched surfaces in bathrooms, kitchen, and break and meal rooms, such as door handles and others depending on situations concerning shared tools, vehicles and so forth. Use cleaning products as recommended by the manufacturer and scrub thoroughly.
- 9. Use of a respirator (and eye protection with safety glasses or face shield when interacting with others not wearing a certified mask).** Indoors or outdoors, respirators (disposable N95 type mask)⁴ offer safer protection against aerosol inhalation than certified masks such as a medical mask. If they are available,⁵ respirators are the device of choice particularly for workers interacting indoors with others not wearing a mask, even beyond two metres, regardless of the duration of the interaction (e.g., maintenance work inside a dwelling). Respirators must be changed at the same frequency as other certified masks. Ideally, for optimal effectiveness, employees must undergo a fit test to ensure the respirator is properly adjusted to their face. They must learn how to wear it appropriately and how to do the seal check each time the respirator is put on. This device must be in direct contact with clean skin and facial or other hair must not interfere with proper fit. For further information regarding respirators, please refer to <http://nrhss.ca/en/workplaces>.

¹ About certified masks: <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/types-of-masks.html>

² About portable HEPA-filter units (French only): https://rqcp.ca/wp-content/uploads/2022/01/Purificateurs-dair_Mise-a-jour-18-janvier-2022.pdf

³ About cleaning and disinfecting: <https://www.canada.ca/en/health-canada/services/drugs-health-products/disinfectants/covid-19/list.html>

⁴ Although there are many models of respirators, the model most easily available is the disposable filtering facepiece respirator (FFP) N95 mask, **without** an exhalation valve to provide bi-directional protection.

⁵ For reasons of equity, note that the Nunavik Department of Public Health recommends use of an N95 respirator as required by the *CNESST* for HCWs, when services are provided without a mask and in a context of widespread community transmission of COVID-19. See (in French only) [Équipements de protection minimalement requis pour les travailleuses et les travailleurs en milieu de soins \(gouv.qc.ca\)](#)