

Cowichan Tribes RESTART PLAN

RESTART UPDATE FOR MEMBERS

June 30, 2020

Cowichan Tribes Chief and Council and all departments are working hard to ensure the safety of the community during the COVID-19 pandemic. As we continue to provide essential services, we are also preparing to restart some of our operations.

The safety of the community and employees is our highest priority.

- *Chief W. Seymour*

What is the Cowichan Restart Plan?

The Cowichan Tribes restart plan is our approach to cautiously increase services to members and the activities in our offices, following WorkSafe BC guidelines and the recommendations of health professionals.

This is being done gradually to reduce the risk of COVID-19 and to limit our liability as an employer, as we could be fined by WorkSafe BC.

Phase 2/3 Restart

On May 19, the Province of British Columbia moved to Phase 2 of its restart plan. On June 25, the province will begin Phase 3. So far, Cowichan Tribes has:

- Undertaken reviews of every department to assess levels of risk
- Restarted childhood immunizations (as of May 1) and 'well baby visits' at Ts'ewulhtun Health Centre
- Opted to keep schools closed and provide education online, with a return to classrooms in the fall
- Reopened some offices under enhanced safety protocols (e.g. for Community Navigators to answer phones and connect members to COVID-19 programs)

What Members can Expect



Continued office closures: Office buildings will remain closed to members, unless necessary for essential services, or Council or administrative business. Necessary access to buildings will require health screening and extra safety measures as per WorkSafe BC and BCCDC guidelines.



Remote services: Until there is a vaccine, effective treatment, or community immunity, we will continue social distancing and other safety measures. This means limiting the number of people in offices and serving members remotely whenever possible.



Gradual reopening: Chief and Council and all departments will listen to the needs of members and continue to assess risk levels so we can gradually increase services.



Regular updates: Members will be informed regularly of our progress and changes in services through the Cowichan Tribes website, Facebook page, youtube video and monthly newsletter.



Ongoing pandemic response: Our Health Centre and Pandemic Response Team monitor the health of the community and staff and remaining vigilant, so we can respond quickly to any cases in the community and take necessary precautions.

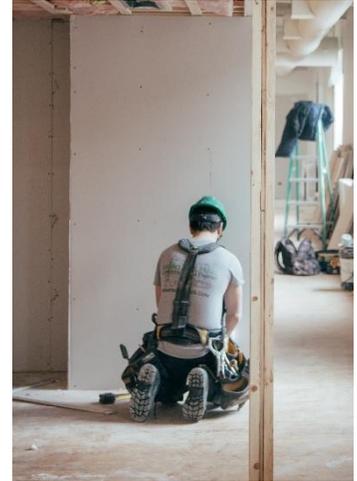
What we're Working on

Department Safety Plans – Every department is developing its own safety plan based on the services they offer and current COVID-19 pandemic guidelines and regulations.

Safety and Protective Measures – Renovations are underway in all buildings, including plexiglass shields in reception areas, removal of fabric surfaces, and placement of signs to inform staff and members about safety protocols.

Occupancy Limits – Each building is reviewing employee workstations and high traffic areas to establish occupancy limits that support physical distancing.

Workforce Deployment – We are developing policies, training and procedures to ensure employees can work safely remotely, on-site or in the field.



Our information technology (IT) and human resources (HR) teams are busy supporting this transition to a more remote – yet still very connected and productive – organization.

- Derek Thompson, A/General Manager

Final Remarks on Restart

Carefully restarting operations will ensure that we don't increase services too quickly and put staff and community members at risk. Elders and those with health conditions are particularly vulnerable to COVID-19.

Our restart plan must be flexible and allow us to loosen restrictions when feasible, or tighten them up to limit contacts if there are cases in the community.

Our restart plan will be successful if all members look out for one and other and follow the recommendations of the provincial health officer, Dr. Bonnie Henry, and Ts'ewulhtun Health Centre.



Huy tseep q'u to everyone doing their part to 'Flatten the Curve' and keep COVID-19 out of our community.