

LIVINGSTON MANOR FREE LIBRARY 2021 PANDEMIC RESPONSE PLAN

PURPOSE

The Livingston Manor Free Library has adopted this Pandemic Response Plan in compliance with New York State Labor Law §27-c to implement operational plans in the event of certain declared public health emergencies including, but not limited to, novel coronavirus (COVID-19) or other communicable disease or pandemic illness.

The primary goals of Livingston Manor Free Library's Pandemic Response Plan are to establish:

- The roles and responsibilities during all phases of a public health emergency
- Preparedness activities and response protocols
- Coordination and decision making for the continuation of operations

The Pandemic Response Plan is designed to ensure precautionary, response, and recovery measures to a public health emergency involving a communicable disease threatening to impact or immediately impacting the library's staff, trustees, volunteers, and/or community members.

ADMINISTRATION The library Director as authorized by the Board of Trustees administers the Pandemic Response Plan. This includes activating the plan, establishing an internal communications network, and coordinating all response and recovery activities. If, for any reason, the Director is unable or unavailable to administer the plan, administrative authority shall be passed to the Library Board President.

DEFINITIONS The following terms are hereby defined for the purposes of this policy:

Personal Protective Equipment (PPE): Equipment worn to minimize exposure to communicable disease or pandemic illness as mandated by local, state, or federal law and/or any Executive Orders related to the public health emergency or mandates issued by federal agencies including the Center for Disease Control (CDC) and the Occupational Safety and Health Administration (OSHA).

Employee: Any person employed by the Livingston Manor Free Library regardless of job classification or title.

Contractor: Any individual performing paid services for the library but not an employee of the Livingston Manor Free Library.

Essential: Designation made to an employee or contractor whose duties require them to be physically present at the Library to perform their job, OR tasks that are vital or necessary to the safety or operational needs of the library.

Non-essential: Designation made to an employee whose duties do not require them to be physically present at the Library.

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Communicable disease: Illness caused by an infectious agent that occurs through the direct or indirect transmission of the infectious agent or its byproducts or via inanimate environment or object to a susceptible person or persons.

Retaliatory Action: The discharge, suspension, demotion, penalization, discrimination, or other adverse employment action taken against any employee.

ESSENTIAL EMPLOYEES OR DUTIES In the event of a state-ordered reduction of in-person workforce, the library Director shall be designated as an Essential Employee and is permitted to be physically present at the Livingston Manor Free Library to perform tasks essential to their job or the operations of the library including, but not limited to, maintenance to the facilities that could otherwise threaten or pose a risk to the library's facilities if not performed; bookkeeping such as accounts payable, accounts receiving, and processing payroll; and/or accepting, sorting, and opening postal mail or packages.

These essential tasks may be delegated to a specific employee or contractor at the discretion of the Director. This employee or contractor is permitted to be physically present at Library to perform only the designated essential tasks as assigned.

IN-PERSON REPORTING The Director will coordinate the schedule for employees and contractors reporting to the library in-person to perform essential tasks so that the Livingston Manor Free Library remains in compliance with the state-ordered reduction of in-person workforce.

PERSONAL PROTECTIVE EQUIPMENT PPE as required by local, state or federal laws or Executive Orders will be provided by the Livingston Manor Free Library. As per OSHA guidelines, employees are not financially responsible for mandated PPE. Employees may provide their own PPE if they desire and if it is in compliance with all local, state, or federal laws or Executive Orders and CDC and OSHA regulations.

The Livingston Manor Free Library will provide any necessary training for mandated PPE including proper use and disposal. The Livingston Manor Free Library will keep a supply of PPE in storage in the event a public health emergency is immediately declared. All employees will be aware of the storage location of PPE. The Director will monitor PPE supply levels and replenish the supply as needed in accordance with the library's Procurement Policy.

Failure to comply with PPE mandates may result in disciplinary action.

EXPOSURE TO COMMUNICABLE DISEASE

If required by local, state or federal laws or Executive Orders, mandatory, continuous health screening practices will be implemented for all employees. In the event an employee is exposed to a known case of the communicable disease that is the subject of the public health emergency, exhibits symptoms of such disease, or tests positive for such disease, the following procedures will be immediately implemented:

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The employee must not report to the library or they must leave the premises immediately, if already at work, and notify the Director.

The Director will notify both local and state health departments and will follow guidance specific to workplaces with a suspected or positive case.

The Director and the employee will determine which other staff members were in close contact and possibly exposed to the communicable disease

The Director and the employee will determine which areas of the library are now considered “contaminated” and need to be immediately closed. Cleaning Contaminated Areas

The library will immediately close off contaminated area(s).

The area(s) will be quarantined for a length of time determined by local or state health departments. After the determined length of time, the areas used by the employee will be cleaned, vacuumed, and disinfected including work space, bathrooms, common areas, shared electronic equipment like computers, tablets, keyboards, and other office supplies. Once the areas have been appropriately disinfected, they can be opened for use.

The library will continue routine cleaning and disinfecting and logging these activities as recommended.

Contact Tracing

The Director will adhere to local and state guidance regarding Contact Tracing which may include reporting or contacting other employees, contractors, visitors, and patrons who voluntarily supplied their information for the purpose of Contact Tracing who may have been in close contact with the employee suspected or confirmed to have the communicable disease. The Director will keep the health status of employees confidential.

Returning to Work

If an employee is exposed to the communicable disease or exhibits symptoms of the communicable disease, they must follow all local and state health department directives which may include being tested for that communicable disease

All other employees will be provided instructions for returning to work dependent on the determination of risk of exposure by the local or state health department during Contact Tracing. The Livingston Manor Free Library will not take any retaliatory action for employees not reporting to work due to a suspected or confirmed case of the communicable disease. Employees must follow the established protocols outlined in the Personnel Policy for reporting an absence.

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CONTINUATION OF OPERATIONS

In the event of a declared public health emergency involving a communicable disease, the Director will address operations according to the following outline.

Assess the emergency declaration as it relates to the library's facilities, materials, staff, or community.

Notify the appropriate persons including employees and the Board of Trustees.

Determine the next steps, with the information available, regarding services, hours of operation and staff

Draft a press release or statement to the public and prepare for recovery.

COMMUNICATION

Once approved by the Board of Trustees, this Pandemic Response Plan will be on file at the Livingston Manor Free Library and on the library's website.

ONGOING USE EVALUATION

This Pandemic Response Plan, as required by law, sets the health and safety of the library's employees and the community as the top priority. The Pandemic Response Plan will be evaluated every other year by the Director and Board of Trustees and updated as needed.

Revised from Pandemic Plan adopted by the Livingston Manor Free Library, May 2020