



American Bakers Association
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ABA Webinar: Food Safety and COVID-19: What You Need to Know

David Acheson, MD, The Acheson Group (TAG)

Ben Miller, PhD, The Acheson Group (TAG)

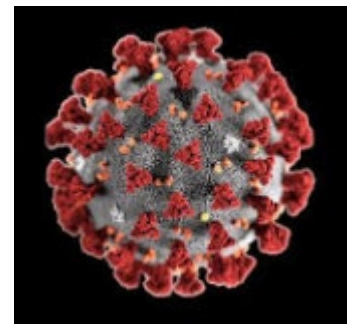
Rasma Zvaners, American Bakers Association

COVID-19

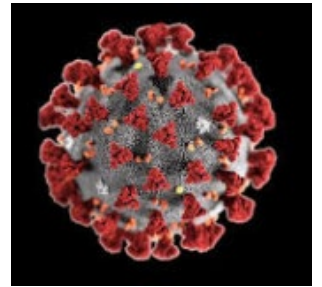
March 2020

Dr. David Acheson, MD – President and CEO

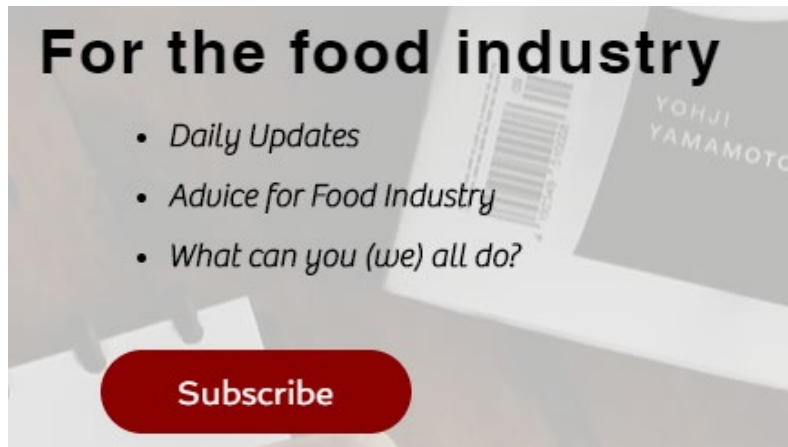
Dr. Benjamin Miller, PhD, MPH – Senior Director



- General update on COVID-19
- Clinical presentation
- Spread of the virus (food, people, surfaces)
- The policies and procedures you should have
- How to manage positive and potentially positive employees
- Managing as part of the critical infrastructure
- What to expect going forward



- Rapidly changing situation
- Recommendations change daily



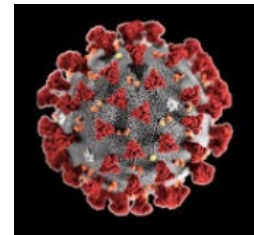
For the food industry

- *Daily Updates*
- *Advice for Food Industry*
- *What can you (we) all do?*

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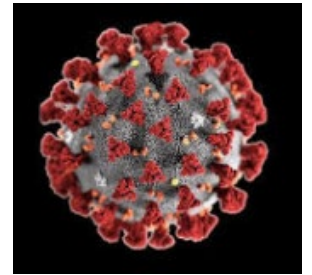
The graphic features a background with a barcode, a document titled 'YOHJI YAMAMOTO', and a hand holding a pen.

- <https://www.achesongroup.com/covid-19>



General Update

- Rapidly changing situation
- Number of cases rising
- Primary transmission is person-to-person
 - Respiratory droplet
 - Aerosol
 - Touching eyes, nose or mouth



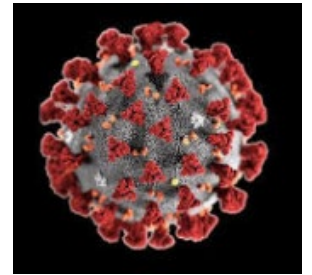
Spread Of The Virus

The Sneeze



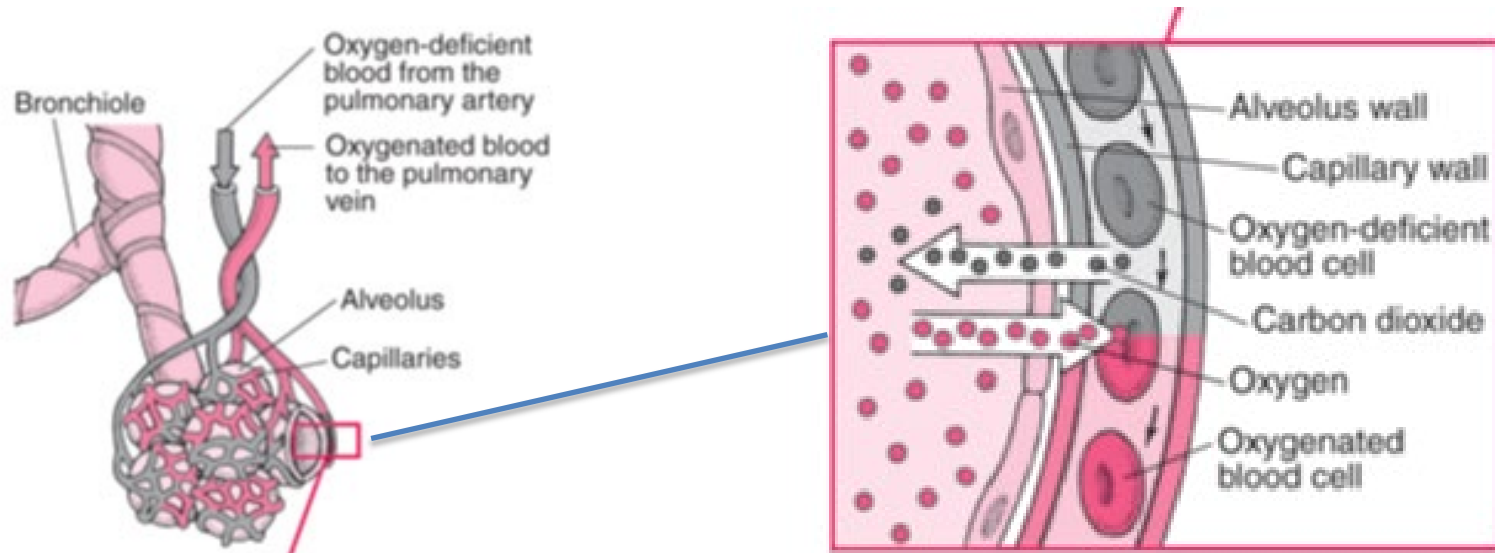
General Update

- Symptoms
 - Usually starts as fever
 - Cough and difficulty breathing
- Virus is attacking the lung and affecting the ability to transfer gases
 - Takes time for immunity to kick in and to destroy the virus



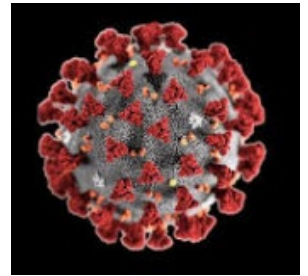
General Update

Diagram of Lung and movement of Oxygen and Carbon dioxide



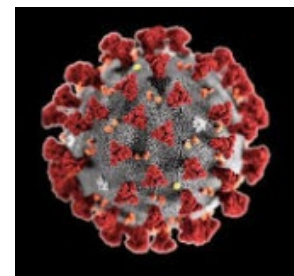
General Update

- Incubation period (time between exposure and onset of symptoms)
 - Median is 5 days
 - 97.5% by 11 days
 - Almost all by 14 days – few exceptions
- Anyone can get COVID-19
 - High risk groups – elderly and immune compromised
 - 40% of hospitalized patients in the US are age 20-54
- No specific treatment
 - Rest
 - Hydration
 - Lower fever

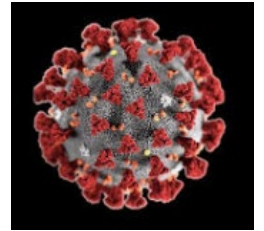


Reduce Risks

- No evidence that it is transmitted via food
- No evidence that it is transmitted from food packaging
- Person to person transmission
- Focus on reducing person to person transmission
 - Avoid touching eyes, nose and mouth
 - Hand washing
 - Hand sanitizers
 - Use of PPE
 - Social distancing – six feet

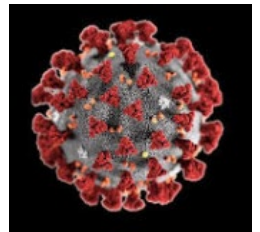


- Virus will
 - not grow in food or on a surface
 - be killed by cooking
 - likely survive at refrigeration and freezer temperature
 - survive on a surface
 - Cardboard for 24 hours
 - Plastic and stainless for 2-3 days
- Virus is destroyed by most chemicals in use in manufacturing plants (EPA has a list of Disinfectants for Use Against SARS-CoV-2)



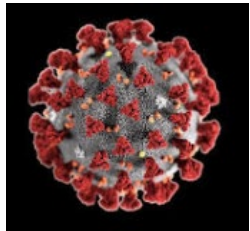
Protect Employees

- Try to keep sick employees out
- React to anyone that is sick in your facility
- Take action if someone calls in sick



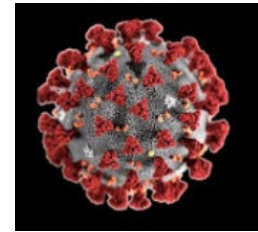
Keeping Sick Employees Out

- Wellness check when they arrive for a shift
- Determine health in the last 24 hours
 - Fever
 - Cough
 - Respiratory distress
 - Contact with a known case
 - Travel to high risk areas
- Send home if answers positive and record that you have done that
 - Recommend that they *call* their healthcare provider
 - Request they stay in contact regarding status

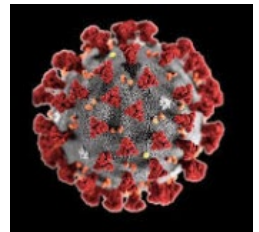


React To A Sick Employee

- Immediately isolate and then send home
- Determine where they have been working in the last 24 hours
- Identify specific touch points and clean with appropriate agent
- Identify close contacts and send them home to self isolate until further notice (could be up to 14 days)
- Request that they all stay in contact and report status daily
- Have a communication plan and be ready to go

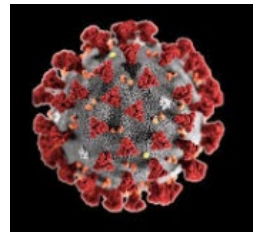


- Try to determine if they are likely to have COVID-19
 - Symptoms
 - Close contact
 - Dr visit and diagnosis (maybe clinical and not testing)
- If high risk or in doubt do the following:
 - Determine if they worked in the 24 hours prior to onset of symptoms to find close contacts
 - If any contacts in 24 hours prior to symptom - send them home to self isolate until further notice (could be up to 14 days)
 - Identify where employee worked and clean with appropriate agent
 - Request that they all stay in contact and report status daily
 - Have a communication plan and be ready to go



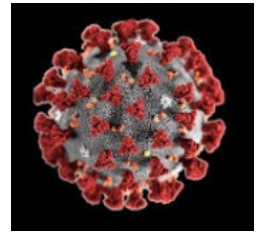
When Can They Come Back to Work

- Diagnosed with COVID-19 – follow CDC procedure
 - Free from fever without the use of fever-reducing medications.
 - No longer showing symptoms, including cough.
 - Tested negative on at least two consecutive respiratory specimens collected at least 24 hours apart.
- Other fever without specific diagnosis – various recommendations
 - Fever free for 7 days (3 without the use of fever reducing medications)
 - Resolution of respiratory symptoms



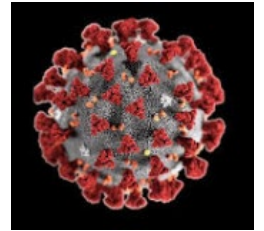
Visitor Policy

- Have a policy for visitors
- Exclusion of all visitors other than essential
- Wellness check for those that are essential



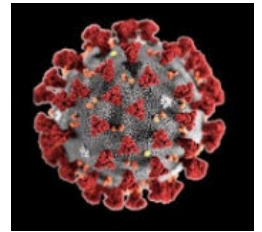
Reducing Business Risk

- Look at your shift structure
- Can you segregate groups
- Hourly touchpoint cleaning in common areas (breakroom, locker room, bathrooms)
- Social distancing
- Policy to allow employees to take time off if they need to (sick, family, high risk or just worries)



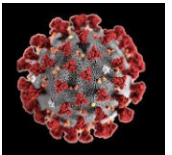
Plan For Employee Absenteeism

- Workers will get sick
- Critical lines
- Managing temporary employees
 - Streamlined hiring practices
 - Waive or triage traditional screenings (drug, etc.)
 - Consider need for temp HR and supervisory staff as well
 - Allowed to ask COVID-19 related questions as part of hiring process
- Training for food safety – streamline and focus based on risk

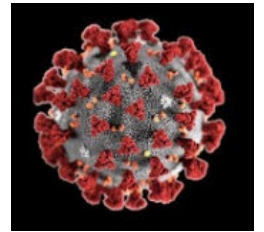


EEOC Considerations

- **If an employer is hiring, may it screen applicants for symptoms of COVID-19?**
 - Yes. An employer may screen job applicants for symptoms of COVID-19 after making a conditional job offer, as long as it does so for all entering employees in the same type of job. This ADA rule applies whether or not the applicant has a disability.
- **May an employer take an applicant's temperature as part of a post-offer, pre-employment medical exam?**
 - Yes. Any medical exams are permitted after an employer has made a conditional offer of employment. However, employers should be aware that some people with COVID-19 do not have a fever.
- **May an employer delay the start date of an applicant who has COVID-19 or symptoms associated with it?**
 - Yes. According to current CDC guidance, an individual who has COVID-19 or symptoms associated with it should not be in the workplace.
- **May an employer withdraw a job offer when it needs the applicant to start immediately but the individual has COVID-19 or symptoms of it?**
 - Based on current CDC guidance, this individual cannot safely enter the workplace, and therefore the employer may withdraw the job offer.

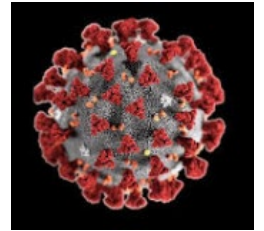


- Workers supporting groceries, pharmacies and other retail that sells food and beverage products
- Restaurant carry-out and quick serve food operations - Carry-out and delivery food employees
- Food manufacturer employees and their supplier employees
- Employees and firms supporting food, feed, and beverage distribution, including warehouse workers, vendor-managed inventory controllers and blockchain managers
- Workers supporting the sanitation of all food manufacturing processes and operations from wholesale to retail
- Company cafeterias - in-plant cafeterias used to feed employees
- Workers in food testing labs



Key FDA Actions

- The coronavirus is not spreading via food or packaging
- FDA will stop routine inspections
- FDA will continue with for cause and mission critical inspections but try to give notice
- Enforcement discretion on use of third-party audits for FSMA FSVP and PC rules



Where are we heading



Times square – in recognition of health care workers

What To Expect In The Future

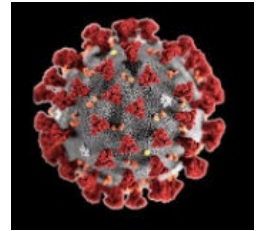
New coronavirus cases announced in the U.S. each day



Source: C.D.C., state and local health agencies, hospitals.

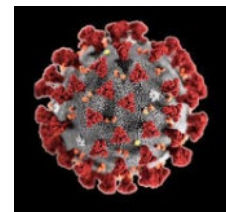
New York Times March 21, 2020

- Plan for the worst and hope for the best
- Employees will get sick so plan for that
- Estimates that 60% of Americans will get COVID-19
- Plan for business disruption for at least 3-4 months
- Ensure your food safety programs continue to be a high priority
- Future Treatments – in trial already
- Vaccines – in trial already



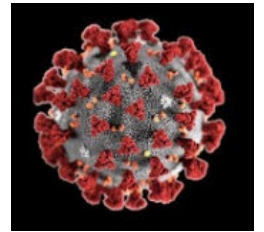
Six Phases

1. Recognition that there is an outbreak
2. Local spread that becomes global - pandemic
3. Understanding how to reduce risk and manage challenges
4. Operational changes to manage new risks - shutdowns, movement restrictions etc.
5. Period of time operating under challenging conditions
6. Recovery



Summary

- Rapidly changing situation so stay current
- Many businesses are part of the critical infrastructure and have an important role in supporting the US
- Check all your policies and procedures to protect your most important asset – your workforce
- Communicate openly about what you are doing and why
- Plan for several months of disruption
- Don't forget the important food safety basics

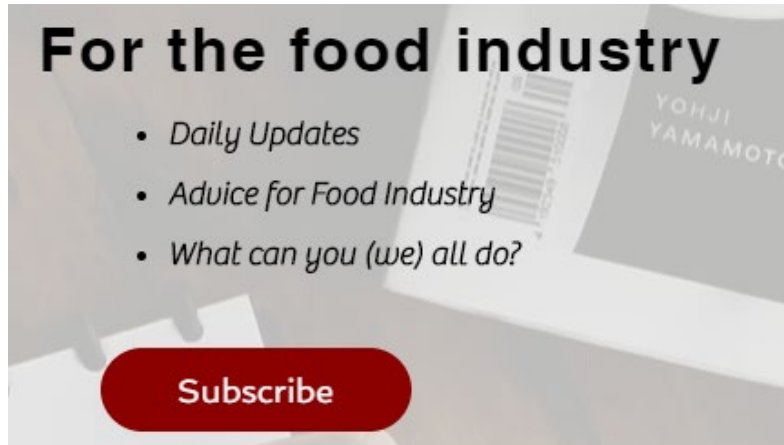


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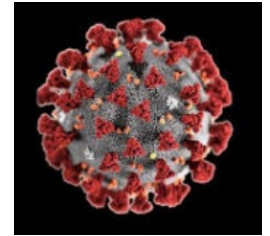
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Questions