

# Public Employer Health Emergency Plan for Oswego School District Public Library

DRAFT

5/7/21

This plan has been developed in accordance with NYS legislation S8617B/A10832.

## Promulgation— not required

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraphs k and l of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable.

This plan has been developed with the input of **labor is not unionized**, as required by the amended New York State Labor Law.

No content of this plan is intended to impede, infringe, diminish, or impair the rights of us or our valued employees under any law, rule, regulation, or collectively negotiated agreement, or the rights and benefits which accrue to employees through collective bargaining agreements, or otherwise diminish the integrity of the existing collective bargaining relationship.

This plan has been approved in accordance with requirements applicable to the agency, jurisdiction, authority, or district, as represented by the signature of the authorized individual below.

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As the authorized official of **Oswego School District Public Library**, I hereby attest that this plan has been developed, approved, and placed in full effect in accordance with S8617B/A10832 which amends New York State Labor Law section 27-c and New York State Education Law paragraphs k and l of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable, to address public health emergency planning requirements.

Signed on this day: **5/7/21**

By: **Miranda McDermott**

Signature: \_\_\_\_\_

Title: **Director**

Can delete sections as this is assoc. with labor unions

President signs off

Record of Changes—list changes from the Forward NY to the new document

Date of Change	Description of Change	Implemented by
6/1/21	No more quarantining of books due to CDC guidance changing and saying that touching surfaces presents almost no risk of transmitting COVID	Library staff
6/1/21	Expanding curbside hours to required 55 minimum per week -discontinue staff temperature checks due to CDC pandemic guidelines not requiring this	Library staff
7/8/21	Opening to in-person visits on main floor only for teen and adult materials (no appts needed), some children’s books on main floor -children’s materials will be pulled for patrons -cease curbside service since patrons can come in to library -social distancing and masking signs on the outside and inside of building -six foot distance between desktop computers for patron use -sanitizing of surfaces not needed per new CDC guidelines that transmission of COVID via surfaces is nearly nonexistent -staff are allowed to share common objects such as pencils due to CDC guidelines that transmission of COVID via surfaces is nearly nonexistent	Library staff
8/2/21	Opening of upper level for children’s materials, limited hours M – Thur 3 - 5 pm F – Sat 2 – 4 pm Change of main floor hours to the following: M – Th 9 am – 7 pm F – Sat 9 am – 5 pm Sun closed	Library staff
9/7/21	Opening to in-person visits throughout the library including upper level for childrens materials Public bathroom is available on upper level Reintroduction of in-person group programming, such as story time, with whatever CDC guidelines are in place at the time.	Library staff


Identify any changes from 1 copy to 2<sup>nd</sup> copy

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## Purpose

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraphs k and l of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable. These laws were amended by the passing of legislation S8617B/A10832 signed by the Governor of New York State on September 7, 2020, requires public employers to adopt a plan for operations in the event of a declared public health emergency involving a communicable disease. The plan includes the identification of essential positions, facilitation of remote work for non-essential positions, provision of personal protective equipment, and protocols for supporting contact tracing.

## Scope

This plan was developed exclusively for and is applicable to **Oswego S.D. Public Library**. This plan is pertinent to a declared public health emergency in the State of New York which may impact our operations; and it is in the interest of the safety of our employees and contractors, and the continuity of our operations that we have promulgated this plan.

## Situation Overview

On March 11, 2020 the World Health Organization declared a pandemic for the novel coronavirus which causes the COVI

D-19 severe acute respiratory syndrome. This plan has been developed in accordance with amended laws to support continued resilience for a continuation of the spread of this disease or for other infectious diseases which may emerge and cause a declaration of a public health emergency.

The health and safety of our employees and contractors is crucial to maintaining our mission essential operations. We encourage all employees and contractors to use [CDC Guidance for Keeping Workplaces, Schools, Homes, and Commercial Establishments Safe](#). The fundamentals of reducing the spread of infection include:

- Using hand sanitizer and washing hands with soap and water frequently, including:
  - After using the restroom
  - After returning from a public outing
  - After touching/disposing of garbage
  - After using public computers, touching public tables, and countertops, etc.
- Practice social distancing when possible
- If you are feeling ill or have a fever, notify your supervisor immediately and go home
- If you start to experience coughing or sneezing, step away from people and food, cough or sneeze into the crook of your arm or a tissue, the latter of which should be disposed of immediately
- Clean and disinfect workstations at the beginning, middle, and end of each shift
- Other guidance which may be published by the CDC, the State Department of Health, or County health officials.

## Planning Assumptions

This plan was developed based on information, best practices, and guidance available as of the date of publication. The plan was developed to largely reflect the circumstances of the current Coronavirus pandemic but may also be applicable to other infectious disease outbreaks.

The following assumptions have been made in the development of this plan:

- The health and safety of our employees and contractors, and their families, is of utmost importance
- The circumstances of a public health emergency may directly impact our own operations.
- Impacts of a public health emergency will take time for us to respond to, with appropriate safety measures put into place and adjustments made to operations to maximize safety
- The public and our constituency expects us to maintain a level of mission essential operations
- Resource support from other jurisdictions may be limited based upon the level of impact the public health emergency has upon them
- Supply chains, particularly those for personal protective equipment (PPE) and cleaning supplies, may be heavily impacted, resulting in considerable delays in procurement
- The operations of other entities, including the private sector (vendors, contractors, etc.), non-profit organizations, and other governmental agencies and services may also be impacted due to the public health emergency, causing delays or other disruptions in their services
- Emergency measures and operational changes may need to be adjusted based upon the specific circumstances and impacts of the public health emergency, as well as guidance and direction from public health officials and the governor
- Per S8617B/A10832, 'essential employee' is defined as a public employee or contractor that is required to be physically present at a work site to perform their job
- Per S8617B/A10832, 'non-essential employee' is defined as a public employee or contractor that is not required to be physically present at a work site to perform their job

## Concept of Operations

The **director** of **Oswego Public Library**, their designee, or their successor holds the authority to execute and direct the implementation of this plan. Implementation, monitoring of operations, and adjustments to plan implementation may be supported by additional personnel, at the discretion of the **director**. **Director given authority to carry out policy**

Upon the determination of implementing this plan, all employees and contractors of **Oswego Public Library** shall be notified by **email**, with details provided as possible and necessary, with additional information and updates provided on a regular basis. **Customers and residents of Oswego, NY** will be notified of pertinent operational changes by way of **the web site and signage on the library**. Other interested parties, such as vendors, will be notified by phone and/or email as necessary. The director will maintain communications with the public and constituents as needed throughout the implementation of this plan. **(website, notice on front door of library.)**

The **director** of **Oswego Public Library**, their designee, or their successor will maintain awareness of information, direction, and guidance from public health officials and the Governor's office, directing the implementation of changes as necessary.

Upon resolution of the public health emergency, the **director** of **Oswego Public Library**, their designee, or their successor will direct the resumption of normal operations or operations with modifications as necessary.

## Mission Essential Functions

When confronting events that disrupt normal operations, **Oswego Public Library** is committed to ensuring that essential functions will be continued even under the most challenging circumstances.

Essential functions are those functions that enable an organization to:

1. Maintain the safety of employees, contractors, and our constituency
2. Provide vital services
3. Provide services required by law
4. Sustain quality operations
5. Uphold the core values of Oswego Public Library

The Oswego Public Library has identified as critical only those priority functions that are required or are necessary to provide vital services. During activation of this plan, all other activities may be suspended to enable the organization to concentrate on providing the critical functions and building the internal capabilities necessary to increase and eventually restore operations. Appropriate communications with employees, contractors, our constituents, and other stakeholders will be an ongoing priority.

Essential functions are prioritized according to:

- The time criticality of each essential function
- Interdependency of a one function to others
- The recovery sequence of essential functions and their vital processes

Priority 1 identifies the most essential of functions, with priority 4 identifying functions that are essential, but least among them.

The mission essential functions for Oswego Public Library have been identified as:

*The Mission of the Oswego Public Library is to be the learning center for the Greater Oswego area and the place people turn to for the discovery of ideas, the joy of reading and the power of information. Community needs drive our services. We believe that library services should be delivered in a welcoming, convenient and responsive manner. Our library serves the towns of Oswego, Scriba and Minetto for a total population of 26,000+ residents.*

Complete the table below by identifying each essential function with a description and identified priority. Provide as much detail as necessary to identify and describe each function. You may press TAB to advance through the table and to add rows if needed. The purple highlighted text is provided as an example. While this is not a requirement of the plan, it will help you in the identification of essential personnel.

Essential Function	Description	Priority
		1
Computer access	Allows patrons to safely use computers while maintaining social distancing and masking	2
Access to materials	Allows patrons to check out books and other materials	2
Cleaning	Custodian cleans library daily to maintain a hygienic environment.	2
Paying bills	Maintain finances of the organization.	2

### Essential Positions

Each essential function identified above requires certain positions on-site to effectively operate. The table below identifies the positions or titles that are essential to be staffed on-site for the continued operation of each

essential function. Note that while some functions and associated personnel may be essential, some of these can be conducted remotely and do not need to be identified in this section.

Using the same list of essential functions you identified above, identify the essential positions or titles (not people by name) that are necessary to the continued operation of that function. Provide a justification for each position, answering the question 'Why must this position be staffed on-site?'. The purple highlighted text is provided as an example.

Essential Function	Essential Positions/Titles	Justification for Each
Paying bills	Account clerk	Bills need to be paid on a regular basis to maintain finances of organization
Cleaning building	<ul style="list-style-type: none"> <li>Custodian</li> </ul>	The edifice must be kept in a state of cleanliness for the safety of staff and customers.
	<ul style="list-style-type: none"> <li></li> </ul>	
Computer access	Library clerks, librarians, technology instructor	These professionals help customers use the computers.
Access to materials	Library clerks, librarians, technology instructor	These professionals help customers find and check out books.
	<ul style="list-style-type: none"> <li></li> </ul>	

## Reducing Risk Through Remote Work and Staggered Shifts

Through assigning certain staff to work remotely and by staggering work shifts, we can decrease crowding and density at work sites and on public transportation (staggered shifts are not necessary since we maintain social distancing and masking)

### Remote Work Protocols

Non-essential employees and contractors able to accomplish their functions remotely will be enabled to do so at the greatest extent possible. Working remotely requires:

1. Identification of staff who will work remotely
2. Approval and assignment of remote work
3. Equipping staff for remote work, which may include:
  - a. Internet capable laptop
  - b. Necessary peripherals
  - c. Access to VPN and/or secure network drives
  - d. Access to software and databases necessary to perform their duties
  - e. A solution for telephone communications
    - i. Note that phone lines may need to be forwarded to off-site staff

Librarian I and library director may be approved to work remotely for work on the web site, reports, etc. The library can provide a chromebook and hotspot for remote work. Librarians can request work for home for computer work, which will be approved at the discretion of the director.

### Staggered Shifts

Implementing staggered shifts may be possible for personnel performing duties which are necessary to be performed on-site but perhaps less sensitive to being accomplished only within core business hours. As possible, management will identify opportunities for staff to work outside core business hours as a strategy of limiting exposure. Regardless of changes in start and end times of shifts, Oswego Public Library will ensure that employees are provided with their typical or contracted minimum work hours per week. Staggering shifts requires:

1. Identification of positions for which work hours will be staggered
2. Approval and assignment of changed work hours

Staff are not currently working staggering shifts. Staff are currently provided with their typical minimum work hours per week.

### Personal Protective Equipment

The use of personal protective equipment (PPE) to reduce the spread of infectious disease is important to supporting the health and safety of our employees and contractors. PPE which may be needed can include:

- Masks
- Face shields
- Gloves
- Disposable gowns and aprons

Note that while cleaning supplies are not PPE, there is a related need for cleaning supplies used to sanitize surfaces, as well as hand soap and hand sanitizer. The Coronavirus pandemic demonstrated that supply chains were not able to keep up with increased demand for these products early in the pandemic. As such, we are including these supplies in this section as they are pertinent to protecting the health and safety of our employees and contractors.

Protocols for providing PPE include the following:

1. Identification of need for PPE based upon job duties and work location
2. Procurement of PPE
  - a. As specified in the amended law, public employers must be able to provide at least two pieces of each required type of PPE to each essential employee and contractor during any given work shift for at least six months
  - b. Public employers must be able to mitigate supply chain disruptions to meet this requirement
3. Storage of, access to, and monitoring of PPE stock
  - a. PPE must be stored in a manner which will prevent degradation
  - b. Employees and contractors must have immediate access to PPE in the event of an emergency
  - c. The supply of PPE must be monitored to ensure integrity and to track usage rates

Staff at the circulation will identify when we need to restock on masks. Custodian is responsible for procurement of PPE. The director is responsible for providing PPE to staff. Custodian is responsible for storage of PPE, which will be kept on the main floor and in the storage closet. Custodian is monitoring the stock of PPE. We have an eight-week supply of masks, sanitizers and wipes. Employees can provide their own supplies in accordance with CDC approved items. Hand sanitizing stations throughout the building; extra trash receptacles. Procurement – local vendors, contracted vendors, NCLS, donations, online orders, local stores to maintain an eight-week supply. The PPE is stored in a storage room in the admin area; the custodian and staff have access to it. Suppliers are TJ Burke Lumber Co, Acct # 1105-265142, Raby's Ace Homecenter, Acct # 940957 and backup is Hill & Markes Inc. Acct # 931284-00. Custodian will shop at Burke's to procure face masks in an emergency and he will be available to clean if an emergency occurs because he is on call 24/7.

## Staff Exposures, Cleaning, and Disinfection

Staff Exposures (Custodian will ensure that cleaning is taking place) (library will adhere to guidance of CDC) In the event of exposures, we will contact the Oswego County Dept of Health. The director is following through with the plan. Librarian I and director can work from home doing computer work in the event of an exposure.

Staff exposures are organized under several categories based upon the type of exposure and presence of symptoms. Following CDC guidelines, we have established the following protocols:

- A. If employees or contractors are exposed to a known case of communicable disease that is the subject of the public health emergency (defined as a 'close contact' with someone who is confirmed infected, which is a prolonged presence within six feet with that person):
  1. Potentially exposed employees or contractors who do not have symptoms should remain at home or in a comparable setting and practice social distancing for the lesser of 14 days or other current CDC/public health guidance for the communicable disease in question.
    - a. As possible, these employees will be permitted to work remotely during this period of time if they are not ill.
    - b. The director, must be notified, and the director is responsible for ensuring these protocols are followed.
    - c. See the section titled Documentation of Work Hours and Locations for additional information on contact tracing
  2. CDC guidelines for COVID-19 provide that critical essential employees may be permitted to continue work following potential exposure, provided they remain symptom-free and additional precautions are taken to protect them, other employees and contractors, and our constituency/public.
    - a. Additional precautions will include the requirement of the subject employee or contractor, as well as others working in their proximity, to wear appropriate PPE at all times to limit the potential of transmission.
    - b. In-person interactions with the subject employee or contractor will be limited as much as possible.
    - c. Work areas in which the subject employee or contractor are present will be disinfected according to current CDC/public health protocol at least every hour, as practical. See the section on Cleaning and Disinfection for additional information on that subject.
    - d. If at any time they exhibit symptoms, refer to item B below.

- e. The director, must be notified and the director is responsible for ensuring these protocols are followed.

Item 2 above may not apply if the public employer is not considered critical infrastructure. [Additional information can be found here](#)

- B. If an employee or contractor exhibits symptoms of the communicable disease that is the subject of the public health emergency:
  1. Employees and contractors who exhibit symptoms in the workplace should be immediately separated from other employees, customers, and visitors. They should immediately be sent home with a recommendation to contact their physician.
  2. Employees and contractors who exhibit symptoms outside of work should notify their supervisor and stay home, with a recommendation to contact their physician.
  3. Employees should not return to work until they have met the criteria to discontinue home isolation per CDC/public health guidance and have consulted with a healthcare provider.
  4. Oswego Public Library will not require sick employees to provide a negative test result for the disease in question or healthcare provider's note to validate their illness, qualify for sick leave, or return to work; unless there is a recommendation from the CDC/public health officials to do so.
  5. CDC criteria for COVID-19 provides that persons exhibiting symptoms may return to work if at least 24 hours have passed since the last instance of fever without the use of fever-reducing medications. If the disease in question is other than COVID-19, CDC and other public guidance shall be referenced.
  6. The director, must be notified and the director is responsible for ensuring these protocols are followed.
- C. If an employee or contractor has tested positive for the communicable disease that is the subject of the public health emergency:
  1. Apply the steps identified in item B, above, as applicable.
  2. Areas occupied for prolonged periods of time by the subject employee or contractor will be closed off.
    - a. CDC guidance for COVID-19 indicates that a period of 24 hours is ideally given before cleaning, disinfecting, and reoccupation of those spaces will take place. If this time period is not possible, a period of as long as possible will be given. CDC/public health guidance for the disease in question will be followed.
    - b. Any common areas entered, surfaces touched, or equipment used shall be cleaned and disinfected immediately.
    - c. See the section on Cleaning and Disinfection for additional information on that subject.
  3. Identification of potential employee and contractor exposures will be conducted
    - a. If an employee or contractor is confirmed to have the disease in question, the director or their designee should inform all contacts of their possible exposure. Confidentiality shall be maintained as required by the Americans with Disabilities Act (ADA).
    - b. Apply the steps identified in item A, above, as applicable, for all potentially exposed personnel.
  4. The director, must be notified and the director is responsible for ensuring these protocols are followed.

We recognize there may be nuances or complexities associated with potential exposures, close contacts, symptomatic persons, and those testing positive. We will follow CDC/public health recommendations and requirements and coordinate with our local public health office for additional guidance and support as needed.

### Cleaning and Disinfecting (custodian is responsible for cleaning common areas)

CDC/public health guidelines will be followed for cleaning and disinfection of surfaces/areas. Present guidance for routine cleaning during a public health emergency includes:

1. Custodian will clean library daily. CDC guidelines indicate that there is little risk of spread of covid through surface contact.
2. Soiled surfaces will be cleaned with soap and water before being disinfected.
3. Surfaces will be disinfected with products that meet EPA criteria for use against the virus in question and which are appropriate for that surface.

### Disaster plan considerations—disaster plan is in place and currently being revised.

1. CDC guidelines indicate that there is little risk of spread of covid through surface contact.

### Employee and Contractor Leave; staff in mandatory quarantine can perform work if they are librarian I, Library director or technology instructor at their regular salaries

Review and modify the following as necessary, though note that it is based upon current legal requirements

Public health emergencies are extenuating and unanticipated circumstances in which **Oswego Public Library** is committed to reducing the burden on our employees and contractors. The *Families First Coronavirus Response Act* provided requirements related to the COVID-19 pandemic, which form the policies outlined below. This policy may be altered based upon changes in law or regulation, as applicable.

It is our policy that employees of **Oswego Public Library** will not be charged with leave time for testing. Employees will be provided with up to two weeks (80 hours) of paid sick leave at the employee's regular rate of pay for a period which the employee is unable to work due to quarantine (in accordance with federal, state, or local orders or advice of a healthcare provider), and/or experiencing symptoms and seeking medical diagnosis.

Further, **Oswego Public Library** will provide up to two weeks (80 hours) of paid sick leave at two-thirds the employee's regular rate of pay if the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to federal, state, or local orders or advice of a healthcare provider), or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to the public health emergency, and/or the employee is experiencing a substantially similar condition as specified by the CDC/public health officials. This provision may be modified if an employee is able to effectively work remotely and the need exists for them to do so.

Additionally, **Oswego Public Library** will provide up to an additional 10 weeks of paid expanded family and medical leave at two-thirds of the employee's regular rate of pay where an employee, who has been employed

for at least 30 calendar days by **Oswego Public Library**, is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to the public health emergency. This provision may be modified if an employee is able to effectively work remotely and the need exists for them to do so.

Additional provisions may be enacted based upon need and the guidance and requirements in place by federal and state employment laws, FMLA, executive orders, and other potential sources.

Contractors, either independent or affiliated with a contracted firm, are not classified as employees of **Oswego Public Library**, and as such are not provided with paid leave time by **Oswego Public Library**, unless required by law.

## Documentation of Work Hours and Locations

In a public health emergency, it may be necessary to document work hours and locations of each employee and contractor to support contact tracing efforts. Identification of locations shall include on-site work, off-site visits. This information may be used by **Oswego Public Library** to support contact tracing within the organization and may be shared with local public health officials.

**We track hours of work through electronic time sheets. Librarian I will handle electronic time sheets if the director is absent. Custodian has information about when contractors have visited the location. The director and the custodian handle the information. If someone became covid-positive, we would provide contact tracing services to notify people of their possible exposure.**

**Housing for Essential Employees Staff may not be able to quarantine in their home- library not financially RESPONSIBLE—PUBLIC Health may help to coordinate arrangements as they are placing staff on quarantine).**

**In the event that certain staff are required to quarantine and the library cannot continue offering services, the library may close until staff are cleared and back in the building.** There are circumstances within a public health emergency when it may be prudent to have essential employees lodged in such a manner which will help prevent the spread of the subject communicable disease to protect these employees from potential exposures, thus helping to ensure their health and safety and the continuity of **Oswego Public Library's** essential operations.

If such a need arises, hotel rooms are expected to be the most viable option. If hotel rooms are for some reason deemed not practical or ideal, or if there are no hotel rooms available, local organizations will coordinate with the **Oswego Emergency management office** to help identify and arrange for these housing needs. The employees who have had contact with a covid positive individual or who are covid positive is **responsible for coordinating this.**

Does not need to be sent to Albany; should be published/posted on website; make available in library @ circ desk; google drive link; paper copies; publish as you would all