



PAVECON STRONG

PAVECON PC & FOREMEN ON SICK WORKERS

It is an honor to support you in all you do for Pavecon. We have always wanted you to be safe, and healthy, but with the addition of COVID19 in our lives, it seems that these two components have never been more important. Trust me when I say, Pavecon wants you healthy first...so be safe in all you do to take care of yourselves, your crews, and those whom you may interact with during the day.

Sooner or later, a Pavecon PC or Foremen will have an employee report that they are not feeling well. They may, or may not, be running a fever but they may have some of the other symptoms including a consistent cough that seems has suddenly appeared. They also may be having some slight difficulty in breathing. They might also be starting to feel soreness in their muscles. They could also be feeling extremely tired. Guys, these are just some of the symptoms that might, just might, be signs of the virus.

Now, we're not physicians, so that's why we need to simply require the employee to stay home. If they called you to tell you how they are feeling, tell them to stay home. If they mention some of these things at the job site, send them home just as quickly as you can. I'm guessing that most of your worker are either driving/riding in a Pavecon vehicle, or, they are driving their own vehicles. If you have 3-4 workers riding in the same vehicle, please stop that from happening...ASAP! If you have two riding in a vehicle, you might think about having the guys in the vehicle wearing masks to further protect each other.

We've shared several items over the past few weeks including videos about how to keep your hands clean, practicing social distancing at work, and in your personal life. I know you are getting a lot of information via the radio, cable TV, on-line recommendations, etc. Remember, don't take such news lightly, or get too bored with such information. That's how people can get the virus when they don't take the prevention efforts seriously.

One new process I'd like to share with you is when an employee has been sick and has been home from work... and says they are ready to work again. Let me share some guidelines as provided by several health sites that I've found.

Example: If the worker has "self-quarantined" themselves by staying home, and they did not receive a test to determine if they have COVID19 or not, and they want to return to work, make sure these 3 things have happened.

- The employee has had no fever for at least 72 hours (3 full days) without the use of any medicine to help curb the temperature.
- Other symptoms (I.e. coughing, tiredness, etc.) have improved greatly.
- At least 7 days have passed since their symptoms first appeared.

Now, so far, we haven't had a lot of our Pavecon workers staying home because they were experiencing some of the symptoms. So that's good. But sooner or later...we may. Therefore, please remember to do a few things:

- Start requiring your workers to keep as much distance as possible from other, even while working...and I know that's tough.

- Use hand-sanitizer often...if you're guys are trading off hand tools, or taking turns running equipment, slow down, and wipe the tool off, or steering sticks, steering wheel, etc. before operating. I know that sounds crazy but we're in a very crazy time in history.
- Disinfect as much as you can, whenever you can, tools and equipment. Again, this is crazy, but we want everyone to be healthy.
- Please ask your guys to take their own temperatures at home before they leave for work. If they are running a higher temperature...please ask them to stay home. Ask them to take their temperature again upon arriving home.

I got asked recently if it was OK to bring your own thermometer to work. I guess it is, but please, do not allow your guys to rotate it around, sharing it so everyone can take their temperature. Again, let's not create any unneeded unhealthy situations. I think it best if the thermometer is left home.

We have some of the most dedicated Foremen and Crew Members anywhere...and dedicated workers want to work every day. BUT, if you suspect a worker is displaying any of the symptoms of this ugly COVID19 Virus, please direct them home...no matter how much they want to work. We can't risk infecting other workers, including you. If they are not complying, please get your PC involved ASAP. We cannot mess around here. If you need more support or input, please don't hesitate to contact me, your Division Manager, or Daniel. We will be united in our efforts to protect you and your workers.

You guys are awesome...we want to have everyone healthy, virus-free, and productive as we have our Essential Business right to work classification. Our communities need us...but they expect us to monitor ourselves to keep from spreading anything related to this Virus.

Here's to Healthy & Safe Work



Brad Humphrey