

June 3, 2020

Latest changes in regard to providing a safe work place

In response to the latest Washington State recommendations in regard to Covid19, we are making some changes in our approach how to keep Flower World employees safe. The recommendations as proposed do not have the force of the law as none of our legislative representatives have voted on these issues, but we, as an employer have a legal responsibility to consider the effectiveness of these recommendations and to protect the health and safety of our employees accordingly. The State recommendations consider Flower World's operation as a Negligible Transmission Risk as long as certain conditions are met; wearing of masks is not required.

As we know now that wearing a mask will protect others but not the person that wears it, it would contradict our effort to protect our employees. The use of a mask for eight 8 hours can be dangerous when it limits fresh air going into lungs and inhaling potentially Covid19 contaminated air all day long through a contaminated mask. In addition due to our physical nature of what we are doing, more and not less oxygen is needed when heavy work is performed, especially when temperatures rise above 70 degrees. According to existing L&I regulation, the use of certain masks require a doctor's declaration of physical fitness to use that mask. Masks can be a source of infection when not properly put on, when adjusting masks after touching non sanitized surfaces, and when taken off masks with contaminated hands. In addition face masks should not be used a second time after taking it off due to the potential contamination on the outside. This would require many new face masks per day. In the past we have provided CDC information how to properly use a face mask, but we have come to the conclusion that the use of a mask is an inherent danger to the wearer. Therefore Flower World employees cannot wear masks. For the same reason the wearing of masks by our customers is voluntary, so we will take the following steps to protect you as an employee and provide a safe working place in other ways

As before we depend on the 12 times per day hand washing routine, 6 feet social distancing at all times and complying with all previous sanitizing requirements. In addition we will install acrylic safety shield for all employees that are working in situations where closer personal contact is likely, as in checking out and when providing information to customers.

To limit up close personal contact we will ask our customers to increase the use of the information booth rather than our field staff that takes care of the plants in the field and greenhouses. We will provide more locations where information can be provided safely.

In order to provide a safe and healthy work place all employees will be required to pay attention to the following changes in working habits when no masks are being used. Masked should only be used for a short period of time and should be discarded after use

Production

- When driving a vehicle or equipment vehicles have to be sanitized between drivers
- When working outside, stay 6 feet apart from other people
- Eliminate person to person interaction when 6 feet rule cannot be complied with
- When Employees are working inside greenhouses, no more than 9 persons per greenhouse and the 6 feet rule applies
- Tools are not shared or have to be sanitized between use.
- Greenhouses are supplied with outside air either mechanically or by open to the outside. Mechanical ventilation at 10.000 cu feet per minute or an air exchange every 2 minutes.

Retail

- All Nursery staff are advised to ask customers to go to the information location, if asked for information about plants if the conversation could require more information that potential would require close up communication and violate the 6 feet distance rule.
- At all times a 6 feet distance has to be maintained between employees and customers.
- Information desks will have only one person behind the desk with a protective shield installed.
- Check out procedures with the 6 feet distance requirement as instructed will stay the same, but will be improved with a protective shield and a shield between employees.

Office

- Only one person per room and 6 feet distance can be maintained. Follow all previous agreed steps to sanitize