



Hulbert Library of the Town of Concord  
18 Chapel Street  
Springville, NY 14141

Public Health Emergency Operations Plan  
January 15, 2021

I. Purpose and Scope of Plan

1. This Public Health operations Emergency Plan ("Plan") has been developed by the Hulbert Library of the Town of Concord in order to comply with New York legislation (S8617B, A10832) signed into law by Governor Cuomo on September 7, 2020 (the "Health Emergency Operations Plan Law" or simply the "Law"). The Law requires public employers, including Hulbert Library of the Town of Concord, to adopt a plan for the continuation of operations in the event of a Declared Health Emergency involving a communicable disease (a "Declared Health Emergency"). It is recognized that the Hulbert Library of the Town of Concord is an independent organization governed by its own Board of Trustees. It is further recognized the Hulbert Library of the Town of Concord is a member of the Buffalo & Erie County Public Library System (B&ECPL System)

2. The Plan includes provisions for the identification of essential positions by job title, the facilitation of remote work for non-essential positions, the provision of personal protective equipment (PPE), and protocols for contact tracing.

3. The Plan has been developed with the input of the following unions that represent employees of Hulbert Library of the Town of Concord

- (a) The Librarians' Association of the Buffalo & Erie County Public Library (LA).

4. The Plan is applicable to the Hulbert Library of the Town of Concord and to B&ECPL system services.

5. The Plan stated herein will apply in the event of a Declared Health Emergency in the State of New York which impacts, or may impact, B&ECPL operations.

II. Essential and Non-Essential Positions and Titles

1. Under the Law (1) an "essential employee" is defined as a public employee or contractor who is required to be physically present at a work site to perform their job; and (2) a "non-essential employee" is defined as a public employee or contractor who is not required to be physically present at a work site to perform their job.

2. The Hulbert Library of the Town of Concord has identified positions as either essential or non-essential in accordance to The Law, depending on whether or not the library is

open to the public for in-house services during a Declared Health Emergency. The essential and non-essential positions by location are listed in Attachment 1.

### III. Telecommuting Protocols

Hulbert Library of the Town of Concord will attempt to implement the following protocols in order to enable non-essential employees and contractors to telecommute:

1. Positions requiring remote VPN access will be designated on the Essential/Non-Essential designation list (Attachment 1).

2. Hulbert Library of the Town of Concord, in cooperation with the B&ECPL System will use its reasonable best efforts to provide appropriate equipment, software and/or internet access to employees with non-essential designations who require remote VPN access, as determined by Hulbert Library of the Town of Concord Director with approval from B&ECPL System Administration. Employees designated as essential and those non-essential employees who do not require VPN access (and do not have access to a home computer), who require specialized software or internet access may request such by contacting their respective Department Head or Administrator. The determination whether or not to provide requested equipment, software and/or internet access will be made by B&ECPL Administration in their sole discretion.

### IV. Scheduling of Essential Employees

A. In the event of a Declared Health Emergency:

1. The Hulbert Library of the Town of Concord will abide by all Federal, State and Local laws pertaining to the Declared Health Emergency in the State of New York which impacts, or may impact, B&ECPL operations.

2. In addition, the Hulbert Library of the Town of Concord will abide by all contractual obligations regarding notification of schedule changes, as required by applicable laws.

3. The Hulbert Library of the Town of Concord may stagger the work shifts of some essential employees and contractors to reduce overcrowding at worksites and on public transportation systems. The following positions or job titles may have scheduled work shifts altered accordingly. Employees shall be provided with their typical or contracted minimum work hours:

- (a) Librarian I/Library Director
- (b) Senior Library Clerk - PT
- (c) Clerk-Typist - PT
- (d) Senior Page - PT

- (e) Page - PT
- (f) Page - PT
- (g) Cleaner - PT
- (h) Caretaker - PT

B. Families First Coronavirus Response Act Requirements

1. While the Families First Coronavirus Response Act is in effect, Hulbert Library of the Town of Concord will comply with its requirements, which includes the following:

- (a) Employees will not be charged with leave time for coronavirus testing.
- (b) 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.
- (c) Hulbert Library of the Town of Concord 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 Declared 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.
- (d) Hulbert Library of the Town of Concord 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 name of public employer, 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 Declared 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.

2. Contractors, either independent or affiliated with a staffing agency or other contracted firm, are not classified as employees of Hulbert Library of the Town of Concord and as such are not provided with paid leave time, unless required by law.

C. Other Protocols

During a Declared Health Emergency, the Hulbert Library of the Town of Concord will observe some or all of the following additional protocols in order to reduce overcrowding of

essential employees at Hulbert Library of the Town of Concord worksites and on public transportation systems:

1. Social Distancing.

(a) Hulbert Library of the Town of Concord will mandate 6 feet (6') distance (or another minimum distance that B&ECPL Administrator deems appropriate) between personnel and patrons, unless safety or core functions of the work activities requires a shorter distance.

(b) Social distancing signage will be placed throughout the library, and floors will be marked with increment markers in areas such as the circulation desk and reference desk. One-way traffic flow will be mandated where practicable.

(c) Seating will be spaced so as to encourage social distancing, or seating may be removed if Hulbert Library of the Town of Concord Director and Board deems this appropriate.

(d) Computers will be spaced so as to encourage social distancing, and in computer labs, some or all computers will be made "unavailable for use."

(e) Patrons will not be allowed to socially gather.

(f) Teleconferencing or videoconferencing will be used for meetings to the extent practicable.

(g) In situations that may not allow for 6 feet (or other prescribed minimum distance) of separation, such as in connection with deliveries and pick-ups, Hulbert Library of the Town of Concord will attempt to implement appropriate measures, which may include facial coverings.

2. Facial Coverings.

(a) Facial coverings or other appropriate protections mandated or recommended by New York State or another governmental authority may be required if personnel must work more closely together than the prescribed minimum distance. Hulbert Library of the Town of Concord in cooperation with the B&ECPL System will attempt to furnish appropriate facial coverings to all staff and to require that they be worn whenever staff are in public areas or in workrooms and offices when 6 feet (or the prescribed minimum distance) of separation is not available.

(b) Patrons over the age of 2 entering and remaining in the building may be required to wear facial coverings. Signage will be placed at library entrances and throughout the building notifying patrons and visitors of the facial covering requirement.

3. Walk-Up and Curbside Service. As determined by Hulbert Library of the Town of Concord Director/Board of Trustees, the Hulbert Library of the Town of Concord may provide walk-up or curbside pick-up service in addition to, or in lieu of, in-library services. Facial coverings and gloves will be required of staff at all times when providing walk-up and curbside pickup, and appropriate protocols will be followed.

V. Protocols for Acquiring and Storing Personal Protective Equipment

The Hulbert Library of the Town of Concord will observe the following protocols with respect to the acquisition and storage of personal protective equipment (PPE) for essential employees and contractors:

A. PPE

1. The Hulbert Library of the Town of Concord in cooperation with the B&ECPL System will attempt to provide PPE – which may include facial coverings (masks, face shields or goggles) and disposable gloves – to all essential employees working during a Declared Health Emergency.

2. The B&ECPL System Business Office will maintain a minimum six (6) month supply (quantity of 2 per essential employee) of facial coverings masks (disposable) and reusable, face shields or goggles and polypropylene disposable gloves.

3. The PPE will be kept in the Shipping and Receiving storage room located at the Central Library.

(a) The Storage Room has been determined to be conducive (clean and dry) for storage of such materials.

(b) Supplies will be labeled with expiration dates.

(c) Shipping and Receiving will communicate inventory needs to the Business Office.

4. The B&ECPL System Business Office shall attempt to ensure there is a minimum of a six (6) month supply of facial coverings and polypropylene disposable gloves onsite.

5. The B&ECPL System Business Office will purchase materials pursuant to the B&ECPL Procurement Policy.

(a) The Hulbert Library of the Town of Concord may place orders for PPE using the B&ECPL Staff Intranet: <http://intranet.buffalolib.org/supplies>

(b) The following are current vendors whom B&ECPL System has purchased the identified PPE:

- (i) Masks: Erie County Emergency Services – Homeland Security Preparedness (716) 858-7109, (716) 858-2944, (716) 858-4909
- (ii) Masks: [www.amazon.com](http://www.amazon.com)
- (iii) Face Shields: [www.amazon.com](http://www.amazon.com); Also made internally in the Central Library’s Launch Pad
- (iv) Goggles: [www.amazon.com](http://www.amazon.com), CORR Distributors, Inc. (716) 873-8323
- (v) Polypropylene Gloves: Home Depot Pro (800) 466-3337

6. Additional PPE will be purchased as needed.

7. For emergency supplies, in addition to the Business Office and the Shipping and Receiving Department, Library Administration or designee(s) will have access to and may distribute PPE.

**B. Cleaning and Sanitizing Supplies**

1. The Hulbert Library of the Town of Concord in cooperation with the B&ECPL System will attempt to provide cleaning and sanitizing supplies to all essential employees during a Declared Health Emergency. The B&ECPL System Business Office shall ensure there is a minimum of a six (6) month supply of cleaning and sanitizing products onsite.

2. Cleaning and sanitizing products will be kept in the Shipping and Receiving storage room located at the Central Library. The Storage Room has been determined to be conducive (clean and dry) for storage of such materials.

- (a) Supplies will be labeled with expiration dates.

3. Shipping and Receiving will communicate inventory needs to the Business Office. The Business Office will purchase cleaning and sanitizing products pursuant to the B&ECPL Procurement Policy.

- (a) The Hulbert Library of the Town of Concord may place orders for cleaning and sanitizing products using the B&ECPL Staff Intranet: <http://intranet.buffalolib.org/supplies>.

(b) The following are current vendors from whom Buffalo & Erie County Public Library System has purchased the identified cleaning and sanitizing products:

- (i) NY Clean Liquid Hand Sanitizer: Erie County Emergency Services – Homeland Security Preparedness (716) 858-7109, (716) 858-2944, (716) 858-4909

- (ii) Hand Sanitizer (Gel): CORR Distributors, Inc. (716) 873-8323
- (iii) Kaivac Kaibosh Disinfectant Cleaner: CORR Distributors, Inc. (716) 873-8323
- (iv) PFG04 Neutral Disinfectant Cleaner: CORR Distributors, Inc. (716) 873-8323
- (v) Brutab 65: CORR Distributors, Inc. (716) 873-8323
- (vi) MPC Fresh Breeze: CORR Distributors, Inc. (716) 873-8323
- (vii) MPC Lemon One Step: CORR Distributors, Inc. (716) 873-8323
- (viii) Symmetry Foam Hand Sanitizer: CORR Distributors, Inc. (716) 873-8323
- (ix) Toilet Paper: CORR Distributors, Inc. (716) 873-8323
- (x) Bleach: W.B. Mason (888) 926-2766
- (xi) C-Fold Paper Towels: Chudy Paper Company (716) 825-1935
- (xii) Jumbo Brown Roll Paper Towels: New York State Industries for the Disabled (800) 221-5994
- (xiii) Round Roll Paper Towels: Regional Distributors, Inc. (585) 458-3300
- (xiv) Facial Tissues: Regional Distributors, Inc. (585) 458-3300
- (xv) Napkins: Regional Distributors, Inc. (585) 458-3300

4. Additional cleaning and sanitizing products will be purchased as needed.

5. For emergency supplies, in addition to the B&ECPL System Business Office and the Shipping and Receiving Department, B&ECPL Administration and their designees will have access to and may distribute PPE.

#### VI. Protocols in the Event of Exposure, Symptomatic Employees or Positive Test

Hulbert Library of the Town of Concord will observe appropriate protocols in the event an employee or contractor (1) is exposed to a known case of the communicable disease that is the subject of the Declared Health Emergency, (2) exhibits symptoms of such disease, or (3) tests positive for such disease, in order to prevent the spread or contraction of such disease in the workplace.

Such processes and protocols will be based on the processes and protocols which were implemented in connection with the COVID-19 Declared Health Emergency, **but will be modified as required or appropriate in connection with any new Declared Health Emergency.**

A. Screening.

The Hulbert Library of the Town of Concord has agreed to follow the B&ECPL's Personnel Policies and Procedures and will therefor:

Follow the B&ECPL's "Personnel Policies and Procedures: Protective Measures to Reduce Risk of Exposure to COVID-19";

1. Implement daily mandatory health screening for all employees prior to the beginning of the respective employees' workday that includes:

(a) Temperature check;

(i) The Temperature will be taken with a touchless thermometer by Human Resources staff and/or library administration, or by manager/supervisor, where applicable;

(ii) Temperature will be noted as either below 100.4 or above 100.4;

(iii) Person/persons conducting the temperature checks and distributing and collecting questionnaires shall be supplied with facial coverings and gloves.

(b) Completion of B&ECPL's "Pre-entry Questionnaire – COVID-19 Assessment";

(c) Temperature logs and questionnaires shall be reviewed daily by the Human Resources Department;

(i) All information will be kept confidential and secure pursuant to state and federal laws and regulations;

B. Staff Exposures

The B&ECPL has established the following protocols, following current CDC guidelines. The Hulbert Library of the Town of Concord has agreed to follow these protocols:

If employees or contractors are exposed to a known case of communicable disease that is the subject of the Declared 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. Exposures. 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. The B&ECPL Human Resources Manager or designee must be informed in these circumstances and will be responsible for ensuring the following protocols are followed:

- (a) As possible, these employees will be permitted to work remotely during this period of time if they are not ill.
- (b) identify who, by title/position, in the organization must be notified and who is responsible for ensuring these protocols are followed
- (c) See Section C, below for additional information on contact tracing.

2. Symptomatic Employees. If an employee or contractor exhibits symptoms of the communicable disease that is the subject of the Declared Health Emergency, the B&ECPL Human Resources Manager or designee must be informed in these circumstances and will be responsible for ensuring the following protocols are followed:

- (a) 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.
- (b) Employees and contractors who exhibit symptoms outside of work should notify their supervisor and stay home, with a recommendation to contact their physician.
- (c) 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.
- (d) Hulbert Library of the Town of Concord 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.
- (e) 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.

3. Positive Tests. If an employee or contractor has tested positive for the communicable disease that is the subject of the Declared Health Emergency, the B&ECPL Human Resources Manager or designee must be informed in these circumstances and will be responsible for ensuring the following protocols are followed:

- (a) Apply the steps identified in Section B.2 above, as applicable.

(b) Areas occupied for prolonged periods of time by the subject employee or contractor will be closed off.

(i) 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.

(ii) Any common areas entered, surfaces touched, or equipment used shall be cleaned and disinfected immediately, in accordance with Section V (B) Cleaning and Disinfection.

(c) Identification of potential employee and contractor exposures will be conducted.

(i) If an employee or contractor is confirmed to have the disease in question, appropriate position or title or their designee should inform all contacts of their possible exposure. Confidentiality shall be maintained as required by the Americans with Disabilities Act (ADA).

(ii) Apply the steps identified in item A, above, as applicable, for all potentially exposed personnel.

### C. Contact Tracing

1. The B&ECPL Human Resources Manager or designee will confidentially interview the staff member identified as testing positive for the communicable disease seeking the following:

- (a) Work place location;
- (b) Where the staff member traveled in the work location;
- (c) With whom the staff member came in contact;

All information will be kept confidential pursuant to state and federal laws and regulations;

2. The B&ECPL Human Resources Department will work with the Erie County Department of Health to notify staff and visitors that they may have been exposed to COVID-19 from the staff member identified as testing positive.

## VII. Protocol for Documenting Precise Hours and Work Locations for Essential Employees

1. In the event of a positive test by a Hulbert Library of the Town of Concord employee, the B&ECPL Human Resources Department will confidentially interview the staff member identified as testing positive for the communicable disease seeking the following:

- (a) Workplace location;
  - (b) Where the staff member traveled in the work location; and
  - (c) With whom the staff member came in contact.
2. All information will be kept confidential pursuant to state and federal laws and regulations;
3. The B&ECPL Human Resources Department will work with the Erie County Department of Health to notify staff and visitors that they may have been exposed to COVID-19 from the staff member identified as testing positive.

#### VIII. Protocols for Identifying Emergency Housing

In a Declared Health Emergency there may be unusual circumstances 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.

If such an unusual need arises, the Hulbert Library of the Town of Concord Director/Board of Trustees in cooperation with B&ECPL System Administration will determine whether hotel rooms must be made available and, if required, will arrange for such lodging at no cost to the employee.

#### IX. Other

1. The Hulbert Library of the Town of Concord shall not take any retaliatory action or otherwise discriminate against any employee for making suggestions or recommendations regarding the content of the Plan.
2. Nothing in the Plan shall be deemed to impede, infringe, diminish or impair the rights of the Hulbert Library of the Town of Concord, B&ECPL System or a Hulbert Library of the Town of Concord employee 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.