



Global Cold Chain Alliance: COVID-19 Recovery Guide

Version 2

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Document Purpose

The contents of this document have been curated and compiled by GCCA staff, as a follow-up to our COVID-19 Rapid Response Guide. As many of our members move away from the “response” phase of the pandemic and toward the “recovery” phase, this document serves as a resource for GCCA members who are attempting to find the “new normal.”

This document will be updated periodically in attempt to guide our members through three stages of recovery:

1. Bringing Your Workforce Back On-Site
2. Ensuring Continued Safety and Wellbeing
3. Resuming Essential Work Travel

Feel free to disseminate this information, in whole or in part, as you deem appropriate. Local, state, provincial and federal mandates should always take precedence over the contents of this document. For the continued safety and wellbeing of employees and customers, we encourage our members to maintain open lines of communication with public health agencies in your area.

GCCA welcomes you to participate in conversations and ask any questions in our Community Forum at <http://community.gcca.org/home>.

The information promulgated by the Global Cold Chain Alliance is not intended to be a comprehensive resource with respect to the refrigerated warehousing industry. While the material has been compiled with care, GCCA and the authors of the manual have not validated all of the information contained herein and do not assume any responsibility for its use, accuracy, or applicability. All users of the information unconditionally agree: (1) not to hold GCCA, or the authors responsible in any manner or to any extent for the user's action(s) or the consequences of such action(s) relating to the use of the information provided and (2) to indemnify GCCA, and the authors for all expenses, fees, costs, damages, awards, or other amounts incurred related to or arising from the user's use of the information. As used above, GCCA shall mean the core partners of GCCA, and each organization's directors, officers, employees, volunteers, members, and agents.

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New in This Version

For your ease of use, the following is a list of updates made to this guide since the release of previous versions.

Updates to Version 1

Added

[OSHA/U.S. Department of Labor’s Guidance on Returning to Work](#)

[Government of Canada’s PPE Supply Hub](#)

[OSHA/U.S. Department of Labor’s FAQ on Cloth Face Coverings](#)

[OSHA Europe’s Safe Workplace Resources](#)

[Resuming Essential Work Travel](#)



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Bringing Your Workforce Back On-Site

While many employees have been designated “essential” and reported to the job site on a regular schedule throughout the pandemic, some companies have enabled some staff to work remotely as their duties and job functions allowed. As local “stay-at-home” orders are relaxed, each member company will have to determine when and how to bring remote workers back on-site, if at all.

As employees return to the site, an effort must be made to not only prepare the physical workplace, but also the team members who will inhabit it. The following resources may provide guidance for each effort:

BackToWorkSafely.org

The American Industrial Hygiene Association has published expert, industry-specific guidance for both businesses and consumers to safely re-open and re-engage following periods of quarantine. Members may find relevant direction for the following industries:

- Construction ([English](#) | [Spanish](#))
- General Office Settings ([English](#) | [Spanish](#))
- Warehouse and Logistics ([English](#))

Cushman & Wakefield

Cushman & Wakefield, a commercial real estate services firm, has released “[Recovery Readiness: A How-To Guide for Reopening your Workplace](#).” GCCA members can choose which of these practices and protocols apply to their specific situations.

Cushman & Wakefield has also developed “[The Safe Six Checklist](#)” which helps businesses navigate the return to the workplace. GCCA warehouse members might also find value in Cushman & Wakefield’s “[Warehouse Readiness Essentials](#)” checklist.

Dow “Return to Work Playbook”

Dow, a global material and chemical company, has published [their coordinated plan](#) to bring employees back to the workplace. Their guidance includes a number of checklists for identifying trigger criteria, site readiness, and social distancing protocols.



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FMI – The Food Industry Association

FMI – The Food Industry Association has prepared “[Considerations for Food Sector Continuity in a Reopening Economy](#).” While much of the guidance is tailored to food retailers, there is a list of considerations for those involved in the food supply chain.

OSHA Guidance on Return to Work

The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) has issued [guidance on returning to work](#). This guidance is not a standard or regulation, and it creates no new legal obligations. It contains recommendations as well as descriptions of mandatory safety and health standards. The recommendations are advisory in nature, informational in content, and are intended to assist employers in providing a safe and healthful workplace.

Small Business Legislative Council

On May 7, 2020, the Small Business Legislative Council hosted a webinar regarding “Returning Employees to Work After COVID-19.” A recording of the webinar as well as the session slides are [available to GCCA members on our website](#). Find the session in the list (sorted by original air date) and use the login information provided below the title link to access the SBLC materials.





Ensuring Continued Safety and Wellbeing

Once employees have returned to the job site, their safety and wellbeing is of paramount importance. This requires equipping them with a constant supply of hand sanitizer and personal protective equipment, practicing social distancing where possible and implementing contact tracing protocols to minimize spread.

Hand Sanitizer

Hand sanitizer continues to be in high demand. A number of distilleries have been working to produce hand sanitizer, giving priority access to healthcare followed by the food industry. Here are two resources for sourcing local options:

- [Distilled Spirits Council of the United States](#)
- [The American Distilling Institute](#)

GCCA has developed [this form letter](#) you can customize to reach out to these distilleries to demonstrate that you work in the food service industry.

Sourcing Personal Protective Equipment (PPE)

We know that maintaining an adequate supply of PPE will continue as more employees return to work. The Food and Beverage Issues Alliance has worked to develop [guidance for proper use of face masks/coverings to protect against COVID-19](#) for food industry workers.

Thanks to the work of industry coalitions of which GCCA is a part, the food and agriculture industries have been given priority access (after healthcare) to PPE. There are [approximately 40 distributors](#) who have been urged to give the food industry priority. Use [this form letter](#) to demonstrate that you are eligible for priority access.

The Canadian government is maintaining a [supply hub of organizations buying and selling PPE](#) during the pandemic.



Should you need additional sources, GCCA is maintaining a list of potential providers at <https://www.gcca.org/resources/responding-coronavirus> under the “PPE and Sanitizer” tab. GCCA will continue to update this list as we are made aware of additional vendors.

Maintaining PPE

While PPE does have a fixed shelf life, there are measures you can take to stretch it to its full extent to preserve your supply as much as possible. The U.S. Federal Emergency Management Agency (FEMA) has [provided guidance for preserving PPE](#). The U.S. Centers for Disease Control and Prevention (CDC) has created a [burn rate calculator](#) that can be used to estimate when your current supply will be exhausted.

Additional PPE-related guidance issued by various U.S. federal agencies includes:

- [Considerations from USDA and FDA on Prioritizing PPE](#)
- [FEMA guidance for addressing PPE in non-healthcare settings](#)
- [OSHA FAQ on Cloth Face Coverings](#)

Temperature Screening

Many GCCA members have reported instituting temperature screening practices at the start of each shift. Each member company has implemented different processes and protocols for adopting such practices. As you consider this approach, we recommend the following guidance:

1. Consult industry protocols established by the Food and Beverage Issues Alliance for [screening food industry employees for COVID-19 symptoms or exposure](#).
2. Consider the legal implications of taking an employee’s temperature. Our employment law partner, Jackson Lewis P.C., has offered some [guidance on the matter](#).
3. Bear in mind that temperature test results are the individual’s personal and private information, so the information should not be widely communicated. The employee can share his/her information if he/she desires, but the employer should limit communications to whether there has been a known or suspected case of



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COVID-19 and steps taken to protect other workers (e.g., sent the employee home and cleaned the area etc.).

4. The presence of a fever does not necessarily indicate a positive COVID-19 diagnoses and that absence of a fever does not rule out exposure or the presence of the virus.

GCCA has maintained a list of some potential vendors who may be able to supply you with thermometers. The following companies have been identified through staff research and are not endorsed by GCCA:

Braun

1 800 477 0457

www.braunhealthcare.com

Exergen

+ 1 617 923 9900

www.exergen.com

Kinsa Health

415 236 4811

www.kinsahealth.co

Members have reported mixed success with using thermal scanners and camera systems for temperature screening purposes. While some members have found these tools to be accurate, others have reported unreliable results. Read more in [our online community forum](#) and see the list of potential vendors below.

Sound Service Group (Australia)

Contactless Thermal Scanning Kiosk

www.soundservice.com.au/smart-thermal-detector/

Thermoteknix (UK & US)

FevIR Scan Fever Screening System

www.thermoteknix.com/products/oem-thermal-imaging/fevir-scan-fever-screening-system/

Food Industry COVID-19 Protocols

GCCA partners with other industry partners through the Food and Beverage Issues Alliance which has developed workplace protocols for our industry. Visit www.feedingus.org for guidance on social distancing, contact tracing, and following-up on positive tests.



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OSHA Europe's Safe Workplace Resources

The European Agency for Safety and Health at Work has issued guidance for residents and businesses in the European Union that provides workers with the information they need and puts measures in place to prevent infection. Their resources can be found at <https://osha.europa.eu/en/themes/covid-19-resources-workplace>.

Cleaning Supplies and Vendors

Below is a list of vendors that supply industrial cleaning products to assist you in sourcing supplies for your facilities. GCCA is not endorsing any of these companies. This is simply a result of research done by staff as to options in the marketplace.

Cintas

[Find a Location](#)

Cleanitsupply.com

[Review Products](#)

1-800-998-3295

[Online Chat](#)

Dobmeier

[Review Products](#)

1-800-870-2006

EcoClear

<https://ecoclearclean.com/>

1-404-919-9023

Global Industrial

[Review Products](#)

1-888-978-7759

[Contact](#)

Grainger

[Review Products](#)

1-800-472-4643

[Contact/Email](#)

MSC

[Review Products](#)

1-800-645-7270

P&G Professional

[Review Products](#)

1-800-332-7787

ReStockIt

[Review Products](#)

[Online Chat](#)

Uline

[Review Products](#)

1-800-295-5510

customer.service@uline.com

Uno Clean

[Review Products](#)

224.654.6500

sales@unoclean.com

WebRestaurantStore

[Review Products](#)

[Online Chat](#)



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Labor and Workforce Solutions

We realize that as local “stay-at-home” orders are relaxed and testing increases, communities may see spikes in their positive cases of COVID-19 causing absenteeism among employees. Members may need assistance finding additional associates to backfill many roles within the warehouse facility.

The Global Cold Chain Alliance (GCCA) and the International Foodservice Distributors Association (IFDA) have created an ad-hoc partnership to address the change in short-term workforce needs fueled by the coronavirus pandemic. The partnership will connect IARW warehouse facilities requiring additional warehouse labor due to a heightened demand on the cold chain with foodservice distributors that have reported excess warehouse capacity. Please share your workforce needs, the address of your facility as well as the closest metropolitan area with [Dan Nappi](#), Director of Workforce Development on the GCCA Team, and we will work with IFDA to connect you with a potential match.

Additionally, GCCA has been in communication with several staffing agencies that can meet your needs:

Bluecrew

Cynthia Fisher, Account Executive
cynthia@bluecrewjobs.com | 757 408-3128

Jobble

Alec Mahony
alec@jobble.com | 508 566 7403 |
info.jobble.com/hire/global-cold-chain-alliance

Othrsource

Todd Kieffer, Senior Vice President
www.othrsource.com | todd@othrsource.com

Trillium Staffing

Andrew Carter, National Product Manager Construction Division
jcarter@trilliumconstruction.net | Office: 615 538 5413 | Cell: 615 240 9337



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Resuming Essential Work Travel

We know that, out of an abundance of caution, many companies have limited business-related travel to minimize exposure and the potential for community spread. As travel restrictions across the globe vary from one geographic location to the next, we encourage our members stay well-informed on local restrictions and policies and recommend the following sources:

United States

[The National Governors Association’s Coronavirus Homepage](#)

[The National Conference of State Legislatures COVID-19 Database](#)

[U.S. Customs and Border Protection COVID-19 Updates](#)

[U.S. Department of State’s COVID-19 Traveler Information Page](#)

Canada

[Government of Canada: Travel Restrictions, Exemptions and Advice](#)

[Government of Canada: Canada Border Services Agency](#)

Europe

[European Union’s “Re-open EU” Travel Restrictions Portal](#)

[IRU’s Freight and Passenger Transportation Flash Info](#)



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About the Global Cold Chain Alliance

Comprised of its Core Partners, including the International Association of Refrigerated Warehouses (IARW), the World Food Logistics Organization (WFLO), the International Refrigerated Transportation Association (IRTA), and the Controlled Environment Building Association (CEBA), the Global Cold Chain Alliance (GCCA) represents all major industries engaged in temperature-controlled logistics. GCCA unites partners to facilitate communication, networking, and education for the perishable food industry. For more information about GCCA, visit www.gcca.org.

Vision

The Global Cold Chain Alliance will be the recognized authority in forging a universally strong cold chain where every product retains quality and safety through each link.

Mission

The Global Cold Chain Alliance unites partners to be innovative leaders in the temperature-controlled products industry.

More information on GCCA and all its Core Partners can be found at www.gcca.org.

About the GCCA Scientific Advisory Council

From legal issues to food storage questions, GCCA and its team of experts on the WFLO Scientific Advisory Council can help you with your cold chain questions through the GCCA Inquiry Service

The WFLO Scientific Advisory Council is an eminent group of food scientists, logistics, and packaging experts from around the world. The council provides cutting-edge research and advice to members of the Global Cold Chain Alliance and its Core Partners.

Want to ask the Scientific Advisory Council a question? Submit an inquiry today. The inquiry service is a member-only service.



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