



-----Terra Centre Pandemic Plan-----

MONITORING AND REPORTING ABSENT WORKERS

Purpose:

To establish a process for recording and reporting to upper management worker absenteeism due to avian flu that can assist in determining:

- Extent of the pandemic and internal risk to Terra workers and locations
- Potential for business function(s) disruption

Workers may be absent and unavailable for a variety of reasons, including, but not limited to:

- Personal illness
- Family member illness
- Community containment measures and quarantines
- School closures
- Public transportation closures
- Jury duty
- Vacation

Management will be primarily concerned with avian flu-related absences. Among other things, this information will assist in determining when to adjust the alert phases.

Implementation:

Employees and contractors who work at Terra Centre, on Terra Centre equipment, or in proximity to employees should notify their supervisor of new avian flu symptoms or exposure, as well as when a previous illness or exposure no longer poses a risk to others. Guidance on assisting the worker in identifying these symptoms can be found below. Once the supervisor is contacted, he/she must notify the appropriate Management of the worker's name, work location, and the date of the reported illness or exposure. If the management member believes this incident may warrant a change in the alert phase, that member must notify the Human Resources Department as soon as possible.

The local management member will ensure the appropriate measures are taken. Also, the site manager/Environmental, Health and Safety representative should



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be notified, so that he/she can determine if any additional site-specific measures need to be taken.

After receiving information on internal events, The Human Resources representative will determine if a change in alert phase and/or procedures is necessary.

<p>Possible Case</p>	<p>Any individual with fever (temperature >38°C/100.4°F)</p> <p>AND one or more of the following symptoms:</p> <ul style="list-style-type: none"> • Cough • Sore throat • Shortness of breath • Difficulty breathing • Diarrhea • Any severe unexplained illness <p>AND one or more of the following exposures during the 14 days before the onset of symptoms:</p> <ul style="list-style-type: none"> • Contact (within 1 meter/3 feet) with live or dead domestic fowl or wild birds or domestic ducks in any setting • Exposure to settings in which domestic fowl were confined or had been confined in the previous 6 weeks • Unprotected contact (within touching or speaking distance) with a person for whom the diagnosis of avian flu is confirmed or being considered) • Unprotected contact (within touching or speaking distance, 1 m) with a person with an unexplained acute respiratory illness that later resulted in severe pneumonia or death • Occupational exposure
<p>Probable Case</p>	<p>Any individual with fever (temperature >38°C/100.4°F)</p> <p>AND one or more of the following symptoms:</p> <ul style="list-style-type: none"> • Cough • Sore throat • Shortness of breath • Difficulty breathing



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	<ul style="list-style-type: none">• Diarrhea• Any severe unexplained illness <p>AND limited laboratory evidence for avian flu antibodies</p>
Confirmed Case	<p>An individual for whom laboratory testing demonstrates one or more of the following:</p> <ul style="list-style-type: none">• Positive viral culture for influenza A/H5• Positive PCR for influenza A/H5• Immunofluorescence antibody (IFA) test positive using influenza A/H5% monoclonal antibodies• 4-fold rise in influenza A/H5 specific antibody titre in paired serum samples