



PNNL's COVID-19 Return to Onsite Work Strategy

August 5, 2020

William G. Richmond

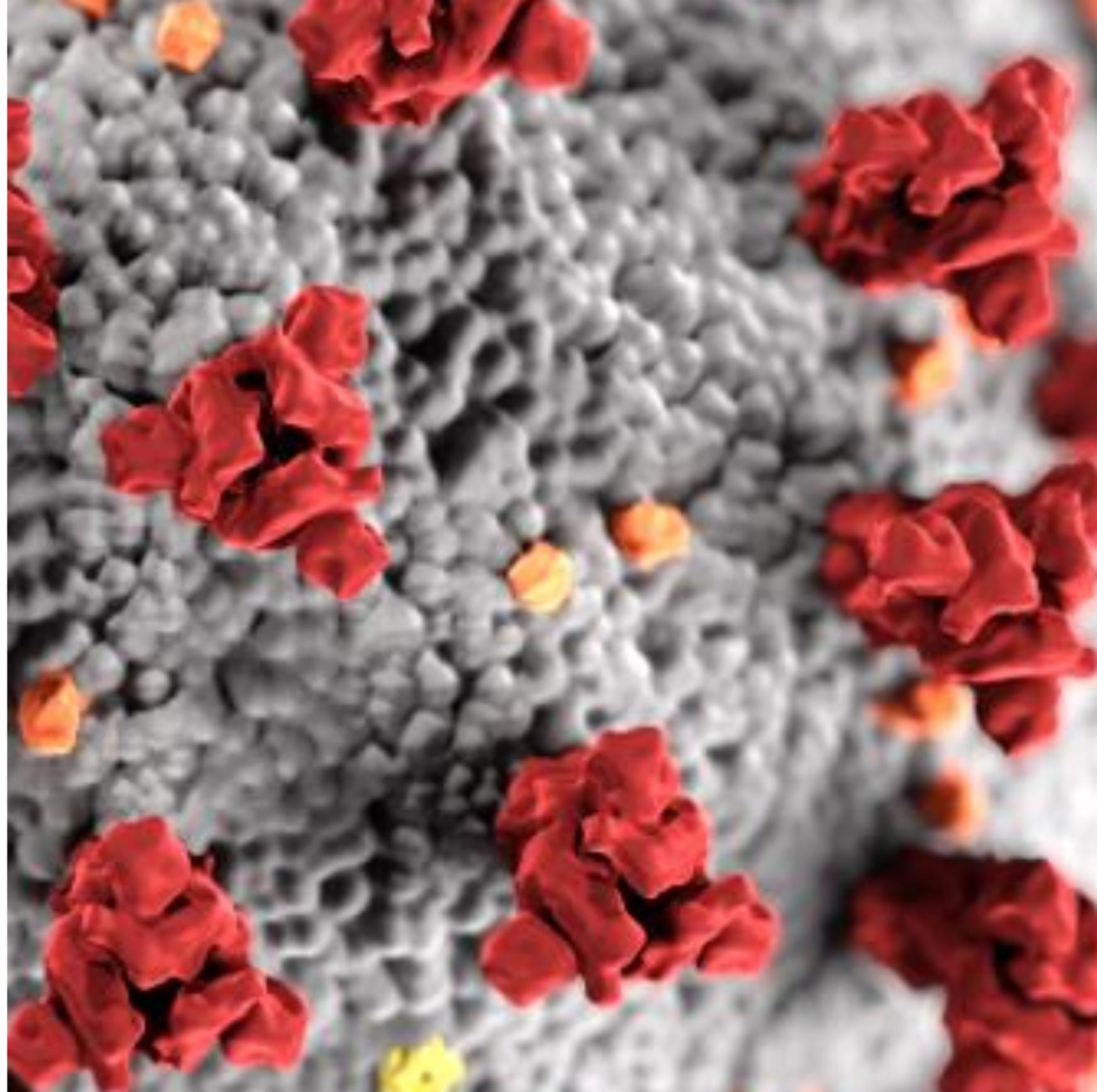
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PNNL is operated by Battelle for the U.S. Department of Energy



Pacific Northwest National Laboratory is one of the Department of Energy's 17 **national laboratories**



PNNL supports a **breadth of sponsor missions**



4,700 Staff



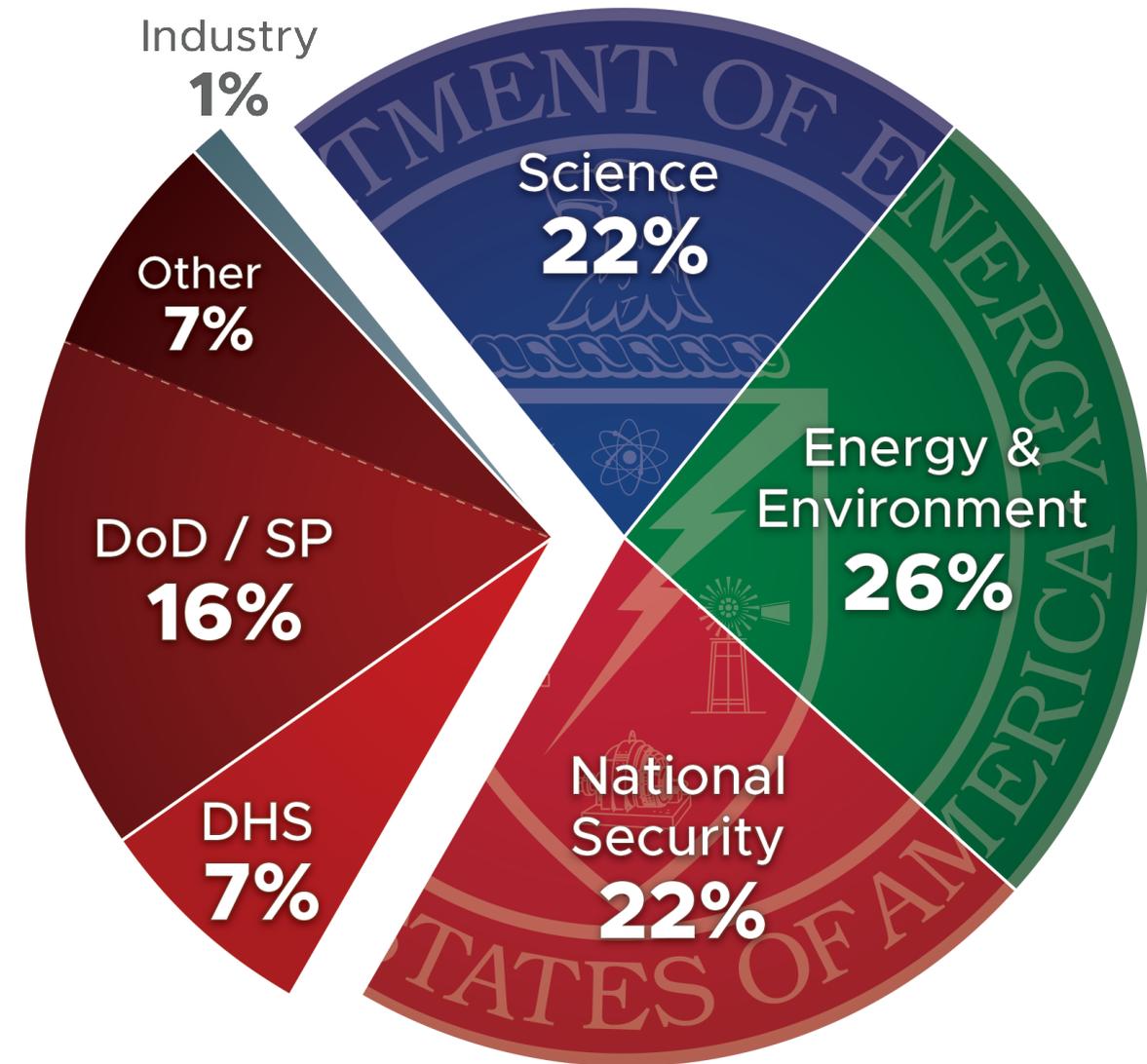
\$1B Spending



1,193 Peer-reviewed publications



265 Invention disclosures



FY2019 Staff

Proactively pivoted to mission-essential operations before required to do so

Mar 17 – Jun 7

Jun 8 – present

Safe
Standby
Status

Essential
Mission-Critical
Operations

Limited
Operations

Normal
Operations
with Maximum
Telework

Normal
Operations

- Social-distanced essential staff onsite (300 staff)
- Mandated maximum telework (4500 staff)
- Curtailed travel
- Cancelled onsite events
- Centralized daily work review and release

- ~1950 staff on campus
- Virtual summer internship program
- Limited non-essential travel
- Limited visits, no onsite events
- Allows performance of nearly all mission work



Developed Operational Status guidance for staff and managers

Goals

- Protect staff, contractors, visitors and the public
- Continue to operate PNNL effectively

Strategy

- Make science-based decisions consistent with public health recommendations
 - ✓ Bias to decide with willingness to re-evaluate and change
- Be transparent and over-communicate
- Cascade information to staff through immediate supervisors
- Establish 18-month planning horizon

Partnered effectively with state/local health officials

The thumbnail shows the cover page of the document titled "COVID-19 PNNL's Guidance for Staff and Managers". It includes the Pacific Northwest National Laboratory logo, the title, the date "Updated June 8, 2020 at 10:00 a.m.", a statement of purpose, a link to a situation summary, a red megaphone icon with a note about updates, a table of contents, and a footer with the date "Updated 6/8/2020 at 10:00 a.m.".

COVID-19
PNNL's Guidance for Staff and Managers

Updated June 8, 2020 at 10:00 a.m.

To protect the health and wellbeing of staff, their families, and our community, we continue to assess and adjust our response to the COVID-19 outbreak. Our goal is to be transparent and timely as we safeguard this community.

The latest [situation summary](#) is available from the Centers for Disease Control and Prevention

 **As the situation evolves, this FAQ will be updated. The icon on the left indicates new or updated guidance.**

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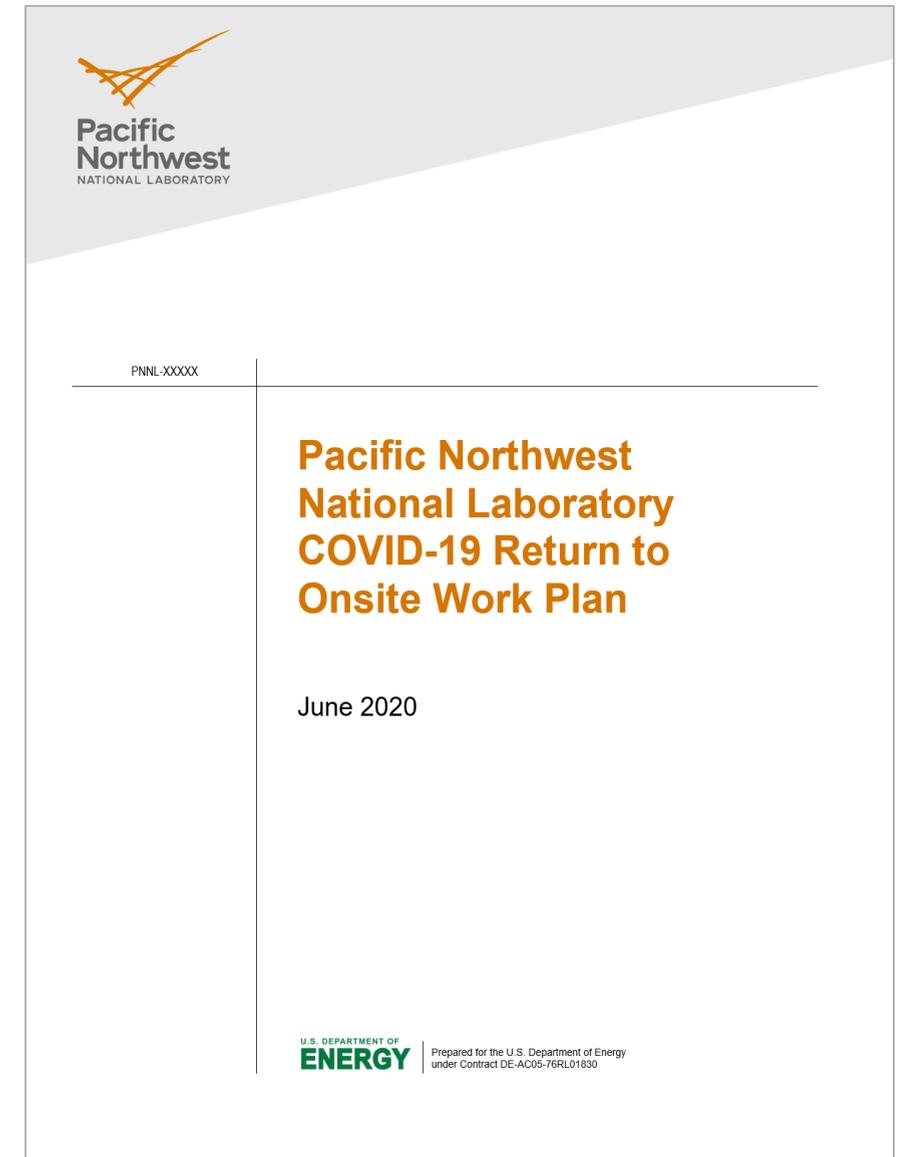
Updated 6/8/2020 at 10:00 a.m.



PNNL Return to Onsite Work Plan distributed as model across the DOE complex

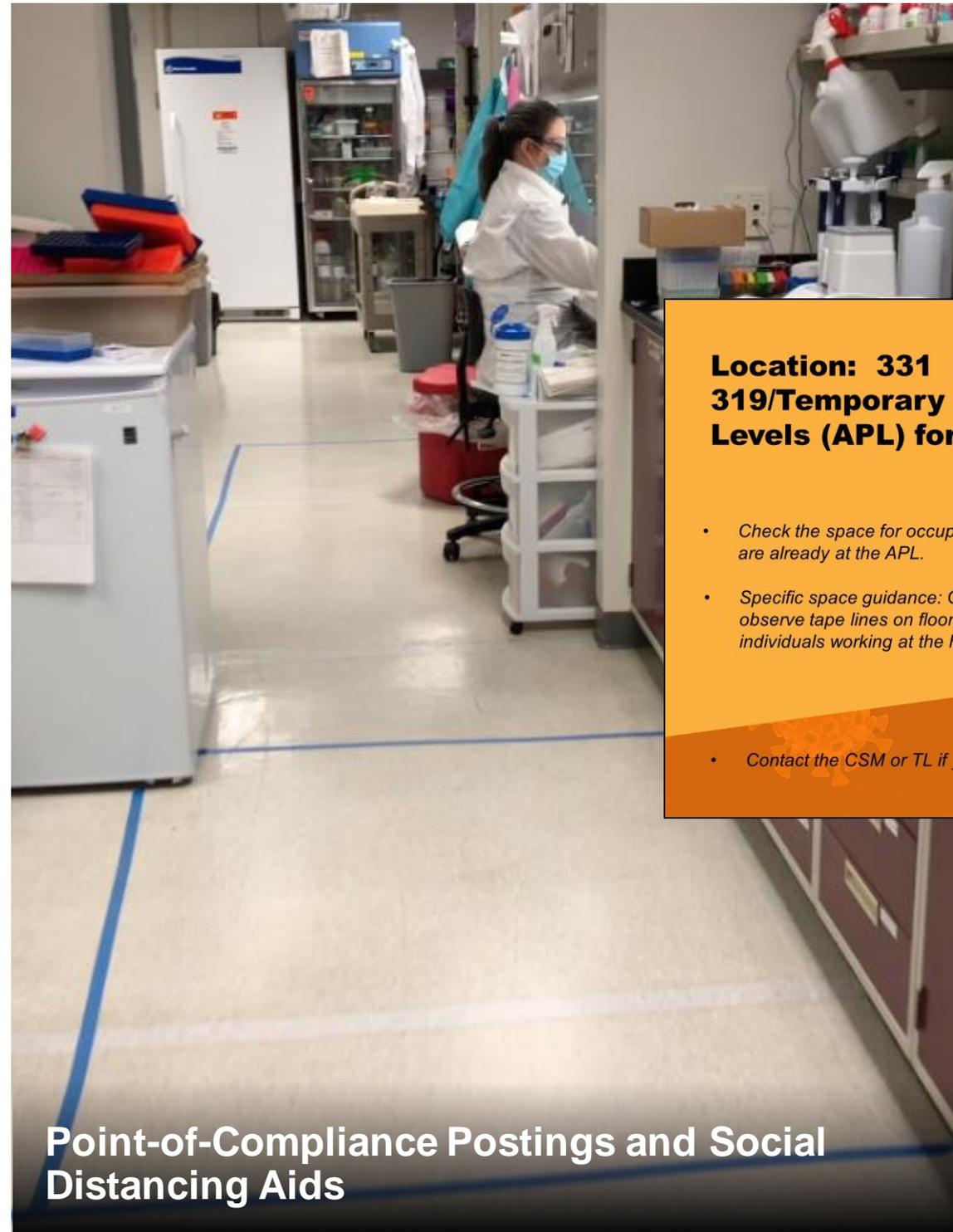
- Established safe work practices, including pre-entry and daily checklists
- Set expectations for on- and offsite work behaviors
- Integrated COVID-19 as one of many hazards in work planning using our normal systems
- Used onsite testing to increase staff confidence and manage potential cases
- Established MOU with health department for contact tracing

Plan recognized by DOE as complete, innovative, and practical



Providing clear direction at the point of work

- Face coverings required
- Low probability of infection onsite via social distancing
- Acceptable Personnel Levels for all spaces
- Repeated assessment of space controls



Location: 331 319 – Biodetection Lab Rm 319/Temporary Acceptable Personnel Levels (APL) for this space: 8

- *Check the space for occupants prior to entry. Do not enter space if staffing levels are already at the APL.*
- *Specific space guidance: One person only per hood or biosafety cabinet. Please observe tape lines on floor, which indicate appropriate distance between individuals working at the hood/cabinets.*
- *Contact the CSM or TL if you have questions.*

Keeping COVID protection front-of-mind

- Minimize probability of infected individuals on-site
- Daily health checklist
- Frequently asked questions (FAQ)
- All-staff messages
- Guidance documents

Daily Self-Checklist

Since your last workday have you encountered any of the following?

- A fever (100.4 °F or higher) or a sense of being feverish.
- Excessive or prolonged fatigue
- A deep or persistent cough (either dry or productive)
- Difficulty breathing (feeling winded or struggling)
- Noticeable loss of taste or smell.
- A positive COVID-19 test result.
- COVID-19 testing but are awaiting results
- A household member or close contact* is sick
- A household member or close contact* is sick

Helps us to manage the number of staff on-site

*Close contact: Being within approximately 6 feet (2 meters) of others for a prolonged period (defined as 15 minutes or longer) or health as 10 minutes or longer

If you answer YES to any of the questions above, please do the following:

- Do not report onsite. If you are onsite, return home immediately
- Inform your manager that you will not be working onsite.
- Contact AnovaWorks to report your condition and to obtain guidance for your return-to-work evaluation

ANOVAWORKS (509) 371 7848
myocchealth@pnnl.gov

I am planning to spend more than 4 hours onsite today.

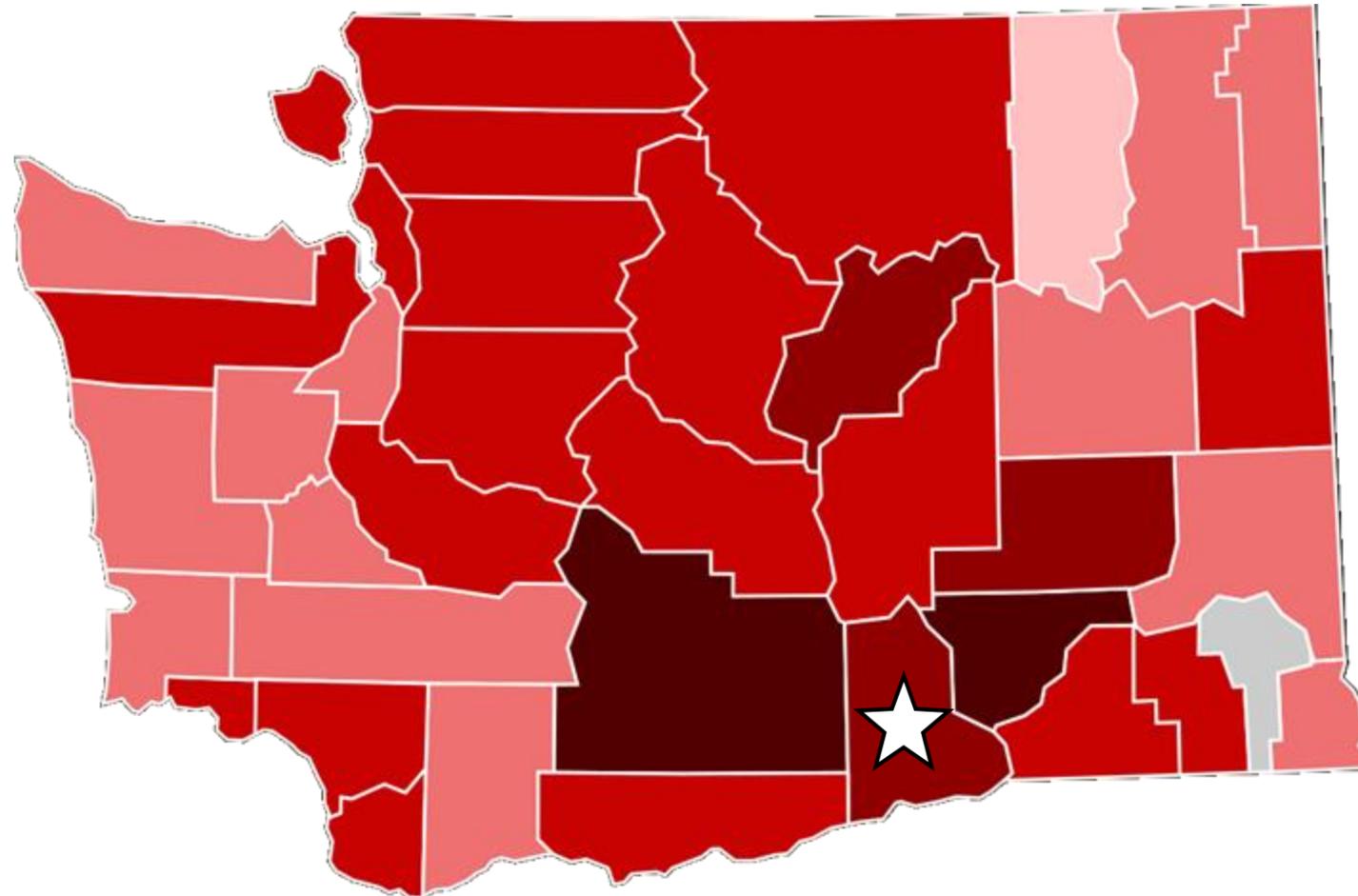
Please select the option that applies to you:

- I HAVE NOT experienced** any of the items on the Self-Checklist since my last workday.
- I HAVE experienced** one or more of the items on the Self-Checklist since my last workday.

Certify



Established a COVID-19 testing laboratory on site



Washington State Department of Health
This organization

Pacific Northwest National Laboratory
is authorized by RCW 70.42 to have a
Medical Test Site Categorized License

Operated by **Battelle Memorial Institute** CLIA # **50D2180995**
Located at **902 Battelle Blvd** MTS (Category A)
Richland, WA 99354-1793


Secretary

Credential Number
MTSC.FS.61058162

Status
ACTIVE

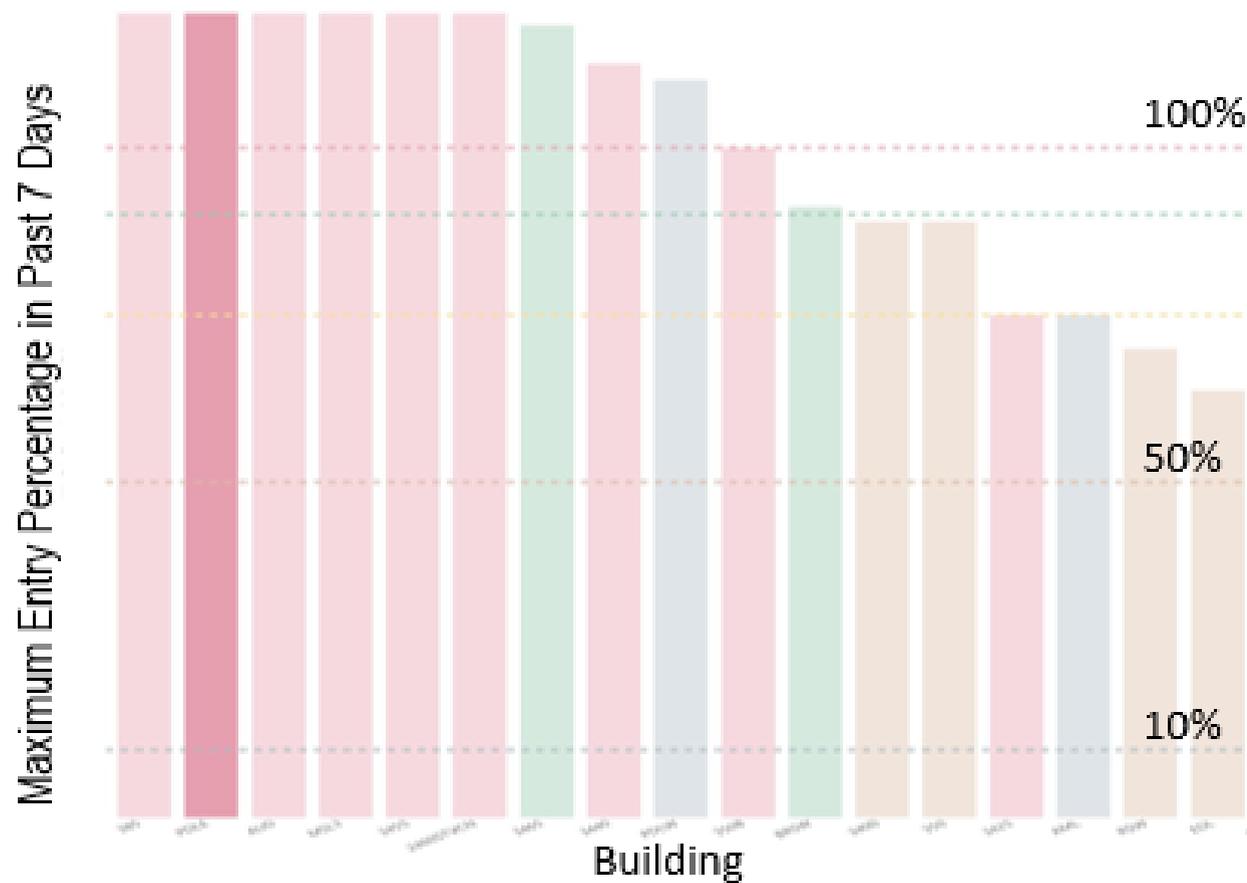
Effective Date
03/31/2020

Expiration Date
06/30/2021

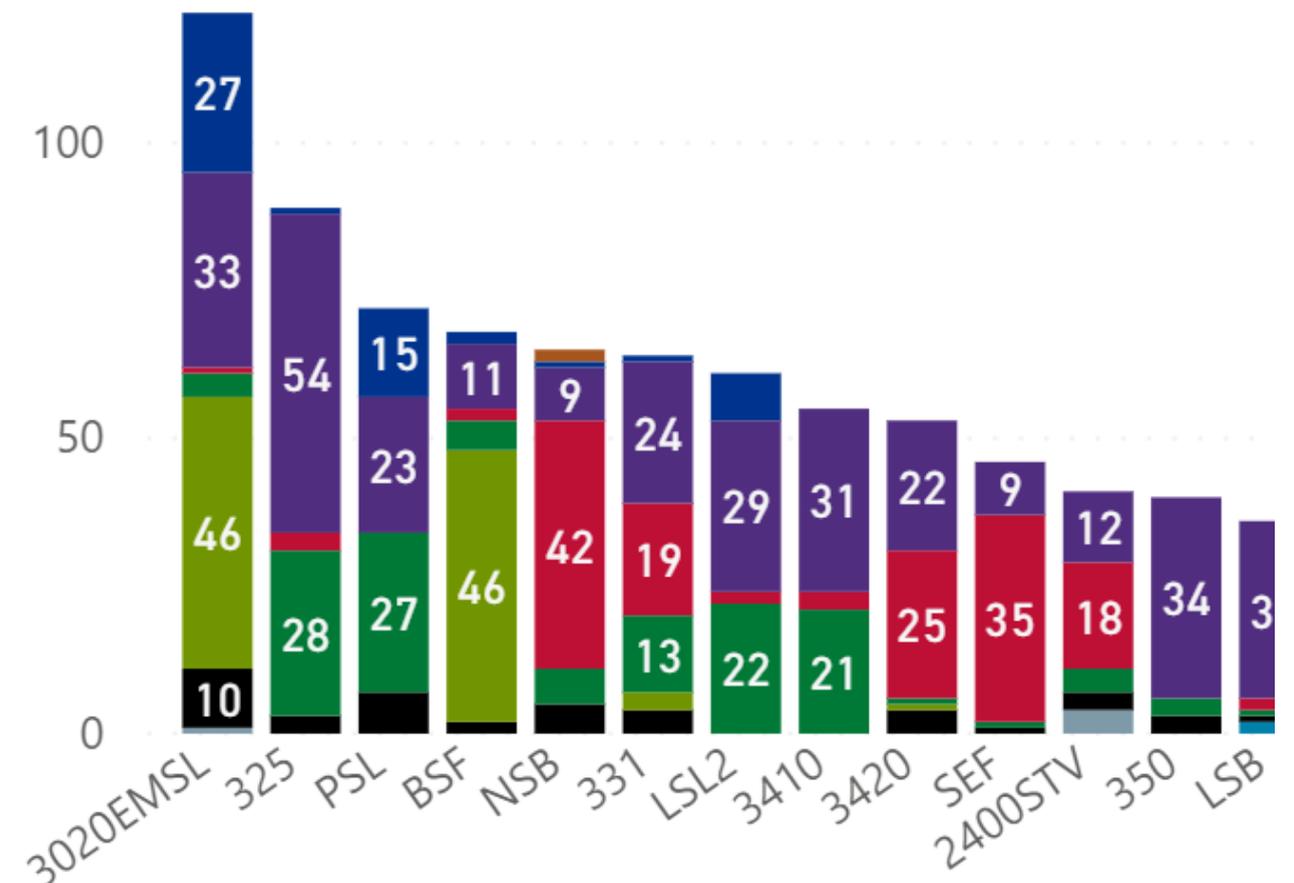
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Leveraging real-time data from IT infrastructure to inform decision-making

We implemented access controls and validated they are working



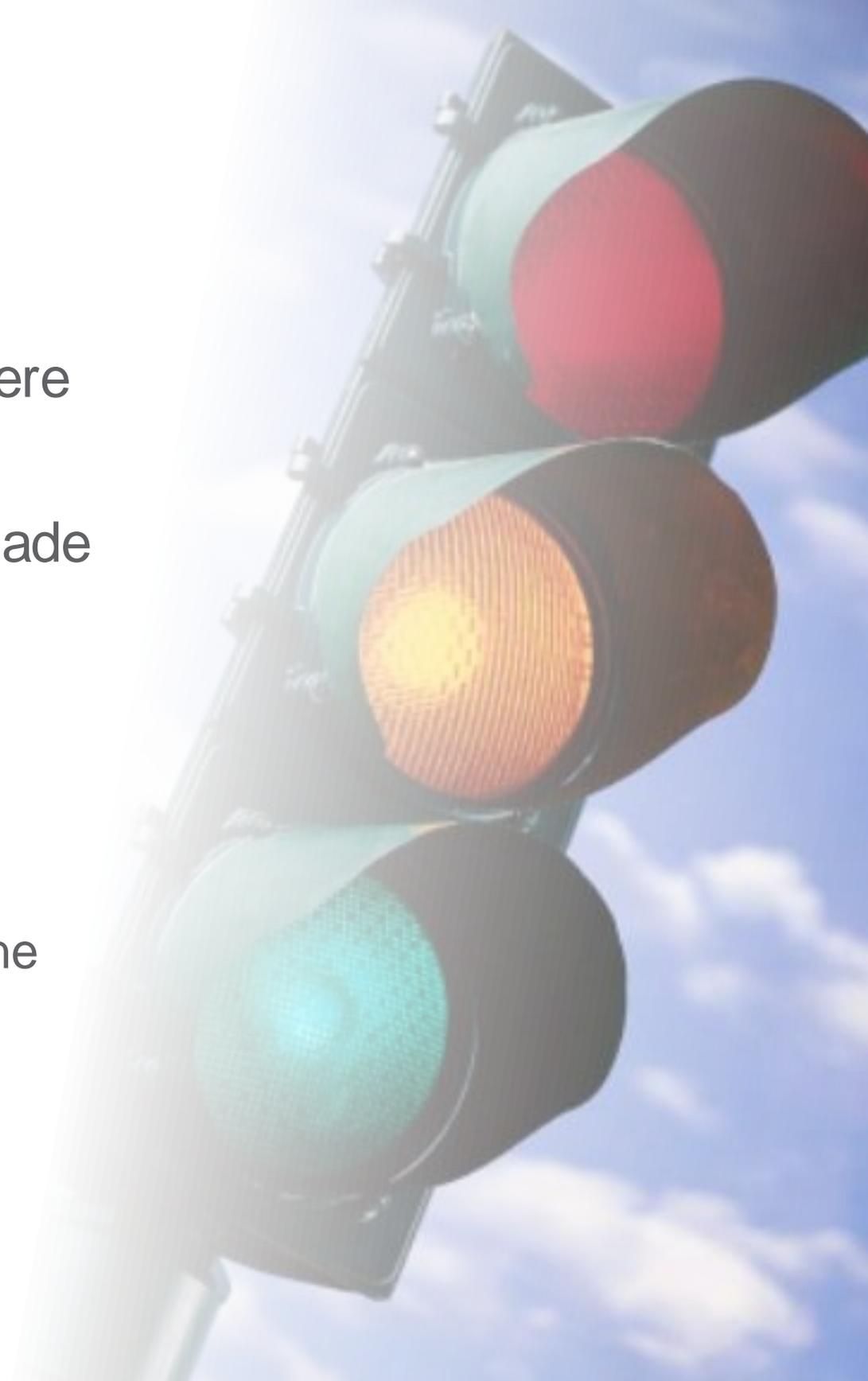
Assessing effectiveness of Acceptable Personnel Level (APL) controls as occupancy increases



Line managers know who is working in what building so they can plan and manage work

Challenges along the way and lessons learned

- Underlying assumptions in previous pandemic plan were inadequate for COVID-19
- Rapidly changing guidelines and recommendations made consistent communications difficult
- Don't underestimate the need for discrete, detailed direction to staff
 - In times of high change, cannot rely on staff judgement alone
 - The Pandemic affects each person differently



Positioning for continued execution of the research mission

- Developing the plan for non-research staff who may have to stay in telework status
- Operating the Laboratory in an area where the infection rate is still high
- Determining how we will accommodate visiting researchers
- Restructuring \$100M of programmatic work due to travel limitations

Exploring the “Future of Work”

- Optimizing collaboration without physical presence

Work is a thing you do, not necessarily a place you go

Thank you

