



U. S. Customs and Border Protection

Pandemic and Emerging Infectious Disease (PEID)

Workforce Protection Plan

Aug 2017

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Foreword

The overall mission of U.S. Customs and Border Protection (CBP) is to prevent terrorists and terrorist weapons from entering the United States and to facilitate the flow of legitimate trade and travel across our borders. The safeguarding of our personnel and those in our care and custody is paramount; thereby enabling us to perform our overall mission. I fully support the Department of Homeland Security Pandemic and Emerging Infectious Disease Workforce Protection Plan (PEIDWPP) and all actions necessary to protect the CBP workforce and persons in CBP care and custody during pandemics, emerging infectious diseases, or adversarial biological attacks.

The purpose of this plan is to update CBP's existing pandemic and infectious disease guidelines, as well as the Medical Countermeasures (MCM) dispensing plans and procedures. As required by the DHS Pandemic and Emerging Infectious Disease Workforce Protection Plan (PEIDWPP), this plan will abide by all applicable requirements outlined in the DHS PEIDWPP and the Annex T Checklist for Component Plans.

I fully support the following four lines of defense, which are set into action by the Office of Health Affairs (OHA) and Chief Medical Officer (CMO) as a layered concept of operations:

- Good health and hygiene practices (e.g., the frequent washing of hands),
- Infection control (e.g., covering coughs and sneezes),
- Workplace controls (e.g., Personal Protective Equipment (PPE), telework, social distancing),
- MCM, as appropriate, for the disease causing agent (e.g., pre-exposure prophylaxis, vaccines, or hyper-immune serum).

For immediate questions or additional information, please contact your supervisor or manager. For questions pertaining to the technical aspects and development of the PEID Plan, or for assistance with employee safety and health issues, contact the Office of Human Resources, Occupational Safety and Health Division. For assistance regarding MCM issues, contact the Office of Intelligence (WMD). For questions related to overall operational planning and dissemination of information to all CBP stakeholders, please contact the Operational Support Integrated Planning Division.

// Signed//

Kevin K. McAleenan
Commissioner (Acting)
U.S. Customs and Border Protection

1. EXECUTIVE SUMMARY.

The purpose of this U.S. Customs and Border Protection Pandemic and Emerging Infectious Disease Workforce Protection Plan (CBP PEIDWPP), hereafter referred to as the “CBP PEID Plan,” is to ensure CBP is able to protect the workforce, working animals, critical contractors, and persons in our care and custody during a biological incident, including pandemic, emerging infectious disease, or an adversarial biological attack (furthermore referred to in this plan as a “PEID Event”). Maintaining CBP essential functions and services in the event of a pandemic, emerging infectious disease, or adversarial biological attack requires considerations beyond traditional continuity planning. Unlike other hazards that necessitate the relocation of staff performing essential functions to an alternate operating facility, a pandemic or emerging infectious disease may not directly affect the physical infrastructure of CBP. Instead, a pandemic outbreak threatens CBP’s human resources by removing essential personnel from the workplace for extended periods of time. While CBP may be forced to suspend some operations due to the severity of a pandemic outbreak, an effective plan can assist in efforts to remain operational and to resume normal operations.

This comprehensive CBP plan is a result of the 2016 DHS Operational Planning Guidance (OPG), which tasked the Office of Health Affairs (OHA) and Management Directorate (MGMT) with revising the DHS Pandemic Workforce Protection Plan (PWPP). The original plan was approved in 2013 and updated in 2014. The Department of Homeland Security developed a new Pandemic and Emerging Infectious Disease Workforce Protection Plan (PEIDWPP) dated October 7, 2016 and this CBP PEID Plan is developed to carry out the requirements of that plan.

2. SITUATION.

a. Purpose

This plan provides guidance to CBP for maintaining essential functions and services during a PEID event. This Plan addresses the considerations, challenges, and elements unique to the dynamic nature of a pandemic or emerging infectious disease and it stresses that essential functions can be maintained during a pandemic through mitigation strategies, such as social distancing, attention to good hygiene, vaccination of employees and their families, and other similar approaches.

This Plan will take effect when signed by the CBP Commissioner and will remain in effect until superseded or cancelled. It will be reviewed and revised as needed.

Nothing in this Plan shall supersede applicable laws, Executive Orders, or Presidential Directives, existing memoranda of agreement (MOAs), memoranda of understanding (MOUs), and delegated authorities already in place prior to a PEID event.

b. Scope

This Plan applies to the CBP workforce—all CBP personnel, working animals, critical contractors (i.e. those contractors needed to ensure CBP maintains its mission essential functions), and persons in CBP care and custody during a PEID event.

This Plan should be used, as appropriate, with the CBP Continuity of Operations (COOP) Plan;

existing occupational safety, health, and infection control programs; and Medical Countermeasures directive (CBP Directive 5290-022). If required, CBP will develop annexes for other additional threats and hazards.

c. Background

This Plan addresses biological incidents that threaten to significantly impact the health and safety of the CBP workforce, as stated in the Scope section.

Biological incidents can unexpectedly occur anywhere within the United States. Biological incidents also occur globally and can affect multiple geographic regions at the same time. Increased movement of people, animals, and goods across international borders increases the risk of exposure to health threats originating outside the United States. Novel and re-emerging pathogens including those that are difficult to recognize, detect, and/or treat can spread worldwide quickly, posing threats to national security and the DHS workforce

This Plan recommends the adherence to and familiarity with the CBP Medical Countermeasures (MCM) directive, which provides comprehensive medical and safety actions that protect and enable the CBP workforce to respond effectively to biological incidents. Under authority of the DHS Chief Medical Officer (CMO) and the Office of Health Affairs (OHA) and in collaboration with DHS MGMT, DHS Occupational Safety and Health (OSH) Office, the use of MCM, other appropriate medical treatments, workplace controls, and Personal Protective Equipment (PPE) will vary to a notable degree depending on the characteristics of the pandemic, emerging infectious disease, or novel biological attack (furthermore throughout this plan referred to as a “PEID Event”) and the availability and appropriateness of interventions.

There are four lines of defense against biological incidents, according to the DHS Pandemic and Emerging Infectious Disease Workforce Protection Plan. DHS Office of Safety and Health messages or CMO advisories set these four lines of defense into action.

1. Good health and hygiene practices (e.g., frequent washing of hands)
2. Infection control (e.g., covering coughs and sneezes)
3. Workplace controls (e.g., PPE, telework, social distancing)
4. Appropriate use of MCMs for the disease causing agent (e.g., pre-exposure prophylaxis, vaccines, or hyper immune serum)

d. Key Authorities and References

- a) 29 CFR 1910, Occupational Safety and Health Administration (OSHA) Standards
- c) Homeland Security Act of 2002, as amended
- d) CBP COOP Plan at all levels.
- e) DHS Pandemic and Emerging Infectious Disease Workforce Protection Plan (PEIDWPP)
- f) DHS Risk Assessment and Control Band Desk Aid
- g) CBP Medical Countermeasures Directive No. 5290-022
- h) CBP Occupational Safety and Health Handbook, HB 5200-08B

