



Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

Friday, May 22, 2020 | 2:00 – 3:00 pm. ET

Meeting Notes

Contact Tracing

- Being done manually, and is sometimes difficult to track accurately
- A company is looking at the Beekeeper application to assist in contact tracing electronically; not as labor intensive and doesn't rely solely on what the employee reports
- A company is looking at an application that connects to their badge system to keep track of where employees go within the facility
- It is important to communicate thoroughly with individuals who have been in contact with anyone who has tested positively for COVID-19, as well as with other employees who may have been in contact with that individual within the company
- A company has hired an outside source to make cloth masks for employees; very successful in combatting the virus and has been well received by employees
- A participant asked how many positive COVID cases it took for the local health department to get involved
 - It varies from state to state
 - A company invited public health into their facility to ask questions and ensure they were taking the necessary precautions after a cluster of outbreaks occurred at local meat packing plants
- Many feel OSHA and CDC have provided accurate and helpful information during this pandemic

Travel/Vacation Policy

- A company is looking to institute guidelines that if someone travels to a highly impacted area or goes on a commercial flight, their trip will be reviewed to see if quarantine is necessary
- A company once had a 3 day quarantine policy, but is now moving towards mandatory mask-wearing at locations and 14 days upon returning. Temperature checks also being instituted
- Difficult balance between encouraging PTO and with travel being so limited.

Returning to the Office

- 5 employees/1,000 sq. ft
- A company shared they are planning to return in 4 steps
 - First step to happen one week after state allows offices to reopen to ensure it is safe to return
 - Station/bathroom to sanitize and equip with PPE before entering the office
 - Will phase in a very small amount of people in the first step
 - Dividers to be instituted to separate office and production staff
- A company conducted a survey with employees to see who wanted to return versus those who did not
 - Transportation in urban areas is a major factor in returning to the office
- Mandatory masks/glasses for those working in the office
- Bathrooms are a point of concern
 - No touch units on faucets, toilets
 - Added lights to indicate when the bathroom is occupied
 - Automatic doors
- A company expects 10-15% of their workforce will remain working from home once employees return to the office
 - Greater reliance on people managers to ensure work is being done when they aren't physically in the office
- A company is returning to work next week; current facility is not big enough for proper social distancing, so they are implementing 2 weeks in and 2 weeks out with employees
 - Required to return unless labeled as part of the vulnerable population
- Automated temperature checks with iPad- green you are allowed to enter, red you are denied access to facility
 - More cost effective to have one person administer the test rather than several nurses per week to administer health screenings

Benefits to Employees Working from Home

- Sent notes, office supplies, masks, hand sanitizers, welcome back gift box
- "Wellness Wednesdays"
 - Yoga session via Zoom, managing anxiety, etc.
- Provided lunch for those working in the office