



Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

Friday, June 19, 2020 | 2:00 – 3:00 p.m. ET

Meeting Notes

PPE

- Most all companies continue to mandate some type of face covering
 - Some moving towards face shields to accommodate rising summer temperatures
- At least one company has instituted an automatic temperature check in a few locations
 - Nurses are still in many facilities, but will likely be phased out in the coming weeks/months
 - Interactive survey to check for symptoms/exposure in employees

Returning to Work

- Working remotely where/when possible; slow and measured process to bring employees back into the office
 - Many companies are taking a phased/rotational approach when bringing people into the office to ensure proper social distancing
- Late summer to early fall are when many companies are looking to return to work, though the situation continues to remain fluid depending on location
- Childcare/school situation has impacted decisions on remote work
- States and local health departments are adopting different laws/guidelines to deal with this pandemic, which is difficult for companies who have facilities across the nation- this is an ongoing concern throughout the entire food industry
- Companies are finding through their employee surveys that employees are continuing to work very well from home

Travel

- One company has lifted the 14 day quarantine requirement and has moved to requiring a facemask and shield when returning to work after a period of travel; another allows only domestic travel, many are not permitting business travel; travel policy clearly is evolving across companies; required to log where they are traveling; many are asking employees to avoid commercial flights, drive when possible

Diversity and Inclusion in the Workplace: Employer dialogue and real conversations around race and equity in the workplace with the current protests

- Find ways to have a dialogue and move forward with action

- Flip the Script/Catalyst are great tools to use in developing dialogue on this important topic
 - Attached document from Catalyst on Conversation Ground Rules
- Racism matters webinars from Korn Ferry were very insightful.
 - https://infokf.kornferry.com/race-matters.html?utm_source=linkedin&utm_medium=social&utm_campaign=20-06-gbl-racism-matters
- Egon Zehnder will be hosting a discussion on this topic during our next meeting (*July 10th at 2:00 ET*)