



## Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

Friday, July 24, 2020 | 11:00 a.m. – 12:00 p.m. ET

### Meeting Notes

#### Self-Identification of Vulnerable Individuals

- Communicating with employees about the seriousness of the virus and how to stay safe is important. There are many channels that employees can share their concerns about underlying conditions to accommodate their conditions they don't feel comfortable sharing with supervisors
- A company does an annual health risk assessment and employees do a self-review. They can then contact their medical provider if an issue arises and can work with company to develop a plan of action
- A company is partnering with a local clinic to offer onsite doctors twice a week

#### COVID-19 Testing

- Local county health officials do not have the authority to shut down plants. It goes a long way to show them you have positive intent and educate them on how facilities actually operate
- A very high percentage of employees who come in contact with a person who has COVID-19 originate from family gatherings
- Companies are communicating with their employees how dangerous family gatherings can be at this point in time. Might do another round of communications in the fall when kids start returning to school
- Many companies are paying employees through quarantines if they are exposed to COVID-19, especially if it happened in the workplace

#### Quarantine Policy/Travel

- Self-quarantine and work from home when returning from a hotspot
- Two-week quarantine when returning from a hotspot, not paid if nonbusiness related
- One company does not require quarantining when returning from business/personal travel but does require mask when returning to office. Remote working is also preferable

### **Mask usage anywhere indoors-MN Executive Order**

- Agents hired to monitor this; fines imposed if anyone is caught, even possible jailtime
- Section 5c- Safety
  - Safety glasses are required, but combined with masks/humid conditions there can be fogging of glasses which can be a safety issue
  - Face shields instead of face masks

### **Returning to Work/School Re-openings**

- A company who reopened earlier in the summer is now returning to remote work due to a spike in cases
- No reimbursement for equipment to telework
- A company has had a couple employees consider resigning because of the difficulty of working/figuring out virtual school/learning – workplace flexibility is important
- A couple companies are offering \$300/week to help with childcare- open ended until further notice